

Appendix G Transition Detailed Summary 7-2019

Integration of Employees: Following the ratification of the agreement Appendix G employees will transition into job titles under the main agreement in the TFS-Business Services Market Business Unit. Appendix G employees will transfer into the following titles:

Systems Technician = Customer Services Specialist
Field Service Support Engineer = Customer services Specialist
Warehouse Operator = Supply Attendant

Prior to the transition, Appendix G employees will be given the choice to voluntarily leave the payroll instead of transitioning. Employees who elect to leave payroll will receive a layoff allowance of 12 weeks of pay based on their weekly wage rate on April 14, 2018. Employees who do not elect a layoff allowance will be transitioned into the main agreement within 30 days following ratification or as soon as administratively possible.

Employees in the ST and FSSE titles who do not choose to leave payroll as provided above will be given the opportunity to pass pole climbing training. Employees who only pass the ladder handling portion of pole climbing training will be allowed to remain in the CSS job title, but will not be able to transfer to other positions which require pole climbing, including positions with the same job title, but different department, unless they first completely pass pole climbing training.

Integration of work: Work normally performed by Appendix G employees will be integrated into the main agreement and may be assigned to employees covered by the main agreement, including former Appendix G employees. Additionally, former Appendix G employees may be assigned work normally performed by employees in the main agreement.

Wages: Appendix G employees who transition will be placed on the wage scale and wage zone of the new job title at the lowest wage step that does not result in a decrease in their weekly rate upon the date of transition into their new job title. The transitioning employees will also be transferred to the appropriate payroll company at the transition.

Other: Former appendix G employees who successfully transition to the main agreement will be covered by all contractual provisions that apply to their new job title effective on the transition date and will be treated as if they have been in the main agreement the entire year. Following the transition, Appendix G provisions will no longer apply to the employee.

Protected Appendix F Employees from Appendix G: Employees who transferred into positions in Appendix F with protections from Appendix G prior to April 14, 2018 will receive the following treatment: a) Appendix F Attachment II and Main Agreement Article 16-Benefits as if they transferred from the main agreement; b) Current wage protections. This treatment will be applied as soon as administratively possible following the transition.

Seniority: Appendix G employees who transition into the main agreement will have seniority determined as set forth in Article 14 of the main agreement.