

REVIEW COMMITTEE DECISION

Review Committee File No. 1165
San Jose Division Grievance No. D.Gr/C 8-72-8

Review Committee File No. 1324
North Bay Division Grievance No. LIC 4-73-33

Statement of Facts

This grievance calls for a determination of the proper classification to be utilized for operating cable pulling trucks in San Jose and North Bay Divisions. These trucks are new and are especially designed for underground work. The Company has assigned T&D Drivers to operate the cable pulling truck contending that it is comparable to a standard LK-11 line truck. On the other hand, Union contends that the T&D Equipment Operator is the proper classification for driving the new truck.

Discussion

Two separate issues are involved in these grievances. One, whether the grievants are entitled to upgrade pay at the T&D Equipment Operator rate for the time spent operating these cable pulling trucks; and two, whether the operation of a cable pulling truck is outside the intent of the negotiated Job Definition for T&D Drivers.

In order to put the issue in proper perspective, the Job Description of the T&D Driver classification must be examined, specifically where it states:

" ... drives a truck, maneuvers it at the job as required in connection with the construction, maintenance, and operation of electrical overhead and underground facilities, operates all associated mechanical equipment on the truck" (emphasis added)

The Job Description is clear in regard to the overall job responsibilities and type of work the T&D Driver will perform when compared to the issue at hand, it becomes evident that the T&D Driver classification allows for this type of assignment. Granted the function that this vehicle now accomplishes has, in some cases, been assigned to T&D Equipment Operators, but this in itself does not justify a higher rate of pay. However, this does not change the Job Description of the T&D Equipment Operator classification, and work they presently perform cannot be changed until such time the Company and Union agree to do so through contract bargaining.

Otherwise, in order to qualify for the T&D Equipment Operator's rate of pay, the job assignments must call for operating other types of equipment, as outlined in, or understood by Company and Union to be included in, the Job Description of a T&D Equipment Operator.

Decision

In view of the above, it is the decision of the Review Committee that the utilization of the T&D Drivers when operating cable pulling trucks is proper and the corrections ask for are denied. These cases are considered closed.

FOR UNION:

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By

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FOR COMPANY:

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