

REVIEW COMMITTEE DECISION  
R.C. FILE NO. 67  
DRUM DIVISION, GRIEVANCE NO. 2  
STUBBING POLES

SUBJECT OF GRIEVANCE

The Union filed a grievance claiming that employees in a labor crew who are classified as Laborers should be paid at least the minimum rate of the Groundman classification when engaged in stubbing poles. The Division, by past practice, considered stubbing poles as unskilled work, and backed its contention by reference to the job definition of Laborer as used in the Bay Area wherein "stubbing poles" was noted as unskilled work.

STATEMENT AND DECISION

Although the greater part of the pole stubbing job is classified as unskilled work, there are some phases of such a job which may be considered as semi-skilled. For example, the securing of the pole to prevent it from falling while the hole is being dug or the placing and tightening of metal bands around the stub and pole. By reason of this, if employees classified as Laborers are required to perform semi-skilled pole stubbing duties, they should be paid at the Groundman rate on a temporary assignment basis in accordance with the labor agreement if such time worked is not less than two hours during the day. In other words Section 204.3 of the labor agreement is applicable in such situations.

For Union:

Ray Michael

Leonard Gehringer

Elmer Bushby

By Elmer B. Bushby

Date 1-24-1955

For Company:

H. F. Carr

R. J. Tilson

V. J. Thompson

By V. J. Thompson

Date October 8, 1954