



SYSTEM COUNCIL NO. 6

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Tom Owens
General Chairman

Shannon Spotswood
Vice Chairman

Mike Stacks
Secretary-Treasurer

General Chairman's Report – February, 2019

Brothers and Sisters:

I have received several communications and complaints regarding the contractual position of Supervisory Gang Leader. These positions allow our members to take on a quasi-supervisory position while still being an hourly member. Due to the qualifications for these positions, an untrue assumption has arisen over time that these positions cannot be “bumped” or “displaced”. Rule 23 (B) – ***Any employee affected thereby shall, if qualified (reasonable trial to be afforded to determine qualifications), be privileged to displace within forty-eight (48) hours any employee his junior in point of service on his own or any other shift or department to which he may desire to go.*** Further reinforcing this process, Rule 18 - *...(Supervisory Gang Leaders) may be appointed from the ranks of journeyman electricians with consideration given to seniority, experience and qualifications.*

SUMMATION: A senior member displacing a junior SGL must be given a reasonable trial to determine qualifications. In each individual circumstance, we can challenge whether or not the management provided a reasonable trial. Ideally, we will wind up with the establishment of reasonable trials being established at the points or the Carrier may be more willing to address the SGL language due to all the membership exercising their contractual right (union membership at work). The Carrier will not change any language without motivation. Do not be bluffed by anyone saying the position cannot be displaced and thereby not placing a bid for the job. This is contractual and is not an assault on all of our members in these positions. Unfortunately, several points are struggling with individuals who seem to have forgotten that they possess these jobs on the basis of their union membership and union contract.

Working Gang Leader/Team Leader – There is an increase in adding the Team Leader qualification onto the WGL position. Team Leader is not a contractual position. By adding the qualification on the job title of WGL, the member can receive the WGL hourly differential for the Team Leader task. Be aware that there have been circumstances where the WGL/Team Leader was not given turnover duties which eliminates the extra straight time hour of pay typical with a WGL position.

Communications Division Wide Maintainer – With the adoption of the codified agreement, Rule F requires a specified territory for all maintainers. The Southern property has positions (floaters) that overlap territories. Additionally, on the N&W property, positions (Division Wide) also existed by previous “Gentlemen’s Agreements.” A recent claim was handled regarding the bulletining of such a position. The resulting settlement is a Letter of Understanding giving clear restrictions regarding the creation of such positions as well as giving a contractual position to the members already in such positions. Available at ibewsc6.org

Days 1-7: Worked with Cornerstone Insurance for NS IBEW Elec/Comm specific policies; Go-Team research based on carrier initiation; travel to Atlanta; McDonough student class (17); payroll deduction research for IBEW membership; CPA audit review

Days 8-14: Travel to Bellevue, OH; LU 2172 meeting; Saturday travel to Knoxville; VGC briefing; Comm seniority issue; IO conference call regarding Go-Team; LU 1142 member dismissal; Office reports; LU 2169 LC issues; LU 632 member RRB issues; Comm Division Wide Maintainer negotiation; SC 6 ST call; LU 632 member call RRB issue; Comm seniority protest;

Days 15-21: LU 2269 claim settlement; LU 312 claim advancement; LU 2269 claim advancement; Holiday; website management; LU 1142 claim; travel to Norfolk; LU 1142 meeting; Comm conference with Labor Relations; Mech conference with Labor Relations

Days 22-31: Travel to Knoxville; LU 632 member call RRB issue; IO per capita review for locals; IR Getts call regarding LU 1865 status; LU 632 Comm claim; SGL complaints; LU 2172 WGL/Team Leader issue; LU 312 President call; Filed LM 10 with Department of Labor; LU 2269 claims; LU 813 claim; LU 2269 LC call; Research Team Leader issue; LU 2271 member improper seniority protest; Comm time study offer for LU 311 member for work load complaint; IO conference call

In Your Service,

Tom Owens
General Chairman