Working with a Leader

Positions that require supervisory functions, such as hiring, evaluating, and disciplining actions are considered to be first-line supervisory positions.

The crew leader title designate workers who are assigned to perform certain leadership functions on the job site while additionally performing the same duties as other journeylevel in the work group. A crew leader is responsible for relaying instructions, scheduling and assigning work in the absence of the supervisor, and performing on-site inspection of finished work. Leaders do not impose disciplinary actions or initiate related personnel actions. However, crew leaders act under the authority of the supervisor, and other employees in the work group are expected to follow their leadership directions.

A similar situation exists when a maintenance worker or laborer is assisting a journeylevel employee on a specific assignment. For the purposes of accomplishing the specific project, the journeylevel employee is acting under the authority of the supervisor, and anyone assisting on the project is expected to follow the journeylevel employee’s directions as long as they are reasonable and work-related.