

NATIONAL ENTRY RATES- (12-18-87 National Agreement)

ARTICLE III - RATE PROGRESSION

Article XI of the December 11, 1981 National Agreement and all other local rules governing rate progression or entry rates are eliminated and the following provisions are applicable.

Section 1 - Service First 1220 Days

Helpers, upgraded mechanics, apprentices and student mechanics will be paid as follows during their first 1220 days of actual service; provided however, that this provision shall apply only to employees who enter service under agreements with the shop craft organizations on or after the effective date of this Article.

(a) For the first 244 days of service, such employees shall be paid 75% of the applicable rates of pay (including COLA).

(b) For the second 244 days of service, such employees shall be paid 80% of the applicable rates of pay (including COLA).

(c) For the third 244 days of service, such employees shall be paid 85% of the applicable rates of pay (including COLA).

(d) For the fourth 244 days of service, such employees shall be paid 90% of the applicable rates of pay (including COLA).

(e) For the fifth 244 days of service, such employees shall be paid 95% of the applicable rates of pay (including COLA).

NOTE: An employee will be credited with a "day of service" if he or she performs at least four hours of compensated service.

Section 2

When an employee has completed a total of 1220 days of service in any shop craft position (or combination thereof) or acquires full journeyman's status this Article will no longer be applicable. Employees who have had a shop craft employment relationship with the carrier and are rehired in a shop craft position shall have such previous service credited toward meeting this requirement.

Employees who have had a previous employment relationship with a carrier in a craft represented by a shop craft organization and are subsequently hired by another carrier after the date of the Agreement shall be covered by this Article, as amended. However, such employees will receive credit toward completion of the entry rate requirement for compensated service performed in such craft provided that such compensated service last occurred within one year from the date of re-employment.

Agreements which provide for entry rates lower than those provided for in this Article are preserved. However, if such agreements provide for payment at a lower rate for less than the first 1220 days of service, this Article will be applicable during any portion of that period in which such lower rule is not applicable.

Section 3

The term "upgraded mechanics" as used in this Article is intended to apply to employees hired in an upgraded status without first establishing seniority as helper or apprentice, as well as those upgraded after entering service as a helper or apprentice.

This Article is not intended to confer any right to hire employees in an upgraded status or to upgrade employees to mechanics' positions where such right does not now exist.

Section 4

This Article shall become effective 15 days after the date of this Agreement except on such carriers as may elect to preserve existing rules or practices and so notify the authorized employee representative on or before such effective date.

(From Article III, 12-18-87 National Agreement)