

Top Ten Best Parts of Union Negotiated Agreement on Highway Technician Series



MANAGEMENT WANTED:



UNION GOT:

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| 1 Employees to enter first three levels by promotion only | Employees enter first three levels automatically, providing a <i>real</i> career ladder |
| 2 Employees who don't enter new series, go to lower classifications | No reduction in classification at any time, for any reason |
| 3 No achievement incentive or pay range movement for completing training | Either a pay range movement or a \$3000 training achievement for completing the training |
| 4 24 + 54 months of experience required to enter HT 3 and HT 4 levels | 12 + 24 months of experience required to enter HT 3 and HT 4 levels. |
| 5 No waiver of experience | Fair opportunity to receive experience within 5 years or employee receives automatic credit for experience. |
| 6 Training available for only 600 people | Guaranteed 75 days of training over first three years <i>for every affected employee</i> . Must give training opportunity within 3 years or employee receives automatic credit for training. |
| 7 Pay starts at job site or 40 mile rule per current contract | Pay starts at vehicle pick-up site nearest to the home of HT assigned to construction. |
| 8 Management wanted all equipment operation at the HT 1 level | Equipment is spread out over several classifications |
| 9 Demotions and redlining for those who are unsuccessful at entering the series | Employees stay in classification regardless of passing tests, no redlining. |
| 10 Management wanted control of course and test development for training | Union has power to negotiate course material and testing |