

REVIEW COMMITTEE DECISION

Review Committee File Number 258  
San Jose Division Grievance Number 18

Subject of Grievance

An increase in the work load at the Cupertino Garage necessitated the temporary addition of an extra mechanic to the evening work period during the month of January 1960. As a result of this, the Senior Mechanic, who regularly works this schedule, submitted time cards requesting a temporary upgrade to Subforeman. He contends that the addition of a Mechanic resulted in his supervising the work of two other men, exclusive of himself, and he is, thus, in charge of a crew. The Division did not approve the requested temporary upgrade.

Statement and Decision

The answer to the question raised by this grievance must depend on the work assignments performed by the employees who worked the evening schedule at the Cupertino Garage during January of 1960. Two of the three employees involved in the grievance, a Senior Mechanic and a Mechanic, were engaged in the performance of general vehicle maintenance and repair work. The third employee, a Garageman, was occupied at automotive service work in and about the garage. The Garageman, in this instance, was regularly assigned duties which are of a repetitive nature and carried out by him on a scheduled routine. The work, a substantial part of which consists of preventative maintenance inspections, lubricating, servicing and cleaning of Company vehicles, is such that it was completed by the Garageman independent of the repair work being performed by the mechanics in their performance of vehicle repair work and, for this reason, the activities of these employees would not be considered that of a crew.

In view of the foregoing, under the facts presented in this grievance relating to a temporary assignment, it is not proper to consider the grievant as a working foreman in charge of a crew engaged in automotive maintenance and repair work.

FOR UNION:

Kenneth Stevenson  
W. M. Fleming  
L. L. Mitchell

By L. L. Mitchell

Date Jan. 23, 1961

FOR COMPANY:

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

By V. J. Thompson

Date January 11, 1961