

REVIEW COMMITTEE DECISION

Review Committee File Number 183
North Bay Division Grievance Number 14

Subject of Grievance:

The Division established a pole framing and setting crew in the San Rafael District. The composition of the crew was Subforeman, Clerk-Driver, Lineman and Groundman. The work of this crew consisted of several of the following processes, depending on the voltage of the line, number and sizes of wires to be installed, equipment to be mounted on the cross-arms, etc.:

"Attach braces to crossarm with machine bolts.
Nail 'High Voltage' signs to crossarm.
Place and nail wood locust pins in crossarm.
Place and tighten steel pins.
Bore holes and install deadend insulator hardware.
Attach bounding wire to hardware.
Place thru bolt and space bolts in proper pre-drilled holes.
Screw insulators on threaded pins."

The Union contends that making up crossarms is a lineman's duty and that it should not be done by a groundman. The Division claims that it has been a common accepted practice for employees in the groundman classification to assemble crossarms on Line crews under direction and supervision.

Statement and Decision:

This grievance arises from the fact that the crew was involved in repetitive work. In this case framing poles and crossarms. As a result each man on the crew was performing the same type of work.

In this Committee's examination of the problem, we find that when the crew engages in such pole framing work and the groundman actually performs framing duties similar to the activity of other members of the crew, rather than helping other members, he is then engaged in work beyond the scope called for by his classification definition.

FOR UNION:

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By *L. L. Mitchell*

Date *3/24/60*

FOR COMPANY:

E. F. Sibley
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By *[Signature]*

Date *3-21-60*