

# United Electrical, Radio & Machine Workers of America – Local 506



*The Union Representing Erie Wabtec Workers*

Union Proposal #10: Third Pass

## **Article XIV. TEMPORARY TRANSFERS**

Section 1. Temporary Transfers. The Company may temporarily transfer an employee into a job classification that the employee is qualified to perform based on the needs of the business or to fill in for an employee who is on an approved leave of absence. An employee will be deemed to be qualified to perform the work of a job classification if the employee **has performed similar work and can safely perform the job with minimal training.**

Section 2. Applicable Wage Rate. When an employee is temporarily transferred to a different job classification for a period exceeding one (1) hour, the employee will be paid for all time worked in the higher classification at the higher of: (a) the employee's regular straight-time hourly wage rate, (b) the straight-time hourly wage rate for the job classification to which the employee is assigned, or (c) the applicable premium rate if an overtime or double time premium applies.

Section 3. Shift Change. If a change in shift is required the company will follow the provisions outlined in Article XIII of this agreement amongst the group of qualified employees.

Section 4. Duration of Temporary Transfer.

- (a) Absent exceptional circumstances, employees will not be temporarily transferred out of their classification for more than one hundred eighty (180) consecutive calendar days to cover for an employee on an approved leave of absence.
- (b) Absent exceptional circumstances, employees will not be temporarily transferred out of their classification for more than one hundred twenty (120) consecutive calendar days for operational reasons.
- (c) Temporary transfers will not be used to circumvent the job bidding procedures, recall procedures or hiring of new employees as set forth in this Agreement.
- (d) **When an employee is Temporary Transferred the company will provide notice in accordance with the provisions outlined in Article II, Section 3.**