

APPENDIX F – Industrial Hygiene Job Family Advancement Process

The Company and Union recognize the need to advance individuals employed in IH Respiratory Tech; IH Technician, Junior; IH Technician, Senior; IH Technician Lead, and IH Associate positions in order to retain high quality resources and recognize continued development.

The represented IH job classification family positions include, in order of progression:

- IH Respirator Tech
- IH Tech, Jr.
- IH Tech, Sr.
- IH Tech, Lead
- IH Associate
- ESHQ Technologist, if established

The primary basis of the IH job family advancement process is the number of years of related experience and educational requirements, as defined in the applicable Functional Job Description Overview for the IH job family positions. There also are training and practical factor requirements that must be met by all IH job family employees to become qualified for and maintain qualifications for IH positions.

Employees assigned to the respirator facility who advance into higher classifications in the IH job family will not necessarily move out of the facility solely because of their advancement.

There is no automatic advancement to a higher classification within the FBP IH job family based solely upon seniority.

1. Advancement to the next level within the IH job family is contingent upon;
 - a) achieving the required level of experience and education as defined in the job description of the position into which the individual may advance;
 - b) successfully completing all applicable Job Performance Measures;
 - c) satisfying the applicable IH Technician Qualification (for IH Technician, Jr. and IH Technician, Sr. positions), and applicable qualifications for IH Tech Lead and IH Associate as outlined in the respective job descriptions, and
 - d) undergoing a Practical Factors/Verification of Competency Interview (for IH Technician, Jr. and IH Technician, Sr. positions)
2. The IH Supervisor will review and verify the individual's training, experience and qualifications as outlined in Paragraph 1 a-d in accordance with the applicable requirements and will forward the information to HR to process the individual's Advancement.
3. HR then completes the change in employee status related to title and compensation. The effective date of the change in title and compensation will be the beginning of the payroll period after the employee's successful completion of the qualifications for the next job position as outlined in Paragraph 1 a-d.

4. The qualification standards, training, and testing protocols for each of the respective P&T Unit classifications will be reviewed with the P&T Unit Vice President and a senior qualified bargaining unit member of each of the respective groups to confirm they reflect fair and reasonable requirements for each position. Union recommended changes to such requirements will be provided to line management for validation and those agreed to by management will be incorporated. Periodic or required updates to each of the aforementioned shall be reviewed and evaluated in like manner.