

# 2012 DRUTHERS AGREEMENT BETWEEN RMG AND NETWORK SERVICES IN RCA 184

The intent of this agreement is to move employees with like titles to other work groups within the RCA before jobs are posted and employees outside the RCA apply for them.

## APPLICATION

Eligible employees desiring to file for Druthers will fill out the application form and get it to the local. The forms will be posted on the local website as well as the union board.

## SELECTION

In the selection of employees for open positions, management and the union must agree on the employees selected based on TOE and qualifications. If all candidates are equally qualified, TOE will be the deciding factor as long as the employee is not on a step of discipline.

## SURPLUS

If an employee is in a surplus situation they will take priority and be placed first.

## LIST

There will be two managers and two unionists in charge of handling ALL the Druthers. The paperwork involved will be stored at the local. It will be both the managers and the locals job to meet as positions become available.

Sue Anderson 3/14/2012 Robert Griffith 3/14/2012

Sue Anderson VP RMG

Robert Griffith VP Network Services

Jeanne Stewart  
Jeanne Stewart President CWA Local 7803

NAME \_\_\_\_\_

LOCATION \_\_\_\_\_

CREW \_\_\_\_\_

TOE \_\_\_\_\_

QUALIFICATIONS \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

DATE RECEIVED \_\_\_\_\_