

INTERPRETATION OF SECTIONS 206.12 and 306.2

(JOURNEYMAN RETENTION)

Sections 206.12 and 306.2 specify that employees who are subject to demotion under Title 206 or 306 and whose seniority enables them to effect displacements in apprentice classifications shall, in lieu of demotion to the apprentice classification, be given the rate and classification next higher in the normal line of progression to that of the apprentice classification.

Note that the employee will be given the rate and classification next higher to the apprentice in lieu of demotion thereby signifying that a journeyman is not a demoted employee. Therefore, there is no requirement that a journeyman shall have to bid on a vacancy (in his headquarters) in his classification in order to attain his previously held status as his classification status has remained unchanged. However, in the event a Division employee was higher in the normal line of progression than a journeyman and who has been demoted and has displaced an apprentice, he would be given the rate and classification of a journeyman and would have to bid on a vacancy in his previously held classification and would receive preference under Section 206.9, i.e., Sr. Serv., Sr. Mech., Sub-foreman, etc.

It is apparent that Division journeymen who elect to invoke 206.4 would displace the same junior journeyman in the Division in each instance who in turn would displace an apprentice until theoretically there would be no apprentices at that particular headquarters. However, that is the Company's problem and we should adhere to the previously outlined theory of line work being performed by journeymen.

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