

Local 15 News for You

**Dean F. Apple**  
**President / Business Manager**

# **Unity**

January 21, 2010

## **CLERICAL BID GROUPS**

As a result of discussions that took place between the Company and Local 15 during the 2008 Contract Negotiations, clerical bid groups will be eliminated from the Collective Bargaining Agreement (Clerical Exhibit B). While copies of the new CBA have yet to be printed, effective January 11<sup>th</sup>, 2010, each employee's placement on the clerical seniority list will be determined entirely by their seniority date, regardless of their job title. When filling open positions going forward, first consideration will be given to eligible employees based on their seniority date. Eligibility for open positions will no longer be limited to employees in those job titles immediately below the position being offered. Instead, open positions will be offered to all employees below the position(s) currently being offered, based on their seniority date. These changes will be reflected in the language contained in the upcoming revision to the Collective Bargaining Agreement.

Permanent elimination of the bid groups should create additional job opportunities for clerical bargaining unit employees by removing bid group restrictions (which limited eligibility when filling open positions). This will be accomplished by increasing the number of employees who are eligible to bid on open positions by utilizing overall seniority (instead of seniority within a bid group or job classification) when filling vacant positions. While this change will not alter current limitations or restrictions on several job titles in regards to demotion or lateral rights, an announcement pertaining to a pilot program between the Company and Local 15 which will address those issues will be coming out shortly.

Once updated, a new seniority list will be available for review by contacting your steward as well as on the Local 15 website.