

**SYNOPSIS OF DUTIES OF FOOTBOARD YARDMASTERS
CONTAINED IN
AWARDS 1666, 2403, 2485, 7408, AND 8738 IN ADDITION TO THOSE QUOTED
HEREIN**

GENERAL DEFINITION OF -

This classification of employee is defined in its broadest scope by Supplement No. 22 to General Order No. 27 as simply a "yard foreman who also acts as yardmaster."

USUAL CIRCUMSTANCES UNDER WHICH EMPLOYED -

Decisions of the First Division of the Adjustment Board dating back to 1936 pertaining to this question have served to more precisely establish the distinction between a footboard yardmaster and other classes of supervisory yard employees. The position most typically combines the duties of a yard engine foreman with that of a yardmaster or assistant yardmaster. The position commonly arises in locations or under circumstances where a small amount of traffic is handled, that is, either in small yards with one or two crews a shift, in isolated portions of larger yards, or during those hours (occurring usually at night) in other yards when traffic is unusually light.

GENERAL DUTIES OUTLINED -

This situation means that a footboard yardmaster is normally compelled to lay out a large portion of his own switching work relating to the breaking up of incoming trains, the making up of outbound trains, the setting out, and picking up of cars at industries in his area, and the checking and disposing of cars in need of repair. In brief, therefore, he commonly has to make out his own switching list after checking orders and surveying the situation in his own yard or portion of yard rather than simply going to the yardmaster or his assistant and receiving such a switching list from him, either verbally or in writing, as is usual with the ordinary yard foreman. In connection with these duties it often becomes obviously necessary for him, in addition, to give orders to other yard foremen, if any others are employed along with him on his shift, and to give instructions, likewise, to incoming and outgoing road crews relative to the disposition or the make-up and dispatching of their train, as the case may be.

THE ADJUSTMENT BOARD'S PRINCIPLE OF GIVING ORDERS TO OTHER CREWS -

Over the years since 1936 the Adjustment Board has gradually come to establish a precedent-setting principle whereby any yard engine foreman who is required either to receive and transmit, or on his own initiative to issue, instructions to other yard or road crews must be compensated at the higher rate for footboard yardmasters or assistant yardmasters if a rule providing for such differential exists on the property. This rule has come to be quite inflexibly adhered to by the Board in its decisions. (See Awards prior to December 8, 1937 on the D. & R. G. W. and later Awards 2404, 2486, 4562, 4563, 5868, 5869, 5882, 6609, 7680, and 8738 on many other properties).

THE BOARD'S REQUIREMENT OF FOREMAN SCHEDULING HIS OWN WORK -

With regard to assuming the responsibility for scheduling and laying out his own work, that is, making out his own switching list, and for keeping detailed records of the disposition and movement of all cars in his territory for turn-over to the supervisory relief man, the Board has not been as consistent in the application of a principle as in the former case. In general, however, the Board recognizes such responsibilities as being those normally assumed by the yardmaster or his assistant and accordingly directs that foreman required to perform such duties be paid any designated differential on the basis of his partial sub-situation for an Assistant Yardmaster.

These, then, have been the two generally accepted principles at issue on the basis of which most claims before the Board for payment at the rates provided for a footboard yardmaster have either been sustained or denied.

SPECIFIC DUTIES COMMONLY REQUIRED –

In more specific terms the duties which reoccur most frequently in adjustment cases, either as claimed by the employees or upheld by the Board, as justification for the payment of a footboard yardmaster differential, are those ordinarily performed with the engine crew in combination with any or all of the following:

1. Securing a good line-up on incoming trains and consist thereof.
2. Occasionally calling towerman to verify the arrival of trains at yard as set forth in original line-up.
3. Advising train crews as to where to pick up and set out cars and as to the make-up and yarding of train.
4. Handling the bills for trains originating or tying up at his yard.
5. Advising the towerman as to the numbers of the tracks he wants the different trains to use.
6. Figuring the actual make-up of outbound trains, that is, what cars should go into a certain train.
7. Making out his own switching list to accomplish make-up of train.
8. Securing instructions direct from industries with regard to setting out and picking up cars for them.
9. Making out his own switching list for industrial and team-track work.
10. Telephoning yardmaster or clerk etc., and transmitting the instructions to other yard crews.
11. Directing road crews as to movements in or through the yard.
12. Instructing Carmen and yard clerks when and where they are needed.
13. Figuring tonnage of outgoing trains.
14. Weighing cars.
15. Furnishing information on delay to trains or cars handled in the yard.
16. Keeping records of cars as lined-up in the yards, spotted at industries, dispatched in trains, and delivered to connecting lines.
17. Making complete turn-over of work to supervisory relief man.

AMOUNT OF THE DIFFERENTIAL –

With regard to the amount of the differential paid in the awards reviewed these range all the way from \$2.52 per day (34 cents per hour) at the Grand Junction Yard on the D. & R. G. W. to the most frequently paid 40 cent per day differential as stipulated in Supplement No. 22 to General Order No. 27 effective January 1, 1919.