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DIVISION OR DEPARTMENT **INDUSTRIAL RELATIONS**
 FILE NO. **741.5**
 RE LETTER OF
 SUBJECT **North Bay Division Grievance No. 4-75-51**
 P-RC 190
 Labor Foreman Assigned to Operate Hole Digger

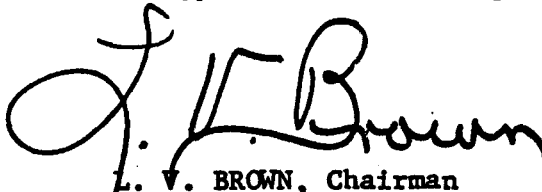
October 16, 1975

MR. R. H. JONES, Chairman
North Bay Division
Joint Grievance 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 to the Division for settlement in accordance with the following:

The record indicates that the issue in dispute is one of bypassing the grievant, a T&D Driver, and utilizing a Labor Foreman to operate the "hole digger." The practice in the Santa Rosa headquarters is to either use the grievant or a Labor Foreman. This job assignment prior to 1966 was performed by the Hole Digger Operator classification, which was subsequently eliminated during the 1966 negotiations. The issue can be resolved by reviewing Title 600, Job Definitions and Lines of Progression, Division Electric Department employees, specifically, the various classifications that can be assigned hole digging operations, such as Working Foreman, Labor Foreman, T&D Equipment Operator and in limited cases, T&D Driver working as a member of a line crew. It is evident that the job assignment in question is a common duty performed by several classifications, and in the opinion of the Pre-Review Committee, the assignment of the Labor Foreman, in this case, was proper.

When a settlement is reached by the Joint Grievance Committee, the Review Committee should be sent a copy of the final disposition.


J. V. BROWN, Chairman
Review Committee

DJBergman:rto

cc: JGFoster
 IWBonbright
 Personnel Managers
 LNFoss, IBEW