

*Information Only.*INDUSTRIAL RELATIONS  
741.1Status of Probationary Employees Who Attain  
Regular Status and Are Not Placed in  
a Regularly Authorized Job

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This letter revises and supersedes our previous letter dated April 20, 1956, on the same subject.

Situations arise where a probationary employee, who is filling a temporary job, completes six months of continuous service with Company and attains regular status. On the attainment of regular status, the employee is then entitled to have his transfer requests to a beginning job or bids for other jobs considered either under Sections 205.5(a) and 205.7 (Physical) or Sections 18.5(a) and 18.8 (Clerical) of the Labor Agreements, as well as consideration, if need be, under Titles 206 and 19 of these Agreements. Also, under Section 210.3 (Physical) or Section 21.3 (Clerical) the employee is to be given a definite job classification and placed on a weekly rate.

In giving the employee a definite job classification, there is a limitation on how it may be accomplished, that is:

1. The employee may be assigned to a beginner's classification, or
2. The employee may be assigned under Section 205.13 (Physical) or Section 18.12 (Clerical) to a vacant job which has been posted for bid, but for which there were no qualified bidders.

If the employee upon attaining regular status is not placed in a regularly authorized job under the provisions of Subdivision 1 or 2 above, any bids which the employee thereafter submits for jobs posted as vacant will be considered in the sequence of either Section 205.7 (Physical) or Section 18.8 (Clerical) on the basis that his definite classification is the beginning classification in the normal line of progression in which he is temporarily employed.

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