

Issue of the day: Apprenticeship

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LOCAL 20221

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Article 40.04

40.04 Dual Ticketing

Effective July 1, 1998 the dual ticket rate of pay shall be provided to employees who in addition to their current position have obtained a second ticket in the following area:

Current Position	Second Ticket
Millwright	Electrical Electronics Certification
Plumber	Millwright Electrical Electronics Certification Class 3 Stationary Engineering
HVAC	Electrical Plumber
Carpenter	Millwright Electrician
Heavy Duty Mechanic	Automotive Mechanic
Automotive Mechanic	Heavy Duty Mechanic

An employee shall be entitled to the dual ticket rate of pay for a ticket in addition to the ones identified above provided that the Employer deems it of value to the organization.

Effective July 1, 1998 the dual ticket rate of pay will be provided to employees enrolled in a second apprenticeship.

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Effective July 1, 1998 an employee shall be entitled to the dual ticketing rate of pay if he or she applies to the departmental manager for entry into the second trade (as outlined above). Such rate shall continue provided the employee makes an earnest effort to obtain the second apprenticeship, including any prerequisites. Failure to successfully complete the apprenticeship program shall not disqualify the employee from the dual ticket rate of pay provided that the employee has made an earnest effort.

Union Proposal:

40.04 Dual Ticketing

All trades personnel are eligible for dual ticketing. Effective July 1, 1998 the dual ticket rate of pay shall be provided to all trades personnel who have more than one ticket. Effective July 1, 1998 the dual ticket rate of pay will be provided to employees enrolled in a second apprenticeship.

Effective July 1, 1998 an employee shall be entitled to the dual ticketing rate of pay if he or she applies to the departmental manager for entry into the second trade. Such rate shall continue provided the employee makes an earnest effort to obtain the second apprenticeship, including any prerequisites. Failure to successfully complete the apprenticeship program shall not disqualify the employee from the dual ticket rate of pay provided that the employee has made an earnest effort.

Rationale:

Our proposal is designed to allow all trades personnel to be eligible for dual ticketing.

During bargaining the Employer tabled a document that would fundamentally change the current practise and move farther away from the intent of our proposal. The Employer wants to maintain the right to ensure the right proportion of trades. They also want to restrict the timing of when people can apply for a dual trade.