

GRIEVANCE NO. 700309-10

FOURTH STEP

Date Reply - 12/2/70

This grievance has arisen over an interpretation of Article 10, Section 5 of the current contract. In order to avoid future misunderstandings over this section the following interpretations will be effective immediately and will hopefully aid in improving communications.

GRIEVANCE MEETING

Time spent in a grievance meeting by an employee during his regular working schedule will be considered as time worked for pay purposes. Time spent in a grievance meeting outside of the employee's regular working schedule will not be paid.

In addition, whenever it is necessary to have a union committee-man present for departmental discussions or disciplinary cases during their regular working schedule, they will be paid as time worked for pay purposes.

UNION-MANAGEMENT MEETINGS

Time spent in this meeting by the members of the Workmen's Committee during his regular working schedule will be considered as time worked for pay purposes.

Time spent in this meeting outside of a member's working schedule will be paid at straight time at the member's regular rate of pay and will be considered as allowed time.

Applying this interpretation to the present grievance, Robert Thomas will be paid for the time spent in the meeting as time worked. Nine tenths of an hour at time and one half in full settlement of this grievance.

*WJ Farkos*

W. J. Farkos  
Director of Personnel  
and Industrial Relations

CC 16411

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