# *IBEW 1245/NVE General Negotiations*

**IBEW 1245 Union Proposal Number 15**

**Submitted on**

# Attachment IV

Exhibit “C” (1)

(As Amended 4/25/16)

**LINES OF PROGRESSION FOR BIDDING AND DEMOTIONAL**

**PURPOSES BY OCCUPATIONAL GROUPS**

**DEFINITION OF OCCUPATIONAL GROUPS**

Occupational Groups shall be defined as those separate divisions of the applicable Company "Departments" shown above. In those "Departments" where there is no such division, the entire "Department" shall be considered as an Occupational Group.

"A" Bid - Same classification or higher than job posted using group seniority. (Amended 1/1/95)

"B" Bid - Next lower classifications in group seniority. Classifications shown on chart above at the reverse end of arrows shall be considered next lower to those to which the arrow points. (Amended 1/1/95)

"C" Bid - Same classification in any other group using Company seniority.

"D" Any classification in same group as job being posted using group seniority.

"E" Any classification in any group using Company seniority.

**Lines of Progression (see Fold‑Out Diagram at the end of the booklet)**

**BIDDING NOTES**

* + - 1. (Deleted 1/1/95)
      2. (Deleted 1/1/98)
      3. (Deleted 1/1/95)
      4. Classifications labeled (4) shall be considered as Lineman for bidding purposes.

**(a)** Any bids to Troubleman Electric shall be awarded by group seniority.

(Added 1/1/98)

**(b)** All employees in the Electric Occupational Group who are qualified as Journeyman Lineman and above shall be considered "B" bidders to this classification.

**(c)** When bidding from this classification, employees will be considered based on the bidding rights of their last classification held prior to entering the Lines Trainer classification

* + - 1. (Deleted 1/1/95)
      2. (Deleted 1/1/95)
      3. (Deleted 1/1/95)
      4. **Serviceman, Equipment** bidding to Plant Mechanic Apprentice shall not suffer a wage reduction if he has been in that classification for six (6) months or more. His wages will be red‑circled until such time as his step rate in his new classification exceeds his red‑circled wage rate. (Added 5/1/86)

**Service Utility Operators** and **Scrubber Utility Operators** cross-bidding to either position may use the total amount of time in both positions to establish themselves in the appropriate wage step but in no event higher than the 24-month step. Once the employee has established himself in the new position he will be moved to the upgradeable wage step once all the upgradeable requirements have been met. (Added 6/1/99 by Letter of Agreement)

* + - 1. (Deleted 3/07)
      2. (Deleted 3/07)
      3. (Deleted 3/07)
      4. Classifications labeled (12) need not be posted and are considered non‑bid jobs.
      5. (Deleted 5/1/81)
      6. (Deleted 5/1/68)
      7. (Deleted 5/1/68)
      8. Awards to these jobs shall require successful completion of screening examination.
      9. (Deleted 1/1/95)
      10. (Deleted 5/1/71)
      11. (Deleted 5/1/71)
      12. (Deleted 5/1/74)
      13. (Deleted 4/25/16 LOA 14-06)
      14. (Deleted 1/1/95)
      15. The successful bidder must meet the respirator fit‑test requirements as outlined by OSHA before the job award can be made. This will require the employee to be clean shaven for the test. (Added 5/1/88)
      16. (Deleted 8/16/10)
      17. (Deleted 1/1/95)
      18. Clarifier Operator bidding to Apprentice Lab Technician shall not suffer a wage reduction if he has been in that classification for twenty-four (24) months or more. His wage will be red-circled until such time as his step rate in his new classification exceeds his red-circled wage rate. (Added 1/1/95)
      19. (Deleted 1/1/95)
      20. Sr. Control Relay Technician will be red-circled when going to a Substation Technician. (Effective 4/11/94; Added 1/1/98)
          1. All employees in the Substation Construction & Maintenance Occupational Group who are qualified as Journeyman Electrician and above shall be considered "B" bidders to this classification
          2. When bidding from this classification, employees will be considered based on the bidding rights of their last classification held prior to entering the Trainer, Substation classification
      21. Sr. Control Technician will be a “D” bidder to Control Working Foreman and Substation Technician to Control Working Foreman will be a “B” bidder. (Effective 4/11/94; Added 1/1/98)
      22. Clerical Bidding Notes

A. Generally speaking, Clerical employees will be hired at the minimum of the range. In exceptional cases, experience elsewhere will be counted in determining the starting rate. In no case will experience elsewhere be given more weight in determining the starting rate than if it had been with the Company.

B. When a Clerical employee is in a wage progression and is promoted from one (1) job classification to another, his rate of pay shall be the starting rate for new classification or his present rate, whichever is higher. In the case of an employee who bids laterally to a job classification with the same wage progression, or an employee who bids downward to a job classification with a lower wage progression, his rate of pay shall be the starting rate for such classification, except that allowance shall be made by the Company for previous experience in the new classification. When a Clerical employee bids from one (1) Department, District or Sub‑District to another in the same classification, his rate of pay shall remain the same.

C. (Deleted 5/1/91)

D. Employees in the Clerical Occupational Group job classifications listed below, who were hired prior to the 1986 contract ratification date, will be red‑circled in their current wage progression (at the wage rate in effect May 1, 1986) and will continue to receive general wage increases based on that wage progression.

Clerical Representative

Clerical Specialist

Meter Reader‑Collector

Customer Services Representative

When an employee whose wage progression is red‑circled becomes eligible to receive their final step increase under the red‑circled wage progression, they will receive the top wage step of the red‑circled wage progression or top wage step of the current book rate, whichever is higher. (Added 5/1/86)

E. (Deleted 1/1/95)

1. (Deleted 3/07)
2. Any full-time **or upgraded**, ~~regular~~ General Foreman, Working shall be treated under the CBA as if he were above the top position in his Line of Progression and Occupational Group. The General Foreman, Working shall be paid at a rate ten percent (10%) above the highest wage rate in his Line of Progression and Occupational Group. (Added 1/1/03)
3. (Deleted 3/07)
4. Storekeeper/Buyer/Planner (Ft. Churchill) shall be treated exactly as Storekeeper for bidding, layoff and demotion purposes. (Added 1/1/03)
5. When an Electrician and/or a Substation Inspector are awarded a Control Technician position, they will be paid at the six (6) month wage rate. (LOA 1/29/03)
6. When bidding as a Clerical Representative, all group seniority in Clerical Inside, Support Services and the deleted Reprographics and Distribution occupational groups will be applied. A Clerical Representative may use this combined occupational group seniority in any group where a Clerical Representative exists. (Added 3/07)
7. (Deleted 8/16/10)
8. External (non-BU1245 hires) will be required to possess two (2) years relevant mapping experience.
9. Fab/Const/Maint Welder, Certified (7545) will be a "B" bidder to the Machinist Tool Repairman (7580).
10. The Assistant Distribution Operator (7510) position shall be listed in Title 16.7(c) and vacancies shall be filled in accordance with Title 16.7(b). All other job classifications in this Occupational group will be filled by Occupational Seniority amongst qualified candidates. (Added 4/25/16 LOA 15-04)

"E" BIDDERS

Driver, Truck

Driver, Truck, Heavy

Garageman

Helper

Janitor (Power Prod)

Laborer

Repairman, Tool

Utilityworker, Universal

Worker, Building, Services, Lead

(Amended 8/16/10)