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LABOR AGREEMENT INTERPRETATION

SUBJECT: Regular Employees Placed in Temporary Jobs

Physical Agreement: Title 205 - Job Bidding and Promotion
Title 206 - Demotion and Layoff Procedure

Clerical Agreement: Title 18 - Promotion and Transfer
Title 19 - Displacement, Demotion & Layoff

On occasions vacancies in temporary jobs are filled by placing on the payroll employees who have attained regular status, but who for some reason have no regular definite job classification. An example of this is the rehiring of a regular employee on a temporary job within one year of the date he was laid off. Questions arise concerning the employee's rights with respect to job bidding and demotion and layoff.

Physical Agreement

Job Bidding

Under Section 205.7 such regular employees holding temporary jobs may have their bids considered, provided that first consideration is given to the bids of all other regular employees who are employed in jobs which have been regularly and definitely established. In the event that none of the latter employees is awarded the job on which bids were submitted, the preferential sequence for considering bids of regular employees in temporary jobs shall be the same as outlined in Title 205.

Under Section 206.9 such employees demoted or transferred because of lack of work under the provisions of Title 206 may return to their former status on an accelerated basis if a vacancy occurs during the period in which they hold a temporary job.

Demotion and Layoff

In applying the provisions of Title 206, such regular employees who fill temporary jobs shall be considered as being employed in the beginner's classification, if any, in the line of progression of the temporary job which they hold. In such beginner's classification they shall be subject to layoff at any time. They may, however, at the time of such layoff and according to the provisions of Title 206, displace other employees hired by Company during the period of their temporary employment. If such a displacement is in a regularly authorized job, they shall then assume the status of other employees who are holding jobs which have been regularly and definitely established.

To meet the requirements of Section 206.11 regarding notice of layoff for lack of work, such regular employees placed in temporary jobs shall be notified of the temporary nature of their work and the probability of layoff at the job's conclusion.

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Clerical Agreement

Promotion and Transfer

Under Section 18.8 such regular employees holding temporary jobs shall be considered for promotion and transfer, provided that first consideration shall be given to all other regular employees who are employed in jobs which have been regularly and definitely established. In the event none of the latter employees is appointed to fill an existing vacancy, preferential consideration in accordance with provisions of Title 18 shall then be given to regular employees who occupy temporary jobs.

Under Section 19.7 such employees who have been demoted because of lack of work may be given preferential consideration to enable them to return to a vacancy in their former classification, provided that such a vacancy occurs during the period in which they hold a temporary job.

Displacement, Demotion and Layoff

In applying the provisions of Title 19, regular employees filling temporary jobs shall be considered as being regularly employed in the beginner's classification, if any, in the normal line of progression of the temporary job which they hold. In such beginner's classification they shall be subject to layoff at any time. They may, however, at the time of layoff and according to the provisions of Title 19, displace other employees hired by Company during the period of their temporary employment. If such displacement is in a regularly authorized job, such employees shall then assume the status of other employees who are holding jobs which have been regularly and definitely established.

To meet the requirements of Section 19.9 regarding notice of layoff for lack of work, such regular employees placed in temporary jobs shall be notified of the temporary nature of their work and the probability of layoff at the job's conclusion.

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

For Company: /s/ R. J. Tilson
Its Director of
Industrial Relations

August 14, 1958

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