

REVIEW COMMITTEE DECISION

R. C. File No. 138

De Sabla Division Grievance No. 59 - Wage Rate for Patrolman

Subject of Grievance:

The aggrieved employee (Wilford G. Krug) worked in the classification of Relief Patrolman from October, 1954 to April, 1956, being transferred to the classification of Groundman on April 23, 1956. During the time he was working as Relief Patrolman his rate of pay was set at the minimum established for such classification. Union claimed the employee, during the period involved, was performing duties which, according to the Labor Agreement, entitled him to the maximum rate of pay for such classification. That is, it was claimed the employee performed work requiring higher skills such as climbing, changing insulators and service to the public for more than 50% of his time. The Division disagreed with this contention, but admitted that the employee, because of the type of work he performed, was entitled to a rate of pay higher than the minimum but lower than the maximum of the classification. No settlement was attained in the Division Joint Grievance Committee and the grievance was referred to review.

Statement and Decision:

The Union and Company members of this Committee agree that the type of work performed by the employee (Krug) in the Relief Patrolman classification was such that it did not entail more than 50% of his time being spent in the higher skills required in order to apply the maximum rate of the Patrolman classification. This determination has been made after reviewing the outline of his duties submitted as a part of the review record. The employee's grievance is therefore not upheld in this regard.

The matter of changing the employee's wage rate for other reasons should be reviewed by the Division and any increase authorized should be based on the percentage of time spent by the employee on work coming under various classifications as provided for in the Labor Agreement wage schedule.

FOR UNION:

Russell Stone, Jr.  
Paul Devlin  
L. L. Mitchell

By L. L. Mitchell

Date Jan 14, 1957

FOR COMPANY:

E. F. Sibley  
C. L. Yager  
V. J. Thompson

By [Signature]  
Date January 10, 1957

