

## REVIEW COMMITTEE DECISION

Review Committee File No. 324  
DeSabra Division Grievance No. 80

### Subject of the Grievance

The employee concerned with this grievance is a Choreman presently headquartered at Rodgers Flat. Following a change of headquarters, his hours of work, 8:00 a.m. to 4:30 p.m., were changed to 12:30 p.m. to 9:00 p.m. on Mondays, and 7:00 a.m. to 3:30 p.m. on Tuesday through Friday.

The Division contends that the change of work hours was made under the provision of Section 202.15 of the Agreement and necessary to allow the employee an opportunity to perform certain janitorial work when the office building was not otherwise occupied. The correction asked for is that the employee be returned to his previous schedule of work hours and paid at the overtime rate of pay for all hours worked outside of these hours.

### Discussion

The job definition of a Choreman provides that he is "an employee engaged in performing various kinds of unskilled work including janitorial work".

Section 202.15 states: "Nothing contained in this Agreement shall be construed to limit the right of Company to establish a basic workweek other than as provided in Section 202.2 hereof, or to establish hours of work other than as provided in Section 202.4 hereof, for employees assigned to work which cannot conveniently or practicably be performed at the times established by said Sections. The foregoing reservation shall be deemed to apply to such employees as salesmen, janitors, elevator operators, warehouse, shop and garage employees, etc."

The foregoing reservation does not specifically include the Choreman classification. It is, however, applicable to employees classified as Janitors. In the case at hand, the employee is performing janitorial work which cannot practicably or conveniently be performed during regular hours of work from 8:00 a.m. to 4:30 p.m. The schedule, as outlined, overlaps the regular hours of work and the deviation applies only to that work which cannot be conveniently performed during the hours designated by Section 202.4.

### Decision

As the assignment of janitorial work to this employee conforms to his

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job description, and as the work cannot be performed during regular hours of work, the Division's application of Section 202.15 was proper.

FOR UNION:

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

By L. L. Mitchell

Date Mar. 12, 1962

FOR COMPANY:

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

By V. J. Thompson

Date February 15, 1962