

REVIEW COMMITTEE

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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

De Sabla Division Grievance No. 10-193-83-2
P-RC 852

December 22, 1983

MR. R. M. EDWARDS, Company Member
De Sabla Division
Local Investigating Committee

MR. S. A. THOMAS, Union Member
De Sabla Division
Local Investigating Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Step Five A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

This grievance concerns the allegation that Water Collection employees, (i.e., Water Systems Repairmen) are performing work normally done by the Hydro Maintenance Department. The grievance alleges that fabrication of steel boxes used to protect communications equipment is work that should be performed by Electrical Machinists.

Facts of the Case

On or about January 24, 1983, a project was assigned to a Water Systems Repairman and Helper of the Water Collection Department which involved welding and fabricating a steel box (flow metering device), to be installed on Milk Ranch conduit. The steel box was built in the Hydro Shop located at Rogers Flat. The steel box is used to house water measurement equipment for the purpose of measuring the flow of water. Stationary power tools and welding equipment were used by the two employees to construct the box.

Prior to 1978, the Water Collection Department was composed of a labor crew consisting of a Labor Foreman, Tractor Operator, Truck Driver, Utilitymen and Helpers. These crews were not sufficiently skilled to perform the work of a Welder. Subsequently, the Water Collection Department has expanded to include skilled classifications such as the Water Systems Subforeman and Water Systems Repairman. The Water Collection group has built rain gauges in the past which require similar welding and fabrication skills to those utilized in this case. However, the construction of the boxes has been primarily performed by Electrical Machinists in the Maintenance Department.

Discussion

The Union, at the Local Investigating Committee level, grieved this incident and asked that the Company cease and desist in this practice of breaking

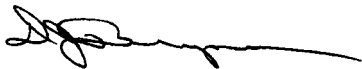
December 22, 1983

down the job definitions and lines of progression. The Pre-Review Committee reviewed the 1983 Water Department Training Guidelines as well as the job description for the Water Systems Repairman classification. The Committee noted that the job description states, "He must make welds as required..." The Committee also reviewed and noted that the Water Systems Repairman Training Guidelines state that "The importance of welding is extended mainly to the minor repair of equipment in the field and to fabricate brackets, hangars, stands, frames, etc., as may be needed to facilitate completion of work in progress." The Committee went on to discuss the fact that the box is merely a housing for electrical and communication equipment similar to any gauging station and is, therefore, considered a water systems structure. The Committee also noted that the employee who performed the welding and related work was fully qualified.

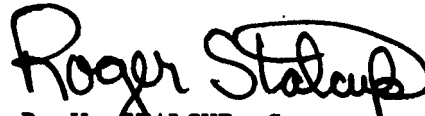
Decision

The Committee agreed that after reviewing the job definition of Water Systems Repairman and the guidelines for the Water Systems Repairman Training Program, that the work performed appears to be within the job definition and, therefore, no violation of the Agreement occurred.

This case is closed without adjustment and should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

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