

Award No. 1619
Docket No. CL-1672

**NATIONAL RAILROAD ADJUSTMENT BOARD
THIRD DIVISION**

Sidney St. F. Thaxter, Referee

PARTIES TO DISPUTE:

**BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS,
FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYES**

GULF COAST LINES

**INTERNATIONAL-GREAT NORTHERN RAILROAD
COMPANY**

**SAN ANTONIO, UVALDE & GULF RAILROAD COMPANY
SUGARLAND RAILWAY COMPANY**

**ASHERTON & GULF RAILWAY COMPANY
(Guy A. Thompson, Trustee)**

STATEMENT OF CLAIM: "Claim of the System Committee of the Brotherhood that:

"(a) Effective November 1, 1940 the correct rate of pay for the position of Car Service Clerk at the San Antonio Freight Station is \$7.10 per day with an annual assignment of 306 days. Also

"(b) Claim that the Car Service Clerk be paid an additional day's pay at the rate of time and one-half for each Sunday and holiday worked from November 1, 1940 until correct rate of pay and assignment is made effective."

There is in evidence an agreement between the parties bearing effective date of November 1, 1940.

EMPLOYEES' STATEMENT OF FACTS: "The Car Service Clerk at San Antonio is assigned on a 365 day annual basis and is paid \$5.95 per day.

"The duties of the position consist of handling all demurrage records for San Antonio, South San Antonio, Cementville, Adams, Longhorn, San Jose and Phoenix; making report of all cement loaded and United States Department of agriculture reports.

"None of the work performed is necessary to the continuous operation of the carrier."

POSITION OF EMPLOYEES: "During our 1940 rules negotiations we endeavored to reduce all 365 day annual assignments to 306 days without any reduction in the earnings of the positions. We were unable to reach an agreement to that effect, but the carrier did very readily recognize and agree that there are many positions, not necessary to the continuous operation of the carrier, that are assigned on a 365 day annual basis. An agree-

assigned to Sunday and holiday work necessary to the continuous operation of the Carrier is a subject for negotiation between the parties by agreement."

OPINION OF BOARD: In so far as the interpretation of the agreement is concerned this case involves exactly the same question as was considered in Docket No. CL-1679, Award No. 1614. We there held the letter of October 13, 1940 to be a part of the agreement effective November 1, 1940, and that it required the carrier as of November 1, 1940 to reduce all 365 day assignments not necessary to the continuous operation of the carrier to 306 day assignments without a reduction in the total pay received by the employees affected.

The position here involved is the 365 day assigned position of Car Service Clerk in the San Antonio, Texas, Freight Station. In view of the construction which we placed in Docket CL-1679, Award 1614, on the phrase "not necessary to the continuous operation of the carrier" we must hold that the assignment covered by this case should have been reduced, effective November 1, 1940, to a 306 day annual assignment without any reduction of the earnings of the man employed in such position.

For the reasons expressed in Docket CL-1679, Award 1614, we hold, however, that such employee is not entitled to time and one-half for Sundays and holidays worked since November 1, 1940 but only to the pro rata rate.

FINDINGS: The Third Division of the Adjustment Board, after giving the parties to this dispute due notice of hearing thereon, and upon the whole record and all the evidence, finds and holds:

That the carrier and the employee involved in this dispute are respectively carrier and employee within the meaning of the Railway Labor Act, as approved June 21, 1934;

That this Division of the Adjustment Board has jurisdiction over the dispute involved herein; and

That the agreement of October 13, 1940 is supplemental to the current agreement; that it has the same effective date, viz., November 1, 1940, and applies to the position involved in this dispute, it having a 365 day assignment and not being "necessary to the continuous operation of the carrier."

AWARD

Claim (a) sustained; claim (b) sustained to this extent—that the employee be paid an additional day's pay at the pro rata rate established under claim (a) for each Sunday and holiday worked from November 1, 1940 until a correct assignment in his case shall have been made effective, less amounts actually received for regularly assigned working hours on such days.

NATIONAL RAILROAD ADJUSTMENT BOARD
By Order of Third Division

ATTEST: H. A. Johnson
Secretary

Dated at Chicago, Illinois, this 27th day of November, 1941.