

REVIEW COMMITTEE DECISION

Review Committee File No. 441  
San Jose Division Grievance No. 8-20

Subject of the Grievance

The grievance concerns the assignment of two Linemen, as a unit apart from a crew, to install secondary street light drops between preset street light electroliers and the pole line. The record denotes that such assignments have been recurrent since about March 20, 1963.

It is the contention of the Union that the Linemen concerned in this grievance should be compensated at the Troublemaker rate of pay in accord with the Agreement while performing such work.

Discussion

The Lineman's job definition was expanded following the general contract negotiations of 1962. As a result, the revised definition provides that a Lineman, when working with another employee, performs work which includes, among other things, the setting of street light poles not to exceed 40 feet in length, and installing street light fixtures. Subsequently, the matter was further clarified in Union's letter of understanding of August 31, 1962. In respect to the subject of this grievance, Paragraph B, Item 1, of the aforementioned letter relates to pole setting jobs by two-man units. It there provides that when setting poles which are supports for street light brackets and/or secondary street light drops only, along with the setting of such pole, or poles, the secondary street light drops may also be installed as part of that job by the two-man unit.

Although not a part of this grievance, it should be noted that subsequent to this grievance Paragraph C of the Lineman's understanding was amended to provide that a two-man unit may also install multiple street light drops in conjunction with the installation of street light fixtures.

Decision

The work performed by the grievants does not fall within the provision of the Lineman's definition or understanding relative to work which a two-man unit may perform in that the installation of the secondary street light drop was not in conjunction with the setting of the poles which were supports for the secondary street light drops. Under the facts of this grievance, the correction sought by the Union is affirmed.

FOR UNION:

R. W. Fields  
W. M. Fleming  
L. L. Mitchell

By

L. L. Mitchell

Date

Nov 4, 1963

FOR COMPANY:

E. F. Sibley  
C. L. Yager  
L. V. Brown

By

J. P. Brown

Date November 1, 1963