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FOR INTRA-COMPANY USES

REC-1

MAY 28 1975

Refer 205C 62.5

DIVISION OR
DEPARTMENT
FILE NO.
RE LETTER OF
SUBJECT

INDUSTRIAL RELATIONS
741.1 LOCAL 1245, I.B.E.W.

Operator Training Program

May 27, 1975

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Paragraph G-2 of the Operator Training Program states that during the 18-month transition period certain employees will be considered under the provisions of Subsections 205.7(b), (c) or (d) for purposes of job bidding. In order to uniformly resolve questions relating to the filling of journeyman electric Operator vacancies and to avoid the necessity of negotiating individual cases, this paragraph should be applied as follows:

An employee at the starting wage step of the Assistant Operator classification may prebid journeyman Operator positions. However, such a prebid will be considered a valid prebid when a journeyman vacancy occurs only if:

1. No Assistant Operator who is at the 24-month step of the Program has a prebid on the vacant job and
2. There are no unassigned journeymen in the Division.

If such an Assistant Operator is awarded a journeyman Operator position, such award shall be on a provisional basis until such Operator successfully attends all necessary schools and passes all applicable tests as outlined in the Program and meets all other conditions of the Program including time needed to gain experience. An employee who is assigned as a provisional journeyman electric Operator shall be paid the journeyman rate of pay at the appropriate schedule and integrated into the schedule for that facility. Care should be taken to give such provisional journeyman the time necessary to pass the 30-month step progression test and to be given any other training necessary for him to become fully qualified to operate the center to which he has become permanently assigned.

Consideration of Assistant Operators at the 18-month step in the Program in the manner outlined above shall be effective for an 18-month period which commenced on March 25, 1975 (March 25, 1975 through September 26, 1976, inclusive).

I. Wayland Bonbright
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