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REVIEW COMMITTEE DECISION

FILE: R.C. No. 11 - San Jose Division Grievance
Wage Rate, Electrical Technician - Emile Richier

SUBJECT OF GRIEVANCE:

The employee was awarded a job posted as Electrician (Electronic) on March 30, 1951. At a later date Company and Union negotiated a new classification of Electrical Technician. The duties of the new classification included among others those previously performed by an Electrician engaged in electronic work, and a one year progressive wage rate was established for the classification, the minimum of which was higher than the wage rate applicable to the classification of Electrician.

On February 25, 1952 the employee, as the successful bidder, was assigned to the Electrical Technician classification. Union later proposed that he be given retroactive credit to the time he started as an Electrician (Electronic) for the purpose of determining his wage rate progression in the Electrical Technician classification. The Division maintained that that employee was not fully qualified to perform all the duties of the job at the time he was appointed to the Electrical Technician classification, therefore the minimum rate was proper. In any event the Division contended that no retroactive classification seniority credit could be granted for work performed by the employee prior to February 25, 1952, when he was not classified as an Electrical Technician.

STATEMENT AND DECISION:

The discussion of this grievance revealed that at the time the classification of Electrical Technician was negotiated an understanding was reached that initially each employee placed in the new classification of Electrical Technician would be given either the minimum or maximum wage rate established therefor dependent upon his qualification and experience. Other than that there was no intent to give retroactive credit for classification seniority or for wage rate adjustments in the Electrical Technician classification. In the particular case, before the Committee, it is noted that the employee transferred from San Jose Division to De Sabla Division on August 4, 1952, he was given the maximum rate of the Electrical Technician classification. Since this latter action resulted in acceleration his wage rate advancement by a period of six months, it is the decision of the Committee that no further action should be taken in this regard and that the grievance be considered closed.

FOR UNION:

Ray Michaels
Don Grandstaff
L. L. Mitchell

By: /s/ L. L. Mitchell
Date: 1 -22 -53

FOR COMPANY:

H. F. Carr
R. J. Tilson
V. J. Thompson

By: /s/ V. J. Thompson
Date: 1 -20 -53