

LABOR AGREEMENT INTERPRETATION

SUBJECT: Filling Temporary Vacancies

Title: 205 - Physical Agreement

Section 205.3 of the Physical Agreement was amended in the 1987 general bargaining to reflect the intent of Review Committee Decision 1005. That decision requires, in the application of Section 18.3 of the Clerical Agreement, that:

- "(1) Temporary upgrades for one basic workweek or less shall be made within the headquarters following the line of progression to successively lower classifications provided that such a person is qualified to handle the work of the higher classification to which the temporary appointment is being made and;
- "(2) such temporary upgrades for more than one basic workweek shall be offered to the senior qualified prebidder within a district provided that such person resides within a commutable distance..."

The amended language in the Physical Agreement for Section 205.3 states:

- "(b) If the vacancy cannot be filled as outlined in (a) above, and the Company still desires to fill the temporary vacancy, the senior qualified prebidder residing within a commutable distance (30 miles or 45 minutes road time) from the headquarters shall be offered the vacancy. (Added 1-1-88)"

It is noted that the amended language fails to consider temporary upgrades for one week or less (provision #1 of RC1005) which is what the parties intended.

The Parties therefore agree that in the application of Section 205.3 of the Physical Agreement all of the provisions of Review Committee Decision 1005 apply

For Union: 
Its Business Manager

For Company: 
Its Manager of Industrial Relations

Date: 9/13/88