

JUN - 7 1994

COMPUTER AND NETWORK OPERATIONS (C&TS)
GRIEVANCE NO. 22-653-91-7
PRE REVIEW COMMITTEE 1685

CASE CLOSED
LOGGED AND FILED

RECEIVED JUN - 6 1994

GRIEVANCE ISSUE

The union contends that on an ongoing basis, non-bargaining unit analysts have been inputting commands on OCTEL, voice message system, work that has been historically performed by bargaining unit employees.

DISCUSSION

The committee noted that this case was returned to the LIC to determine settlement as the "actual inputting of commands" is bargaining unit work (as noted in PRC 1669). At LIC the parties could not come to agreement on settlement, so this committee had each party determine the duration of an average job of the work at issue. The union members indicated that their research supported the average duration equaled 7 to 10 minutes per job; the company indicated that such tasks should take approximately 2 minutes.

DECISION

After reviewing how each party determined its divergent conclusions of the duration of the same jobs, as an equity settlement, the parties agreed to settle on 5 minutes for an average job on which exempts performed bargaining unit work. The settlement is based on an estimated 75 request per week for the period in question (1991 - 1993 or 143 weeks). Therefore, 75 requests/week X 5 minutes equals 375 minutes/week (6.25 hours/week). 6.25 hours/week X 143 weeks = 893.75 straight hours at the 1992 wage rate. Equal payments should be made to Telecommunications Technicians who were present during the grievance period.

Based on the foregoing, this case is considered settled.

<i>Kenneth J. Ball</i>		5-30-94
KEN BALL, JR., SR. BUSINESS REP	CONCUR/DISSENT	DATE
<i>Lula Washington</i>		5-14-94
LULA WASHINGTON, BUSINESS REP.	CONCUR/DISSENT	DATE
<i>John Moffat</i>		5/31/94
JOHN MOFFAT, SR. NEGOTIATOR	CONCUR/DISSENT	DATE
<i>Lia Shigemura</i>		5/19/94
LIA SHIGEMURA, SR. LABOR REP.	CONCUR/DISSENT	DATE