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11-10-69

LABOR AGREEMENT INTERPRETATION

SUBJECT: Veterans' Preference

TITLE 205 - JOB BIDDING AND PROMOTION - Physical Agreement

Section 205.10

The Company and Union have considered certain grievances pertaining to awards of jobs under the provisions of Title 205 when the matter of veterans' preference is involved. Specifically, the question of the definition of preferential consideration and its application under Section 205.10 is involved. In order to provide for the settlement of such grievances which may arise in the future, the provisions of this labor agreement interpretation shall apply only to veterans' bids received after November 1, 1964.

I. Preferential Consideration Defined

The job bids of a returned veteran shall be given preferential consideration under Section 205.10, as provided in Part II of this interpretation, if he meets the following qualifications:

- A. He entered Military Service from his present Line of Progression while an employee as defined in Title 200.
- B. He has not transferred out of such Line of Progression and re-entered it following his return from Military Service. (Transfers resulting from the application of Title 206 shall not be considered as such and preferential consideration in such case shall be accorded the veteran upon his re-entering his former Line of Progression.)
- C. He would have been deemed, under the principle of classification seniority, to have been ahead of the otherwise successful bidder in such Line of Progression at the time the veteran entered Military Service.

II. Application of Preferential Consideration

The veteran who meets the above qualifications shall be extended preferential consideration only in the following situations:

- A. Where the veteran is bidding under Subsection 205.7(a) or (b)\* in the same Division or Department as that in which he was employed when he entered Military Service and in which he has remained since his return. A veteran, following a transfer from such Division or Department as a result of the application of Title 206, shall, after regaining his former classification status under the provisions of Section 206.9, be

accorded preferential consideration under the provisions of Section 205.10, as provided for in this interpretation, to future bids in such new Division or Department.

- B. Where the veteran is bidding under the provisions of Sub-section 205.7(c) or (d)\* from the Division or Department in which he was employed when he entered Military Service (or transferred to, under the provisions of Title 206, as set forth above in II.A.) to another Division or Department. Preferential consideration shall be extended only to the first such successful bid.
- C. Where the veteran is bidding under Subsection 205.7(a) or (b)\* following transfer to a new Division or Department as provided in II.B. of this interpretation, preferential consideration shall be given only so long as the veteran remains in the classification awarded to him upon entering the new Division or Department, or in a classification which, under the provisions of Title 600, accrues classification seniority for bidding purposes the same as such classification.

For Union Ronald T. Westley  
Its Business Manager

For Company J. J. [Signature]  
Its Manager of Industrial Relations

Date Nov. 27, 1964

\*The bidding sequence in Section 205.7 was modified in 1966 negotiations.

- (1) Subsection 205.7(a) or (b) as noted in this interpretation is now combined in Subsection 205.7(b).
- (2) Subsection 205.7(c) or (d) as noted in this interpretation is now combined in Subsection 205.7(c).