

## LABOR AGREEMENT INTERPRETATION

SUBJECT: Definition of the phrase "at the top rate of pay of the next lower classification" as referred to in the Physical Agreement

TITLE 205 - JOB BIDDING AND PROMOTION - Physical Agreement

TITLE 600 - LINES OF PROGRESSION - Physical Agreement

For the purpose of clarification, the "top rate of pay of the next lower classification" is defined as the top wage rate of that classification which has the lowest maximum wage rate of the group of classifications combined and indicated as the next lower to any particular higher classification.

Attached is a copy of Page 6 of Exhibit VI-L, Title 600, which shows the Lines of Progression to Apprentice Lineman. Any employee in a classification listed on either side, in the "next lower classifications", or the "same or higher classifications", who is receiving a rate of pay equal or higher than the top wage rate of Groundman, which in this grouping is the lowest classification, would be considered as being at the top rate of pay under the provisions of Title 205.

To be entitled to preferential consideration under Subsection 205.7(b) or (c), except as otherwise provided in Subsection 205.2(b) or any applicable apprenticeship agreement, an employee receiving the "top rate of pay of the next lower classification" as defined above must have worked in such listed "next lower classifications", or the "same or higher classifications" for a period of time equal to or greater than the time required to progress from the starting wage rate to the top wage rate for that "next lower classification" having the lowest maximum wage rate.

In the attached example, the time period would be one year for the Groundman classification as it is the classification with the lowest maximum wage rate of the group of classifications shown as the next lower.

For Union /s/ Ronald T. Weakley  
Its Business Manager

For Company /s/ V. J. Thompson  
Its Manager of  
Industrial Relations

Date January 24, 1968

oe1u-29  
afl-cio  
13168do

\*Next Lower Classification

1101 Apprentice Lineman

\*Same or Higher Classifications

0140 Cableman  
 0650 Subforeman A (G.C.-Line)  
 0653 Subforeman B (G.C.-Line)  
 0680 Cable Pulling Subforeman  
 0740 Line Subforeman  
 0820 Cable Subforeman  
 0850 Working Foreman A (G.C.-Line)  
 0853 Working Foreman B (G.C.-Line)  
 1100 Lineman  
 2280 Cable Splicer  
 2540 Troubleman

\*Includes Provisional Lineman

1101 APPRENTICE LINEMAN

An employee engaged in performing Lineman's work as an assistant to, or under the general direction of a journeyman. In order to gain experience for advancement to Lineman, he may work alone, or under indirect supervision on jobs for which he has been trained and instructed. He may be required to drive the truck and operate the associated equipment as assigned at not less than the starting rate of the T&D Driver. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status. When working under the guidance and direction of a journeyman, and after one year's experience as an Apprentice Lineman, he may be required to work on live circuits of 750 volts or over.

Next Lower Classification

0180 Cartman  
 0456 T&D Driver  
 0910 Groundman  
 0960 Cableman's Helper  
 1190 St. Lt. Maintenceman  
 1660 T&D Equipment Operator  
 1943 Patrolman  
 2010 Manhole Pumpman  
 2260 Shopman

Same or Higher Classifications

0140 Cableman  
 0150 Launch Captain  
 0623 Labor Foreman (Elec. T&D)  
 0680 Cable Pulling Subforeman  
 0820 Cable Subforeman  
 0845 Working Foreman  
 0990 Inspector  
 1095 Provisional Lineman  
 1101 Apprentice Lineman  
 2280 Cable Splicer  
 2281 Apprentice Cable Splicer  
 2500 Voltage Tester\*  
 2520 Towerman (G.C.)  
 2521 Appr. Towerman (G.C.)

\*A Voltage Tester may bid to Apprentice Lineman as an Apprentice Lineman. If he previously had attained the one-year or higher step as an Apprentice Lineman and if he is the successful bidder, he shall be placed in the wage step that he left. A Voltage Tester who had not previously completed the first year program of the Apprentice Lineman Related Academic Training shall be given the opportunity to do so. A Voltage Tester who had not previously attained the one-year step of Apprentice Lineman classification may bid to Apprentice Lineman, and if he has completed the first year program of the Apprentice Lineman Related Academic Training, he shall be placed at the one-year step of the Apprentice Lineman wage rate. If he has not completed the first year training, he shall be credited with his previous time worked in the Apprentice Lineman classification only.

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Exhibit VI-L  
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Revised July 1, 1967



PG <sup>and</sup> E

FOR INTRA-COMPANY USES

DIVISION OR  
DEPARTMENT

FILE NO.

RE LETTER OF  
SUBJECT

INDUSTRIAL RELATIONS  
741.1

JAN 23 1974

LOCAL 1245, I.B.E.W.

LA 1-24-68  
2067 JJW  
FILE COPY  
DO NOT REMOVE

Interpretation of the Phrase "At the Top Rate of Pay of the Next  
Lower Classification"

January 22, 1974

MESSRS. G. N. SCOURKES	R. H. TAYLOR
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In order to assure uniform application, the January 24, 1968 letter agreement which defines the phrase "at the top rate of pay of the next lower classification" should no longer be applied to situations where an employee is bidding on a vacancy in the same classification to which he is presently assigned.

*I. Wayland Bonbright*  
I. WAYLAND BONBRIGHT

KHAnderson:rto

cc: JJWilder, IBEW ✓

The above letter is the result of discussions I had with Kent Anderson over problems in San Joaquin Division.

John J. Wilder

JJW:rhm

cc :All Staff