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**INDUSTRIAL RELATIONS
741.5**

**Review Committee File No. 1098
DeSabra Division Grievance No. D.Gr/C 10-71-1
Water Systems Repairman in Charge of Unskilled Helpers**

November 7, 1973

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**MR. S. C. ANDERSON, Chairman
DeSabra Division
Joint Grievance Committee**

The Review Committee has discussed the above-subject grievance at length and is referring it back to the Division for settlement in accordance with the following:

After careful examination of the Water Systems Repairman and Water Systems Subforeman job descriptions, the Review Committee recognizes that the job descriptions overlap in regards to supervising a group of Helpers performing unskilled work. The answer to the issue at hand can be found in the job definitions where this particular job duty is specifically spelled out in the definition of a Water System Subforeman classification.

For this reason, the Review Committee is of the opinion that the Water Systems Subforeman classification should have been used in this case. Therefore, the grievant is entitled to an upgrade for the time in question.

This case is considered closed without prejudice to the positions of either the Company or Union and should be so noted in the minutes of your next Joint Grievance Committee meeting.

L. V. BROWN

**L. V. BROWN, Chairman
Review Committee**

LVB:mt

- cc: CRMartin SCGrubb
- IWBonbright DLKennady
- JAFairchild WKSnyder
- HJStefanetti Division Personnel Managers
- HG Cooke LNFoss, IBEW