

SUBJECT: Definition of the phrase "at the top rate of pay of the next lower classification" in Clerical Lines of Progression

TITLE 18 - JOB BIDDING, PROMOTION AND TRANSFER - Clerical Agreement

EXHIBIT A - LINES OF PROGRESSION - Clerical Agreement

For the purpose of clarification, the "top rate of pay of the next lower classification" is defined as the top wage rate of that classification which has the lowest maximum wage rate of the group of classifications combined and indicated as the next lower to any particular higher classification.

Example: Clerk B
Stenographer A
 Next lower classifications:
 Clerk C - Customer Services
 Stenographer B - Customer Services
 Collector
 Collector and Meter Reader
 Customer Service Clerk
 Power Surveyor
 PBX Operator A - Customer Services

In the above example, the Clerk C - Customer Services, Stenographer B - Customer Services, and PBX Operator A - Customer Services, are the classifications with the lowest maximum wage rate of the group of classifications shown as next lower. An employee in any of the "next lower classifications" who is receiving a wage rate equal to or greater than the maximum rate of such classifications would be considered as being "at the top rate of pay of the next lower classification" as referred to in Subsection 18.8(b) or (c).

To be entitled to preferential consideration under Subsection 18.8(b) or (c), except as otherwise provided in Subsection 18.2(b), an employee who is presently in any of the "next lower classifications" or any of the "same or higher classifications" to a classification in the normal line of progression for which he has bid must be receiving a rate of pay equal to or greater than the lowest maximum wage rate of the group of classifications combined and indicated as the next lower to the classification on which he bid.

With regard to the filling of the Customer Service Clerk classification, an employee who has completed six (6) months of continuous service and has been given regular employee status and who is in any of the classifications on either side indicated as being in the "next lower classifications" or the "same or higher classifications" to Customer Service Clerk, will be considered as being "at the top rate of pay of the next lower classification" for bidding purposes under Subsection 18.8(b) or (c) to a job vacancy in the classification of Customer Service Clerk.

A Customer Service Clerk must have satisfactorily completed the Customer Service Clerk training program before his bid will be considered under Subsection 18.8(b) or (c).

For Union Ronald T. Westley
 Its Business Manager

For Company J. Thompson
 Its Manager of
 Industrial Relations

Date January 26, 1968