



to come to the bargaining table and bargain over it. The practice started before the first contract was in place, it continued with the first contract and successive bargaining agreements, and became imbedded in the understanding of the language of Article 21. It cannot be wiped out now without bargaining for a change.

AWARD

The grievance is sustained. The County is ordered to pay the mechanics' rate of pay to employees for performing mechanics' duties, including changing oil, tires, belts, greasing trucks, and other routine maintenance which had previously been paid at mechanics' rates. The County is further ordered to pay the mechanics' rate of pay since the date of the grievance, December 21, 1992, where records substantiate the failure to pay the mechanics' rate of pay for employees' performing routine maintenance. The Arbitrator will hold jurisdiction until January 21, 1994, solely for the purpose of resolving any disputes over the scope and the application of the remedy ordered.

Signed this \_\_\_\_ day of November, 1993, at Elkhorn, Wisconsin.

By \_\_\_\_\_  
Karen J. Mawhinney, Arbitrator