

REVIEW COMMITTEE DECISION

Review Committee File No. 262
Coast Valleys Division Grievance No. 2576

Subject of Grievance

The grievance concerns the necessity of paying a shift premium when a shift employee, working outside of his regular work days and operating schedule, operates the shore to ship radio when oil is received at the Morro Bay Power Plant. The record submitted by the Division Joint Grievance Committee indicates that a Senior Control Operator was assigned to operate the radio on June 16 at 2:00 a.m. and continued such work until noon of the same day. The employee submitted a time card requesting payment of the shift premium in addition to his regular overtime pay. The Division did not approve the payment of the shift premium and as employee's grievance could not be settled at the local level it has been referred to this Committee for final disposition.

Statement and Decision

It appears from the record that a radio operator is required to be on duty while oil tankers are unloading at the Morro Bay Power Plant. Because of the uncertainty of the ship's exact arrival time, definite arrangements for the operation of the ship to shore radio are not usually made until the tanker arrives. It is the practice at this Plant to rotate the work among personnel who are licensed radio operators and who are on their regular days off when the tanker reached the Morro Bay Power Plant. Such extra work is assigned because of the employee's qualifications to operate the radio. In this case, therefore, the employee does not qualify for shift premium pay.

FOR UNION:

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

By L. L. Mitchell

Date 2/17/61

FOR COMPANY:

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

By [Signature]

Date February 15, 1961