

Local 15 News for You

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

# Unity

---

January 22, 2010

## CLERICAL LATERAL AND DEMOTION PILOT

As a result of the discussions that took place between the Company and Local 15 during the 2008 Contract Negotiations, a pilot program will be established for all clerical bargaining unit employees to allow for lateral and demotion movement, based on seniority. The term of the pilot will be for two (2) years, with an effective date of January 11<sup>th</sup>, 2010.

Under this program, the following terms will apply:

### Lateral Opportunities

- a. The Company will continue to follow the guidelines re: posting for job openings as detailed in the **Ground Rules For Clerical Promotions/Laterals/Demotions** dated 4/28/97 by providing information on openings through available means, including electronic formats. Eligible employees may submit their interest for openings in accordance with the designated posting timeframe.
- b. Under the terms of the pilot Agreement, qualified employees will be eligible for lateral opportunities based on seniority. Laterals will be defined as both title-to-title comparables, as well as similar wage rate time step schedules. (For example, a Commercial Clerk I moving to an Operating Clerk I position would be considered a lateral, as both titles are on the same wage rate time step schedule, including the same maximum rate of pay.) Interviews will continue to be utilized as part of the staffing process, where applicable (e.g. GSR). In those instances, seniority will continue to be utilized to arrange interviews with interested employees, regardless of their current title.
- c. In order to be eligible for a lateral transfer an employee must complete two (2) consecutive years in their current position.

(Continued on next page)

- d. An employee who accepts a lateral transfer will not be eligible to request a subsequent lateral transfer for a period of two (2) years.
- e. Lateral transfers will no longer be limited to a change in geographic location. As a result, employees will have an opportunity to voluntarily elect a lateral transfer from department to department.
- f. All other provisions of the Clerical Bracketing Agreement remain unchanged.

### **Demotions**

- a. Under the terms of the pilot Agreement, all clerical employees who have completed two (2) consecutive years of service in their current position will be eligible to elect a voluntary demotion.
- b. Those employees electing to voluntarily demote will be ineligible for additional demotion opportunities for a period of two (2) years.
- c. All other provisions of the Clerical Bracketing Agreement remain unchanged.

Conditions not specifically covered by this pilot will be administered in accordance with the provisions of the Collective Bargaining Agreement and Clerical Bracketing Agreement dated April 28, 1997. Management and the Union shall utilize their best efforts to resolve any problems that may arise in administering this pilot.