

ASPTM
PLACEMENT

Supplement No. 9

Seniority and Job Posting
between

and

INTERNATIONAL WOODWORKERS OF AMERICA
Local 1-417

1. PURPOSE

Implementation of Article X, Section 2, (a) ^{JA} ~~2~~ ^{4-7A} of the 1979-78 Collective Agreement between hereinafter referred to as the Company, and the International Woodworkers of America, Local 1-417, hereinafter referred to as the Union.

2. In the Application of Seniority and the Job Posting procedures covered by this agreement, where the word "seniority" appears, it means in accordance with Section 1, Article X of the Collective Agreement, which says in part: "The Company will recognize the principle of seniority, competency considered."

3. DEFINITION AND APPLICATION

(i) In deciding an employee's entitlement for a job, seniority, competency considered, will be applied as hereinafter provided.

(ii) Company seniority is the length of an employee's continuous service in those operations of the Company whose employees are represented by Local 1-417 of the Union.

Company seniority will determine both the employee's job retention rights and entitlement to job vacancies.

While it is generally agreed that seniority applies for promotional purposes, an employee can use his seniority to bid either laterally across or vertically downward:

- (a) To place himself in a position for quicker advancement,
- or
- (b) For medical reasons induced by sickness or accident,
- or
- (c) For any other reason mutually agreeable to the parties.

JOB POSTING PROCEDURES

1. All jobs, other than base rate jobs, upon becoming vacant or when created, will be posted for bidding by employees.
2. Bulletin Boards to display the Job Postings will be supplied by the Company and placed at mutually satisfactory locations.
3. A job requiring posting will be displayed for a period of three (3) consecutive working days, during which period employees wishing to bid on the job will make application on a form provided to the appropriate personnel office.

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