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LABOR AGREEMENT AND  
MASTER APPRENTICESHIP AGREEMENT  
INTERPRETATION

SUBJECT: Qualification for automatic progression to the unassigned  
journeyman classification.

TITLE 205: Job Bidding and Promotion - Physical Agreement.

PARAGRAPH I - Promotion of Apprentices - Master Apprenticeship Agreement.

For the purpose of clarification, the Standards of Achievement that have been established for each of the apprenticeship classifications contemplate an attainment of a journeyman level of ability through a formal training program.

The length of training as indicated in the guidelines of each of the programs was determined to be essential in attaining journeyman level.

To be entitled to preferential consideration under Subsections 205.7(b) or (c) in bidding to fill journeyman vacancies, an employee in an apprentice classification must be at the top wage rate and have been in such classification on a regular basis for a period of time equal to or greater than the time required to progress from the starting wage rate to the top rate of the classification.

To be considered as having successfully met all Standards of Achievement for an apprenticeship, an employee in an apprentice classification, in addition to the listed standards in the "Guidelines for Training," must have been in the apprentice classification on a regular basis for a period of time of six (6) months or more longer than the time required to progress from the starting wage rate to the top wage rate of the apprentice classification, at least six (6) months of such time must have been at the top wage rate.

Therefore, an employee, who is at the top wage rate of an apprentice classification which has a top wage rate at 24 months, must also have spent a minimum of 24 months in the classification to have bids to journeyman considered under the provisions of Subsections 205.7(b) or (c), and a minimum of 30 months in the classification including 6 months at the top rate to be considered for automatic progression. An apprenticeship with a 30 month top wage rate would require a minimum of 30 and 36 months respectively.

October 7, 1970

For Union Ronald T. Westley  
Its Business Manager

For Company M. Boubricht  
Its Manager of Industrial  
Relations