

NATIONAL RAILROAD ADJUSTMENT BOARD
Second Division

PARTIES TO DISPUTE:

**SYSTEM FEDERATION NO. 14, RAILWAY EMPLOYEES'
DEPARTMENT, A. F. OF L. (CARMEN)
MISSOURI PACIFIC LINES
INTERNATIONAL-GREAT NORTHERN RAILROAD COMPANY
SAN ANTONIO, UVALDE & GULF RAILROAD COMPANY**

DISPUTE: CLAIM OF EMPLOYEES.—That certain air brake work now being done by helpers should be done by mechanics.

JOINT STATEMENT OF FACTS.—Helpers clean cylinders, retaining valves, and dirt collectors, and at air brake shop dismantle and clean triple valves.

POSITION OF EMPLOYEES.—Helpers being allowed to perform the work as outlined in the preceding statement of facts is a violation of Rule No. 107 of the agreement between the parties to this dispute, inasmuch as "maintaining" all cars, freight and passenger, wood and steel, is clearly specified as carmen's (not helpers') work.

The words "pipe and inspection work in connection with air brake equipment on freight cars" are inserted to make plain that carmen are to do all pipe work on freight cars and this is necessary since sheet metal workers do the pipe work on coaches and locomotives.

The language "in connection with air brake equipment on freight cars" presupposes that air brake equipment is carmen's work and in no rule in the agreement is there any language that contradicts or even modifies this language in the smallest degree.

To properly maintain certain units in the general assembly of the car, these units must be removed from the car, taken apart, the parts of these units inspected, some of the parts cleaned and oiled or greased; other parts repaired, adjusted, or replaced with new parts, the unit reassembled and then replaced in its proper position on the car. All these operations are essential to the proper maintenance of the draft gears, air brake equipment, electric fans, etc.

Carmen helpers are properly assigned to assist carmen to handle heavy material, scaffolding, etc., as well as other specified work as embraced in Rule 108.

However, in taking apart, cleaning, greasing, repairing parts, and re-assembling triple valves and other air brake equipment, not more than one man can possibly work on one of these units at once because of the small size of the units. Therefore, the assigning of a helper to do any of this work makes it impossible for a mechanic to work on the unit at the same time and this practice is simply preventing a mechanic from working on a brake cylinder, retaining valve, or dirt collector while a helper is working one of these units. In other words, it is replacing a mechanic with a helper in doing this work.

We contend that it is a violation of Rule No. 107 for helpers to displace mechanics from any part of the work of maintaining cars and that helpers should be confined to the work specified in Rule No. 108, which makes plain the important things a helper may be assigned to do in addition to helping mechanics and apprentices on work on which an unskilled man can be used to assist without displacing a mechanic.

POSITION OF CARRIER.—At Houston, San Antonio, and other points mentioned in the claim, helpers are working with air brake men and are cleaning cylinders, retaining valves, and dirt collectors.

In the air brake shop at Houston helpers are used to dismantle and clean triple valves, they perform no repair work or inspection. The repair work is performed by the mechanic and valves are tested by test rack operator who receives the differential.

It is the contention of the carrier that the work above mentioned properly belongs to carmen helpers.

FINDINGS.—The Second Division of the Adjustment Board, upon the whole record and all the evidence, finds that:

The carrier or carriers and the employe or employes involved in this dispute are respectively carrier and employe within the meaning of the Railway Labor Act, as approved June 21, 1934.

This Division of the Adjustment Board has jurisdiction over the dispute involved herein.

The parties to said dispute were given due notice of hearing thereon.

There was sufficient evidence produced to show that in certain instances carmen helpers were used to perform work in violation of Rule 107.

AWARD

Carmen helpers will not be used to perform any operations in this class of work in violation of Rule 107.

NATIONAL RAILROAD ADJUSTMENT BOARD
By Order of Second Division

Attest: J. L. MINDLING
Secretary

Dated at Chicago, Illinois, this 10th day of March, 1936.