

La 248

LABOR AGREEMENT INTERPRETATION

SUBJECT: Definition of the phrase "at the top rate of pay of the next lower classification" as referred to in the Physical Agreement

TITLE 205 - JOB BIDDING AND PROMOTION - Physical Agreement

TITLE 600 - LINES OF PROGRESSION - Physical Agreement

For the purpose of clarification, the "top rate of pay of the next lower classification" is defined as the top wage rate of that classification which has the lowest maximum wage rate of the group of classifications combined and indicated as the next lower to any particular higher classification.

Attached is a copy of Page 6 of Exhibit VI-L, Title 600, which shows the Lines of Progression to Apprentice Lineman. Any employee in a classification listed on either side, in the "next lower classifications", or the "same or higher classifications", who is receiving a rate of pay equal or higher than the top wage rate of Groundman, which in this grouping is the lowest classification, would be considered as being at the top rate of pay under the provisions of Title 205.

To be entitled to preferential consideration under Subsection 205.7(b) or (c), except as otherwise provided in Subsection 205.2(b) or any applicable apprenticeship agreement, an employee receiving the "top rate of pay of the next lower classification" as defined above must have worked in such listed "next lower classifications", or the "same or higher classifications" for a period of time equal to or greater than the time required to progress from the starting wage rate to the top wage rate for that "next lower classification" having the lowest maximum wage rate.

In the attached example, the time period would be one year for the Groundman classification as it is the classification with the lowest maximum wage rate of the group of classifications shown as the next lower.

For Union Ronald T. Westley
Its Business Manager

For Company J. M. Thompson
Its Manager of Industrial Relations

Date January 24, 1968