

TITLE 106 - SENIORITY - PHYSICAL AGREEMENTFILE COPY
DO NOT REMOVE!CLASSIFICATION SENIORITY OF EMPLOYEES TRANSFERRING FROM
GENERAL CONSTRUCTION DEPARTMENT INTO DIVISIONS

SITUATIONS ARISE WHICH REQUIRE THAT CLASSIFICATION SENIORITY BE DETERMINED FOR A GENERAL CONSTRUCTION DEPARTMENT EMPLOYEE WHO IS TRANSFERRED INTO A DIVISION. SUCH SENIORITY IS USED AS A BASIS OF ESTABLISHING THE EMPLOYEE'S APPLICABLE WAGE RATE AS WELL AS HIS CLASSIFICATION SENIORITY FOR FUTURE JOB BIDDING CONSIDERATION IN THE DIVISION. OUTLINED HEREIN ARE CASES WHICH HAVE BEEN DECIDED IN MAKING CLASSIFICATION SENIORITY DETERMINATIONS.

1. AN APPRENTICE LINEMAN IN THE GENERAL CONSTRUCTION DEPARTMENT IS AWARDED AN APPRENTICE LINEMAN JOB IN A DIVISION:

<u>G. C.</u> <u>APPRENTICE LINEMAN</u> <u>WAGE RATE</u>		<u>DIVISION</u> <u>APPRENTICE LINEMAN</u> <u>WAGE RATE</u>	
START	\$87.00	START	\$83.55
END 6 Mos.	\$90.75	END 6 Mos.	\$84.95
END 1 Yr.	\$94.60	END 1 Yr.	\$87.70
END 18 Mos.	\$98.70	END 18 Mos.	\$90.60
END 2 Yrs.		END 2 Yrs.	\$96.60
AND OVER	\$102.75	END 30 Mos.	\$99.80

THE G. C. EMPLOYEE IS GIVEN CLASSIFICATION SENIORITY IN THE DIVISION FOR TIME WORKED IN THE APPRENTICE LINEMAN CLASSIFICATION UP TO TWO YEARS, DEPENDING ON THE CLASSIFICATION SENIORITY HE ACQUIRED IN THE GENERAL CONSTRUCTION DEPARTMENT CLASSIFICATION.

2. A GROUNDMAN IN THE GENERAL CONSTRUCTION DEPARTMENT IS APPOINTED TO A GROUNDMAN CLASSIFICATION IN A DIVISION OR A HELPER IN THE GENERAL CONSTRUCTION DEPARTMENT IS AWARDED A HELPER'S JOB IN A DIVISION:

<u>G. C.</u> <u>GROUNDMAN WAGE RATE</u>		<u>DIVISION</u> <u>GROUNDMAN WAGE RATE</u>	
START	\$77.90	START	\$77.90
END 6 Mos.	\$80.20	END 6 Mos.	\$79.30
END 1 Yr.	\$82.55	END 1 Yr.	\$82.15
END 18 Mos.			
AND OVER	\$84.00		

<u>G. C.</u> <u>HELPER WAGE RATE</u>		<u>DIVISION</u> <u>HELPER WAGE RATE</u>	
START	\$77.90	START	\$77.90
END 6 Mos.	\$80.20	END 6 Mos.	\$79.30
END 1 Yr.	\$82.55	END 1 Yr.	\$82.15
END 18 Mos.			
AND OVER	\$84.00		

THE G.C. EMPLOYEE IS GIVEN CLASSIFICATION SENIORITY IN THE DIVISION FOR ALL TIME WORKED IN THE RESPECTIVE G.C. CLASSIFICATION. IF HE HAS MORE THAN ONE YEAR OF CLASSIFICATION SENIORITY IN G.C., SUCH TIME WORKED IN THE RESPECTIVE CLASSIFICATION OVER ONE YEAR IS CONSIDERED AS TIME WORKED AT THE TOP OF THE SAME CLASSIFICATION IN THE DIVISION.

3. A STREET FITTER IN GENERAL CONSTRUCTION DEPARTMENT IS AWARDED AN APPRENTICE FITTER'S JOB IN A DIVISION:

G. C.		DIVISION	
<u>STREET FITTER WAGE RATE</u>		<u>APPRENTICE FITTER WAGE RATE</u>	
START	\$87.75	START	\$83.55
END 6 Mos.	\$90.05	END 6 Mos.	\$84.95
END 1 Yr.	\$92.40	END 1 Yr.	\$87.70
END 18 Mos.	\$94.90	END 18 Mos.	\$90.60
END 2 Yrs.	\$97.40		
END 30 Mos.	\$99.90		
END 3 Yrs.			
AND OVER	\$105.00		

THE G. C. EMPLOYEE IS GIVEN CLASSIFICATION SENIORITY IN THE DIVISION FOR TIME WORKED IN THE G.C. STREET FITTER CLASSIFICATION UP TO 18 MONTHS, DEPENDING ON HIS STREET FITTER CLASSIFICATION SENIORITY ACQUIRED IN THE GENERAL CONSTRUCTION DEPARTMENT. AS A DIVISION EMPLOYEE HE MUST BE ABLE TO WELD IN ORDER TO BE CONSIDERED FOR A FITTER'S JOB.

4. A JACKHAMMERMAN IN THE GENERAL CONSTRUCTION DEPARTMENT IS AWARDED A HELPER JOB IN A DIVISION:

G. C.		DIVISION	
<u>JACKHAMMERMAN WAGE RATE</u>		<u>HELPER WAGE RATE</u>	
START	\$79.50	START	\$77.90
END 6 Mos.	\$81.80	END 6 Mos.	\$79.30
END 1 Yr.	\$84.10	END 1 Yr.	\$82.15
END 18 Mos.			
AND OVER	\$87.00		

THE G.C. EMPLOYEE IS GIVEN CLASSIFICATION SENIORITY IN THE DIVISION FOR ALL TIME WORKED UP TO ONE YEAR IN THE G.C. JACKHAMMERMAN CLASSIFICATION. IF HE HAS ONE YEAR OR MORE OF JACKHAMMERMAN CLASSIFICATION SENIORITY IN G.C., SUCH TIME WORKED IN THE CLASSIFICATION OVER ONE YEAR IS CONSIDERED AS TIME WORKED AT THE TOP OF THE HELPER CLASSIFICATION IN THE DIVISION. IF THE G.C. EMPLOYEE HAS ALSO WORKED IN THE G.C. HELPER CLASSIFICATION, SUCH TIME WORKED AS A G.C. HELPER IS TO BE COMBINED WITH HIS JACKHAMMERMAN CLASSIFICATION SENIORITY IN CONSIDERING TOTAL LENGTH OF TIME WORKED IN THE HELPER CLASSIFICATION OF THE DIVISION.

FOR UNION: S/ RONALD T. WEAKLEY
ITS BUSINESS MANAGER

FOR COMPANY: S/ R. J. TILSON
ITS INDUSTRIAL RELATIONS DIRECTOR

JANUARY 31, 1957