

## ARTICLE VII - SKILL DIFFERENTIAL

### Section 1

The letter agreement dated December 20, 1993 implementing Article VII of the November 27, 1991 Imposed Agreement is amended as provided below effective October 1, 1996:

a) Paragraph 1 of that letter is amended as follows:

1) The phrase "work listed in paragraphs (a) and (b) below" is amended to read "work listed in paragraphs (a), (b), and (c) below.;

2) the following provision is added:

'(c) a differential of 25 cents per hour shall be paid to journeymen electricians with a valid EPA certification who remove ozone-depleting chemicals from air conditioning systems."

b) Paragraph 2 of that letter agreement is amended to read as follows:

"Journeyman electricians directly engaged in performing work on energized high voltage alternating current utility transmission or distribution lines shall receive a differential of 65 cents per hour for each hour actually spent performing such work. Such differential shall be increased to 85 cents per hour for each hour actually spent performing such work effective January 1, 2000. For the purposes of this paragraph, such high voltage lines shall mean those carrying in excess of 2400 volts."

c) Paragraph 4 of that letter agreement is amended to read as follows:

"Communications electronic technicians (or equivalent maintainers) with a valid FCC license (or equivalent) who regularly perform repairs and adjustments on electronic equipment shall receive a differential of 65 cents per hour for all hours worked. Such differential shall be increased to 85 cents per hour for all hours worked effective January 1, 2000. This differential shall not be applicable to any employee(s) assigned to perform any gang type work such as construction, pole line, tower, and underground cable."

### Section 2

This Article is not intended to restrict any of the existing rights of a carrier except as specifically provided herein.

### Section 3

On a carrier where a differential in excess of 25 cents per hour is currently being paid to journeymen electricians for the work described in Section 1 (a) (2) of this Article, the General Chairman may elect to preserve such existing differential by written notification to the appropriate carrier official within thirty (30) days after the date of this Agreement.

(From Article VII, Sept. 1996 Mediation Agreement)