

LABOR AGREEMENT INTERPRETATION

SUBJECT: Reasonable Costs Associated with Relocation of Bargaining Unit Employees Resulting from a Lack of Work

TITLE 206 - Demotion and Lay Off Procedure - Physical Agreement

TITLE 19 - Displacement, Demotion and Layoff - Clerical Agreement

Reasonable costs as provided in Sections 206.8 of the Physical Agreement and 19.10 of the Clerical Agreement shall include and are restricted to:

1. Transportation of the employee and his immediate family to the new headquarters location (one trip only).
2. Meal and motel expenses for the above incurred on moving day when movers cannot complete the move on the same day.
3. Moving of furniture and household goods to the new residence.
4. Cost of containers to be used in moving less applicable credits for returned items, such as, barrels, wardrobes and boxes.
5. Reasonable insurance on furniture and household goods.
6. Installation of television antenna or cable connections.
7. Piping and wiring costs to accommodate moved appliances.

All expenses not specifically covered above are excluded from payment under these Sections.

Notice of intent to move must be filed by the employee within 90 days after his transfer in order to qualify for reimbursement of moving expenses outlined above. All requests for reimbursement for moving expenses must be presented together with proper receipts before payment can be granted.

For Union Ronald T. Westley  
Its Business Manager

For Company W. R. Bright  
Its Manager of Industrial Relations

Date January 8, 1971