

REVIEW COMMITTEE DECISION

Review Committee File No. 1167-72-44  
Sacramento Division Grievance No. 6-72-5

Subject of the Grievance

This grievance involves a change in work schedules at the Placer-ville garage. Prior to the change, the two affected employees worked from 11:00 AM to 7:00 PM or eight hours. The schedule was changed to 3:30 PM to 12:00 PM, or eight hours with 30 minutes off for a meal. Company made the change for purposes of convenience in performing the work as specified in Section 202.15. All other employees subject to this Section in Sacramento Division work a 4:00 PM to 12:00 PM schedule.

Union asked that Company follow the historical practice in the Division and change the schedule to eight consecutive hours.

Discussion

The situation here deals with the change in hours of an established garage schedule of eight consecutive hours. The previous schedule had been in effect for a long time, and all concerned were aware of the deviation. This case is somewhat analogous to the "Grandfather" exception common to Labor Agreement interpretations. The effect of that exception is to preserve the status quo of employees that would otherwise be adversely affected by a change to conform a practice to the current Labor Agreement provisions. The Review Committee is of the opinion that this is a proper case to preserve the status quo by employment of a "Grandfather" exception.

Decision

In accordance with the foregoing discussion, the change of hours in this instance should have provided for eight continuous hours of work. The schedule will be changed accordingly and this case closed on that basis.

FOR UNION:

W. H. Burr  
E. R. Sheldon  
L. N. Foss

By



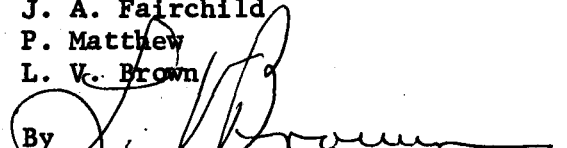
Date

11-22-74

FOR COMPANY:

J. A. Fairchild  
P. Matthew  
L. V. Brown

By



Date

11-22-74