

11-16-81

304

INDUSTRIAL RELATIONS



FOR INTRA-COMPANY USES

NOV 17 1981

From Division or Department: GENERAL CONSTRUCTION PERSONNEL AND CLERICAL SERVICES

FILE NO.

RE LETTER OF

SUBJECT: Wage Adjustments for IBEW Classifications

To Division or Department

IWB
DJB
LVB
MMC

FHG
PNL
PEP
MAS

LDB
MML
RLS
FILE

November 16, 1981

MR. I. W. BONBRIGHT:

Our review of your draft of the 1982 wage rate schedule revealed that several agreements and understandings we had made with the Union were not reflected in the draft:

- As a result of a verbal agreement between myself and Edward Fortier of the I.B.E.W., the following three-year schedule of adjustments was established for Apprentice Electrician (Code ~~4088~~) and Apprentice Lineman (Code 1101):

0488

	1/1/80	1/1/81	1/1/82
Start	\$ 2.45	\$ 2.70	\$ 3.00
End 6 mos.	1.90	2.10	2.30
End 1 yr.	2.20	2.40	2.65
End 18 mos	2.35	2.65	2.85
End 30 mos.	5.90	--	--

1.75

24 mo.

This schedule was established because we realized that the original adjustment schedule, published in your letter of December 21, 1979, did not account for the fact that these classifications recently had been changed from a 5-step to a 6-step wage progression, and that, therefore, the original adjustment schedule was not sufficient to accomplish its purpose, i.e., adjusting the wage rates of these classifications so that they would be 5% above the equivalent Division classifications.

Paul
David Lee

The above adjustments effective January 1, 1980 and January 1, 1981 were included respectively in the 1980 and 1981 wage rate schedules. However, the above adjustments scheduled to be effective January 1, 1982 were not reflected in your draft schedule.

I. W. BONBRIGHT

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November 16, 1981

2. The wage rate of the Lineman, Underground (Code 1099) was established at the Lineman (1100) rate of pay. However, your draft schedule shows the Lineman, Underground wage rate to be \$2.20 less than the Lineman wage rate.
3. By letter of agreement dated January 21, 1981, the rate of pay for Miscellaneous Equipment Operator A (Code 1640) was adjusted to equal the top Special Driver (Code 0435) wage rate. This adjustment was appropriate because the two classifications are shown as equal in the lines of progression. Your draft schedule shows the M.E.O.A. wage rate to be \$5.15 less than the top Special Driver rate.
4. By letter of agreement dated June 18, 1980, the rate of Instrument Technician (Code 2418) was adjusted to equal that of the Communication Technician (Code 2390). Your draft schedule shows the Instrument Technician wage rate to be \$3.10 less than the Communication Technician wage rate.

If you concur that the foregoing indicated adjustments to your draft schedule are in order, I suggest that a letter of agreement or letter of understanding reflecting these additional adjustments (as well as the other special adjustments which you included in your draft schedule) be forwarded to the Union so that there will be no confusion when the 1982 wage rates are effected.

Not needed


L. C. BEANLAND

DKLee(5768):nmg