

204.5 (P)
 204.6 (P)
 205.11 (P)
 305.1 (P)

LABOR AGREEMENT INTERPRETATION

TITLE 204 - WAGES AND CLASSIFICATIONS - Physical Agreement

Wage Placement of Employees Transferring/Bidding
 From General Construction Departments into Division
 Classifications Other Than Apprentice Classifications

When a regular employee of General Construction transfers/bids into a comparable Division classification, other than an apprentice classification, in the same type of work or activity, e.g., MEO (GC) to Fieldman (Division), the employee will be credited with the time spent in such classification or classifications in GC (refer to Exhibit VIII). Such employees will be placed in the appropriate wage step of the Division classification as provided in Sections 204.5 and 204.6 of the Physical Agreement.

Wage Placement of Employees
 Transferring/Bidding Within Division(s) Who
 Were Previously in General Construction

An employee who transfers from General Construction to a beginning Physical classification in the Divisions will also be granted such credit when bidding to higher classifications in the Division if the following is true: If the employee bids to such higher classification and held a comparable classification in General Construction, the time spent in such GC classifications will be counted under Subsection 204.5(b) purposes of wage placement. An example would be the MEO (GC) above, who transfers to Gas Helper (Division) and subsequently bids to Fieldman. The employee will be placed at the wage step of Fieldman, which equates to the temporary time spent upgraded to that classification and time spent in the classification of MEO (GC). Again, Exhibit VIII is the control until such time Company and Union negotiate appropriate bidding and list such standards in Exhibit VI (refer to Letter Agreement No. 81-28, dated March 24, 1981).

Wage placement of apprentices will be governed by the current Labor Agreement, Master Apprenticeship Agreement, and applicable letters of agreement.

For Union Jack McHenry
 Its Business Manager

For Company M. Pentright
 Its Manager of Industrial Relations

Date August 7, 1981

Date 15 June 1981