



UNION NEWS

Union Steward

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Approved for posting,

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Information on Declining an Employee Requested Transfer (ERT's)

Addressing miscommunication on ERTs

It was reported that some managers have misrepresented the consequences of an active employee turning down an Employee Requested Transfer (ERT) as defined in Article 22.1(r) (often referred to as Category C process) by telling members they would be terminated if they turned it down.

This is not correct. ERTs are initiated by the member. The following is our contract language from page 102 lines 19-29:

22.1(r) Employee Requested Transfer (ERT) system – A system which allows Company employees to be considered for open job title and lateral transfers within the bargaining unit. A pool of candidates will be established through application of minimum criteria developed by the Company and administered through IAM/Boeing Joint Programs:

NOTE: In the event an employee declines to accept an offer for a job for which he/she has filed an effective application (ERT), there will be no requirement that he/she again be considered for that job unless the employee refiles an application at any time ninety (90) or more calendar days after he/she declines the offer.

To paraphrase: You cannot be terminated for turning down a Category C ERT offer; you simply forfeit your ability to turn in another ERT for that job for at least 90 days.

Remember: A Category C ERT is different from a Company initiated move, such as a lateral transfer, lateral reclassification, move memo or surplus action. In these cases, if the Company said they need to move a member either to another job in the same labor grade or to another location within the Puget Sound location in the same labor grade, and the member refuses that move memo, in that instance, the member could be subject to termination.

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