

REVIEW COMMITTEE DECISION

Review Committee File Number 326
Sacramento Division Grievance Number 78

Facts of the Grievance

This grievance concerns the reassignment of work formerly performed by a Clerk Driver in the Gas Meter Shop in the Sacramento Division. The job was reclassified to a Truck Driver Light and posted for bid in the February 1, 1961 Job Vacancy List and was awarded to the grievant.

Following the filling of the job, a grievance was submitted stating that the reassignment was improper as Company had not complied with the provisions of Section 204.4 of the Agreement. The Division's position was that the assignment to the Truck Driver Light did not involve the creation of a new classification and for this reason it need not be discussed with the Union as provided in Section 204.4.

Discussion

The job under discussion, involving a truck which pulls a 16 foot trailer with a 10,000-pound load, is one which existed in the Division's Meter Shop for a period of years, although no classification has been specifically negotiated to provide for the job duties. A Clerk Driver in the Gas T and D Department performed the job duties for a period of years with the acquiescence of both Company and Union. When the job was vacated on January 19, 1961, and transferred to the Division Warehouse Department without a change in duties, a dispute arose as to the classification of the job. The Union's position in this case is that under the provisions of Section 204.4, the Company established an additional regular classification in the Warehouse Department and, therefore, should reach agreement with the Union. The Company contends that an additional regular classification was not established since the job duties fall within the description and wage rate of a Truck Driver Light classification already established in the Division Warehouse Department, even though such classification has a lower rate of pay than the Clerk Driver classification in the Gas T and D Department.

After discussing this grievance at length the Review Committee believes that the basic differences of opinion relating to Section 204.4 are irreconcilable except through joint negotiation. However, since there is no objection by either Company or Union to the transfer of the job to the Warehouse, the only dispute remaining concerns the lowering of the wage rate.

Decision

It has been decided, on the basis of the past practice, that the rate of pay for this job should not change as there was no change of job duties at the time of reclassification. To accomplish this the job should be reclassified as a Truck Driver Heavy, effective the date the grievant filled the job. The rate of pay for the Truck Driver Heavy in the Warehouse is the same as that paid a Clerk Driver in the Gas T and D Department.

FOR UNION:

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

By L. L. Mitchell

Date Mar. 13, 1962

FOR COMPANY:

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

By V. J. Thompson

Date March 8, 1962