

INDUSTRIAL RELATIONS
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Classification Seniority for Time Worked in
Comparable Classifications

March 30, 1970

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For the purpose of bidding and upgrades in the line of progression, for employees transferring or having transferred from General Construction to the Division, classification seniority will be granted in accordance with the guidelines set forth in the Labor Agreement Interpretation dated June 5, 1969, Title 106 - Seniority. The following method shall be used to calculate classification seniority for these employees:

For the purpose of bidding and upgrades in the line of progression, a person will be credited with classification seniority for all time worked in any of the jobs listed in the Job Definitions and Lines of Progression as next lower, same or higher to the job being bid. Time worked in other than those listed will not be credited as classification seniority.

Example #1 - An Apprentice Lineman (G.C.) bidding to Apprentice Lineman in the Division has worked as a Steel Assembly Groundman, Apprentice Towerman, Towerman and Apprentice Lineman in General Construction.

To calculate this employee's classification seniority date for the purpose of appointment to Apprentice Lineman in the Division and, once appointed, for bidding to other Apprentice Lineman vacancies in the Division, he would be credited only with that time worked in those classifications listed as next lower, same or higher in the Job Definitions and Lines of Progression to Apprentice Lineman. In this instance, he would be credited for time worked in G.C. as an Apprentice Towerman, Towerman and Apprentice Lineman.

His wage rate, upon appointment, will be established commensurate with the time worked in the same apprentice classification; in this instance, the time worked as an Apprentice Lineman. His wage rate, however, will not exceed the wage step next lower to the top wage rate for such apprentice classification.

An apprentice at the top of the rate who bids to the next higher job in the line of progression, prior to automatic progression, will be credited with classification seniority, for the purpose of bidding, for all time worked in those classifications listed as next lower, same or higher in the Job Definitions and Lines of Progression for the job being bid.

Division Personnel Managers

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Upon attaining Division journeyman status this employee's classification seniority, for the purpose of bidding and upgrades, will consist of the combined time worked in the Division and General Construction in those classifications listed as next lower, same or higher to Lineman. This employee would be credited only for the time worked as an Apprentice Lineman. None of the other classifications in which he has previously worked is listed as next lower, same or higher in the Job Definitions and Lines of Progression to Lineman.

Example #2 - A journeyman Lineman (G.C.) bidding to Lineman in the Division has worked as an Apprentice Towerman, Towerman, Apprentice Lineman and Lineman.

For the purpose of bidding and temporary upgrades in the line of progression, this employee should be credited with all time worked in those classifications listed as next lower, same or higher to the Lineman classification. This will credit the employee with classification seniority for time worked in the Apprentice Lineman and Lineman classifications in both General Construction and the Division. Since Apprentice Towerman and Towerman are not listed as next lower, same or higher to Lineman, this time will not be credited as Lineman classification seniority.


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