

Conductor/Assistant Conductor-Brakeman/Trainman

Job Requirements:

The Conductor, Assistant Conductor (also known as Brakeman or Trainman), may work on a passenger train (photo 8), in the yard, (photo 1), or in crane operations (photo 28). Job assignments are essentially the same day to day, meaning either the employee works in the yard, on the train, or in crane operations. The work assignments in the yard are given each morning by the yardmaster. The Conductor may choose to perform the duties of Assistant Conductor or Brakeman, but the reverse is not true. The Conductor or Assistant Conductor may work a continuous 12-hour shift, or a 16-hour shift with a federally mandated 4 hour rest period while continuously on the clock. The typical hours of work in the yard are 7:59 a.m. to 3:59 p.m. or 9 a.m. to 5 p.m., all of these with a 30-minute paid lunch. The longest possible job in the yard is up to 9 hours and 45 minutes. These jobs are usually Monday through Friday; however, there are several jobs that are 5-6 days per week depending upon the job assignment. On passenger trains and in crane operations positions, the shifts vary in start and stop time, and the mandatory rest is required as it is in the yard. The passenger train Conductor and Assistant have a 20-minute paid lunch. The Conductors and Assistant Conductors are required to wear safety shoes at all times. Gloves and other safety accessories are optional or used at the employee's discretion on passenger trains and in the yard. In the crane operations hard hats are also required.

Equipment Used:

The only equipment used by the Conductor and Assistant Conductor consists of their radio, ticket puncher, change holder, rulebooks and personal belongings (the weight of this bag varies and can weigh approximately 15 lbs.) They also carry with them on the passenger train specific audit reports Form 1332 (photo 11), which must be filled out each day. These allow monitoring of the fares collected.

Facility Description:

The passenger train Conductor and Assistant work inside the passenger car and on the station platforms. In the yard, the Conductor and Assistant work in the train yard, outdoors and in the passenger cars. In crane operations, the conductor works outside and in the "house" (photo 20). This does entail at times walking up and down steps and over tracks. It is also necessary for the

Conductor to maneuver a 23inch step up into the car, followed by 3 steps (approximately 6-8 inches in height) into the car.

General Job Description and Essential Functions:

In the Milwaukee North Line District, this job is divided by seniority into two main categories, Conductor and Assistant Conductor (also known as Brakeman) Each has its own unique requirements and duties, but the Conductor has the choice to perform either job position. These positions vary in location in which they are performed and are not only on passenger trains, but also in the yard, and crane operation areas. The Conductor is the employee who is ultimately responsible for the safety of the train. On every train, there is a Conductor and on passenger trains, an Assistant as well.

On passenger trains, the Conductor and Assistant work together in determining who will be doing the specific duties for the shift. Initially, the Conductor or Assistant is responsible for moving the equipment from the coach yard with the engineer. Thus, the train is brought into the station to start the day's operation. These duties also include activating the GPS system in the cab car, which sets the audible directions for passengers (photo 15), and setting lights (photo 16). They will also conduct brake tests along the tracks each time the train switches direction. A brake test is also conducted by the Conductor or Assistant, which involves radio communication with the engineer to activate the brakes while the Conductor observes the process alongside the coach car. The Conductor or assistant may also need to assist in use of the ADA accessible lift (photo 7)

Prior to ascending the train, the Conductor must ensure the doors are clear (photos 12 and 17). For function of the train to move, the conductor uses the buzzes to indicate the start of movement.

Once the train is traveling, the Conductor and Assistant are responsible for collecting the fees or punching tickets of each passenger. They travel from car to car to collect money/punch tickets (photos 9, 18, 19).

There are times when the electricity may be off and the closed doors must be manually open by the Conductor. An air pressure release valve will help to decrease the force somewhat (photo 13). The doors which are located between the coach cars take 42.5-

50lbs. of pull force to open, depending on the stiffness of the door and its hinges. Lastly, the Conductor must pull a switch and secure it when the train is changing directions (photos 3-6), and inside, they may have to flip the chairs (photo 16). This may occur 2-4 times in a shift.

In the yard, the Conductor and Assistant's jobs are assigned each morning by the yardmaster. One of these is referred to as a "switch engine job". This job entails exactly that. In the yard, trains are moved around to switch engines. The Conductor will be in direct radio contact with the engineer and will use the buzzers to direct the engineer. For example, when sitting still, 3 buzzes means back up, 2 buzzes means move forward, and one long buzz means stay (photo 2). The engines and coach cars will be maneuvered to position the engines and coach cars for the shop or further use in the rail system. Standing and walking lengths of the 6-8-car train is constant for this position. (Note each car is 85 feet in length).

Additionally, in the yard, the Conductor or Assistant may be throwing switches as these trains are maneuvered (photos 3-6). This requires a push force of 30-100 lbs., and again, this force varies depending upon the stiffness of the switch and how often it is used.

In times of snow and ice, it is the responsibility of the Conductor and Assistant in the yard to ensure the switches are free of snow and ice. This may require sweeping activities.

Also in the yard, there are other positions that are performed regularly by the same persons. These are referred to as "pilot jobs". In this position, the employee manually lines switches to prepare to line up engines in the yard.

The Conductor and Assistant who work in crane operations may opt to be involved in Burro (30-35 ft boom) or American crane (55 foot crane) operations (photo 28). In this particular position, the Conductor "runs" the flat car on which the crane is located. He is directing the crane operator to move the car along the track forward or backward to complete jobs that require use of the crane, such as picking up new and old ties, removing electrical poles, etc (photo 25).

The Conductor must communicate with other Conductors, on the lead car, on other cranes, etc. when in crane operations. Additionally, the Conductor must be aware of train schedules for

any live tracks in the area in which they are working. All communication is by radio (photo 29) and hand signals. This communication may be to direct the crane operator to move the car, to notify the operator of obstructions or oncoming trains (photo 27). A whistle and air horn located at each end of the flat car must be activated by the Conductor for crossings, and for oncoming trains. On this car, which travels up to 25 MPH, the Conductor rides at or near the front of the car (the point) at all times. This requires the Conductor to move from end to end depending on the direction the car is moving. The step up onto the car from the ground/ballast rock level is approximately 24 inches (from the station platform, this is 12 inches) (photo 21, 22). To the top step it is another 22-inch step (46 inches from the ground). The ballast rock can be very loose and have a very steep incline, especially in areas where a single track only is being used (photo 26). Grab handles are available (from the ground to the top handle is a reach of 42 inches and to the side it is approximately a 22 inch reach). The Conductor stands and walks the majority of the day, unless they are asked to wait for orders, then they may sit in the "house" on the flat car.

The small house located at the end of the flat car has a window for viewing ahead in the direction in which it is facing. The house is typically equipped with heat for the winter and may have other amenities as provided by the Conductor (photo 20, 27). Also located on the flat car are multiple baskets and parts used by the crane for its varied jobs (photo 23, 25).

The crane operations Conductor may be required to throw switches at times when the car must switch tracks (photo 3-6). They also are required to apply the hand brake located at the front of the car if they are leaving the car in one spot (photo 27). If the car is stopped on a track, which is on an incline, it may be necessary for the conductor to apply "skates" to the track to prevent movement. These weigh approximately 20 lbs. each.

Lastly, the crane operations Conductors must fill out their own paperwork for the hours and times worked, which may vary. This position is paid by the hour and overtime may at times be mandatory.

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Essential Job Demands*

- ◆ Lifting: Continuous Repetitive-None
Frequent-None
Occasional-10-20lbs. (weight of personal bag and log books)
- ◆ Carrying: Continuous Repetitive-None
Frequent-None
Occasional-10-20lbs.
- ◆ Bending: Less than Occasional
- ◆ Stooping: Less than Occasional
- ◆ Squatting: Less than Occasional
- ◆ Standing: Continuous
- ◆ Ambulating: Continuous
- ◆ Sitting: Occasional
- ◆ Fine Manipulation: Less than Occasional to Occasional (for passenger train conductor)
- ◆ Gross Grasping: Less than Occasional (for passenger and yard positions);
Continuous repetitive (for crane operations position)
- ◆ Climbing: Up to continuous repetitive (for crane position, must climb onto and off of the crane car repetitively, yet for passenger train conductor would be frequent and for yard conductors, occasional)
- ◆ Pushing: 30-100lbs. occasional (push force to throw switch)
- ◆ Pulling: Continuous repetitive to Occasional 30-100lbs. (Pulling up body weight on crane operations position)
- ◆ Reaching Up: Occasional

- ◆ Reaching Out: Continuous
- ◆ Vision: within annual medical physical examination guidelines
- ◆ Hearing: within annual medical physical examination guidelines

Summary: Overall this job would be classified as **LIGHT** in physical demand according to the Department of Labor Dictionary of Occupational Titles.

Constant (continuous) 67%-100% of time 500+ repetitions

Frequent 34%-66% of time 100-500 Repetitions

Occasional 0%-33% of time 1-100 Repetitions

(U.S. Department of Labor, Dictionary of Occupational Titles, 4th Edition, Supplement D)