

REVIEW COMMITTEE DECISION

R. C. File Number 149

Coast Valleys Division Grievance No. 54 - Use of a Warehouseman, Senior for the Make-Up of Preassembled Crossarms.

Subject of Grievance:

The Division utilizes the services of a Warehouseman, Senior for the purpose of making up preassembled crossarms. The Union contends that preassembly of crossarms falls within the job definition of a Lineman, and, therefore, the work should be performed by a Lineman. The Division argued that preassembly of crossarms is not line construction work, but merely consists of assembly and packaging materials in stock, and thus was a type of work which Warehouse personnel performs.

Statement and Decision:

Prior to the introduction of preassembly and packaging of crossarms at a central location, the material was withdrawn in separate items from the Warehouse, and the construction work was done in the field. The Warehouse personnel handled the disbursement of the material, and members of the overhead line crews made up the crossarms as required. In the processes leading to the utilization of the equipment in the field both classes of personnel were involved. Centralized preassembly and packaging, recently introduced, is in the development stage in the Company's system, and for the most part the skills of the Overhead Line Department employees have been engaged in working out the processes, some of which are relatively simple, and some of which are more involved. While it may be readily ascertained that the simple packaging functions associated with the preassembly work involve duties which are required of Warehouse personnel, it is equally evident that a major portion of the preassembly duties as a whole consists of those duties normally performed by line crew personnel. We believe, therefore, that the preassembly of crossarms should be considered as overhead line construction work, and such is the decision of this Committee. Where employees are regularly engaged in the preassembly of crossarms at a central location, the line crew classification should be used on a basis similar to that followed when the work is performed in the field. For intermittent work at isolated locations, line crew classifications should also be utilized, except that we believe practicable allowances should be made for the use of Warehouse personnel when the work is confined to the simpler assemblies which for the most part consist of packaging functions.

For Union:

Russell Stone, Jr.
Paul Devlin
L. L. Mitchell

For Company:

E. F. Sibley
C. L. Yager
V. J. Thompson

By L. L. Mitchell

Date July 2, 1957

By [Signature]

Date June 21, 1957