

REVIEW COMMITTEE DECISION

Review Committee File Number 299
East Bay Division Grievance Number 186

Statement of Facts

A grievance was filed following the filling of a Supervisor Meter Reading vacancy in the East Bay Division Central District. The vacant position was previously classified as a Head Meter Reader position and as such was within the bargaining unit described in Section 2.1 of the Clerical Agreement between Company and the Union. The new classification is not within the bargaining unit. The Division contends that the duties of the vacant job were changed and that as a result the reclassification was proper.

Discussion

The classification of Head Meter Reader was established on June 4, 1954. At that time it was agreed that a Head Meter Reader is an employee who possesses all the qualifications of a Meter Reader and shall be in direct charge of Meter Readers; he shall assign meter locations to routes and compile route books and may make changes therein as advisable; he may perform the duties of a Meter Reader. Although some of the duties performed by the Head Meter Reader are retained in the new classification, still the overall effect of the change indicates that substantially more responsibility and authority has been assigned to the new classification and as a result the position has become primarily administrative and supervisory in nature. Additionally, certain routine work previously performed by the Head Meter Reader has been eliminated in the new classification. As an example, the incumbent of the new classification will not perform the duties of a Meter Reader.

Decision

The decision of the Review Committee is that in this case the reclassification was not in violation of Title 2 of the Clerical Agreement.

FOR UNION:

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

By L. L. Mitchell

Date Dec. 7, 1961

FOR COMPANY:

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

By [Signature]

Date November 15, 1961