

REVIEW COMMITTEE DECISION

Review Committee File No. 332
Coast Valleys Division Grievance No. 18-214

Subject of Grievance

The grievance concerns the question of rescheduling a Troubleman to work a second Troubleman's schedule for one day. The grievant was regularly scheduled to work on October 3, 1961, from 8:00 a.m. to 5:00 p.m. As a result of the re-scheduling, his hours were changed to 1:00 p.m. to 9:00 p.m. The change was made as the second Troubleman was off work with permission to engage in Union business.

The grievant asks that he be paid overtime at the applicable rate for the four hours worked outside of his regularly scheduled hours.

Discussion

During this year's general negotiations considerable discussion ensued between Company and Union over the question of changing work schedules of employees to meet operating needs in situations such as involved in this grievance. As a result of these discussions, the means available for handling transfers of employees from one schedule to another were expanded. It is believed by reason of these amendments that a more flexible means has been provided to take care of operating needs without the payment of overtime when changes can be worked out in advance. In the present case, which took place before these amendments, the employee worked outside of his regularly established work hours for less than one day and the Agreement provided that such work is to be compensated for at the overtime rate.

Decision

In view of the foregoing, the grievant is entitled to payment at the overtime rate for four (4) hours.

FOR UNION:

R. W. Fields
W. M. Fleming
L. L. Mitchell

By L. L. Mitchell

Date November 20, 1962

FOR COMPANY:

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

By V. J. Thompson

Date November 19, 1962