

COPY

INDUSTRIAL RELATIONS
741.5

Review Committee File No. 450
North Bay Division Grievance No. 4-70

April 28, 1964

MR. D. E. STUART, Chairman
North Bay Division
Joint Grievance Committee

During the last several meetings, the Review Committee has discussed the above subject grievance. To briefly review, the record indicates that the grievant, who at that time was classified as a Warehouse Attendant at Sonoma, was performing certain clerical functions in addition to those of his classification. The dispute seemed to center around those clerical duties and the rate of pay which the grievant should receive while performing such work.

At that time the job description of the Warehouse Attendant provided that he could perform routine clerical work around the service center in addition to his duties in the warehouse. The dispute narrows itself then to the question of whether all of the duties outlined in the Job Assignment Questionnaire for the employee were routine, as provided in the description, or other than that, for which the Union claimed he should receive Foreman's Clerk wages.

It is the opinion of this Committee that the majority of such duties listed were routine and, as such, could be performed by the Warehouse Attendant. On the other hand, a very minor portion of the work would be that normally performed by a Foreman's Clerk and as such might be considered clerical work which was not routine within the meaning of the grievant's classification. To settle this dispute, the Committee decided that the employee shall be paid a retro-active wage adjustment of \$27.00. This amount is to cover the period from January 1 to July 1, 1963.

Inasmuch as the Warehouse Attendant classification has merged with the Senior Warehouseman classification and as the latter classification's wage rate is comparable with that of a Foreman's Clerk, the issue does not continue beyond the date of the reclassification.

In accord with the above, the Division will make the retroactive adjustment of \$27.00 provided by this decision, and the case will be considered closed.

/s/ L.V. BROWN, Chairman
Review Committee

LVB:RS

cc: VJThompson
CLYager
EFSibley
ESDay