

D-31-570

**CITY OF DETROIT
DEPARTMENT
OF
STREET RAILWAYS**

LABOR AND INDUSTRIAL
RELATIONS LIBRARY

**Resolution Providing
RULES AND REGULATIONS**

Oct 25 1958

**Governing Salaries and Conditions of
Employment for Those Employees in
Office Work and Related Assignments
and who are under the Union
Representation of Local No. 214
A.F.S.C.M.E., A.F.L.**

**Adopted by The
Board of Street Railway Commissioners
August 25, 1953**



Resolution, City of

**CITY OF DETROIT
DEPARTMENT
OF
STREET RAILWAYS**

* * *

**Resolution Providing
RULES AND REGULATIONS**

**Governing Salaries and Conditions of
Employment for Those Employees in
Office Work and Related Assignments
and who are under the Union
Representation of Local No. 214**

A.F.S.C.M.E., A.F.L.

**Adopted by The
Board of Street Railway Commissioners**

August 25, 1953

CERTIFICATE

I, William B. Fitzgerald, Secretary of the Board of Street Railway Commissioners of the City of Detroit, do hereby certify that the attached Resolution was on August 25, 1953, at regular meeting No. 1645 of the Board of Street Railway Commissioners of the City of Detroit, adopted by said Board.

WILLIAM B. FITZGERALD

Secretary

Board of Street Railway Commissioners
of the City of Detroit

N.B.—Salary rates for ten classifications approved by the Board of Street Railway Commissioners at its meetings October 20th and 27th, 1953 are incorporated in the Appendix of these Rules and Regulations.

DEPARTMENT OF STREET
RAILWAYS
RESOLUTION

RESOLVED that the following RULES AND REGULATIONS GOVERNING SALARIES AND CONDITIONS OF EMPLOYMENT FOR THOSE EMPLOYEES IN OFFICE AND RELATED WORK AND WHO ARE UNDER THE UNION REPRESENTATION OF LOCAL NO. 214, THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR, shall be in effect in the Department of Street Railways as therein stated.

CITY OF DETROIT

DEPARTMENT OF STREET RAILWAYS

Rules and Regulations Governing Salaries and Conditions of Employment for Those Employees in Office and Related Work and Who are under the Union Representation of Local No. 214, the American Federation of State, County and Municipal Employees Affiliated with the American Federation of Labor.

PURPOSES OF RULES AND REGULATIONS

The purposes of the following Rules and Regulations are to assure adequate and dependable municipal transit service to the public; to provide the employees with working conditions as good as may be reasonably provided; to protect the interests of the public, the employees and the Department; to provide a procedure for adjusting grievances, to prescribe wages, salaries and working conditions; and to set forth various provisions relative to the rights, privileges, duties and obligations of the employees.

Sec. 1—Employee Representation.

For the purpose of discussing and conferring with respect to any matters of their salaries, wages, working conditions or employer-employee relationship, the Board of Street Railway Commissioners will meet exclusively with such persons as may represent Local No. 214, American Federation of State, County and Municipal Employees, acting on behalf of those salaried and hourly employees whose classifications are now listed, or which may be from time to time added to the wage and salary schedule of Appendix A hereof; provided that said Local No. 214 shall not represent employees in the Maintenance Division.

The Board will so discuss and confer with representatives of the Union concerning those employees who are building attendants in the Administration offices and transportation terminals.

Said Local No. 214 shall at no time represent or solicit membership from Department employees classified as Division Heads, or from any employee who is classified in a position the duties of which establish him as the first assistant of a Division Head. Further, the said Local shall not represent or solicit membership from employees serving in the following classifications:

Asst. General Cashier
Asst. Supt. of Rolling Stock
Asst. Supt. of Transportation
Asst. Transp. District Supt.
Auto Repair Superintendent
Auto Repair Supervisor
Chief Claims Adjuster
Engineer of Street Railways
General Auditor
Heating Plant Supervisor Grade II
Junior Attorney
Labor Relations Counsel
Personnel Officer V
Personnel Officer III
Principal Accountant
Principal Attorney
Principal Claims Investigator
Principal Purchases Agent
Secretary to the Commission
Senior Attorney
Sr. Assoc. Elec. Engineer-Maintenance
Senior Auto Repair Foreman
Senior Physician
Supervisor of Chartered Service
Supervisor of Claims
Supervisor of Payrolls
Supervisor of Plant Protection
Supervisor of Purchases and Supplies
Supervisor of Transportation Planning
Superintendent of Rolling Stock
Supt. of Transportation Operations
Track Supervisor
Training Assistant
Transportation District Superintendent
Transportation Operations Assistant

The Board will do nothing to prevent or discourage any employees covered within Appendix A attached

hereto from becoming or continuing to be members of the Union.

Sec. 2—Supervisors' Chapter.

Employees with the following classifications, and also those who later acquire the same or similar new supervisory classifications shall be considered as a separate chapter or unit of the said Local No. 214. Representatives of said group will meet with the Board in the matter of grievances and will represent the supervisory employees in discussing salaries or working conditions. In no event shall a supervisory employee be represented by a subordinate employee in any discussions of grievances, salaries, working conditions, or other matter.

LIST OF SUPERVISORY CLASSIFICATIONS

- Associate Electrical Engineer
- Building Maintenance Supervisor
- Head Clerk
- Paymaster
- Principal Cash Clerk
- Sr. Accountant
- Sr. Assistant Civil Engineer
- Sr. Assistant Mechanical Engineer
- Sr. Trans. Emergency Dispatcher
- Sr. Trans. Timekeeper
- Stores Supervisor No. 2
- Supervising Trans. Schedule Maker
- Supv. Money Machine Operator
- Way Shop Foreman

Sec. 3—Bulletins.

Said Union will have the exclusive right of use of its own bulletin boards for the purpose of publishing notices pertaining to the conduct of its affairs. Said bulletin boards may be posted in all buildings on the property of the Department of Street Railways where necessary to reach the membership of the Union.

The Union shall furnish to the Board a copy of each bulletin at the time it is placed on the bulletin board.

Sec. 4—Salary and Wage Assignments.

(a) The Board will accept and honor from such employees as may be members of the Union, voluntary written salary or wage assignment for monthly membership dues, union membership reinstatement fees, union initiation fees and such general assessments as may be levied by the general Union assembly or membership pursuant to the provisions of its constitution and by-laws.

Such sums withheld from the employee's salary or wages will be forwarded to the duly accredited financial secretary of the Union.

(b) All the aforesaid salary or wage assignments shall be voluntary and no such assignment shall be revocable unless sixty (60) days written notice is given in duplicate to the secretary of the Board of Street Railway Commissioners.

A copy of said notice of revocation will then be forwarded by the said secretary to the financial secretary of the Union.

Sec. 5—Grievance Procedure.

If any employee has a grievance to present, it shall be first discussed with his immediate supervisor.

If it is not there settled to his satisfaction, and he desires to appeal, he shall refer the matter to his union representative for discussion with the said supervisor.

If it is not then settled, and he desires to appeal, the said union representative shall submit the grievance in duplicate on the standard written form to the Division Head with a copy to the General Manager. The Division Head will return the copy containing his written answer to the union.

If it is not then settled, and he desires to appeal, the union grievance committee shall then present the grievance to the General Manager or his authorized representative.

If the matter is not then settled, and he desires to appeal, the grievance shall then be presented in

writing by the Union grievance committee to the Board of Street Railway Commissioners.

If a union representative and/or the Union grievance committee desires to present a grievance on their initiative, the procedure above outlined shall be followed; provided that the first discussion may begin with the Department Supervisor at whose level the grievance originated.

Any grievance not presented within thirty (30) days of its occurrence shall be held invalid. To retain validity, grievances shall be presented to the higher level within thirty (30) days following an unsatisfactory decision in the lower level of the grievance procedure.

Each grievance will be answered with reasonable promptness by the Department.

Sec. 6—Notice to Union.

Notice to the union will be given forty-eight (48) hours before any promotion, demotion, transfer or layoff, or before the elimination of a position which is under its representation. If the matter contained in any such notice is objected to by the union, the same may be treated as a grievance and so processed as provided in Section 5 of these Rules and Regulations.

Sec. 7—Work Day and Work Week.

(a) The regular work day for employees shall consist of eight (8) consecutive hours exclusive of the lunch period; provided that in certain limited instances the Department in scheduling said eight (8) work hours in a day will provide for unworked intervals which are in excess of the said lunch period. (See Section 23 of these Rules and Regulations.)

(b) The regular work week shall consist of forty (40) hours, composed of five (5) consecutive days of eight (8) hours each, excepting that said work days may not always be scheduled consecutively in Divisions where work is performed on a six (6) or seven (7) day basis; and further provided that the

forty (40) hour week will not be scheduled for those in the classification of Cash Service Man.

(c) The work week will begin on the first day after an employee's second off day.

Sec. 8—Overtime.

Daily

(a) The premium rate of time and one-half will be paid for work performed in excess of eight (8) hours per day.

Weekly

(b) The said premium will also be paid for work performed in excess of 40 (forty) hours straight time in the work week; provided that the premium rate of double time will be paid for work performed on the seventh (7) day of the work week if the time is in excess of 48 hours and exclusive of daily overtime.

(c) Paid sick leave and paid holidays will be treated as days worked in computing weekly overtime.

(d) The hourly rate will be determined by dividing the annual salary by 2,080 hours.

Sec. 9—Meal Time.

(a) The time for meals will be thirty (30) minutes, which will be in addition to the eight (8) hour work period and shall not be compensated for by the Department.

(b) Insofar as it is practicable the Department will schedule the daily meal time of its employees, but it is recognized that those in certain positions cannot enjoy scheduled meal periods and must take their lunch while on active duty during the eight (8) hour workday.

(c) When the Department, by written schedule or otherwise, determines that the duties of a position do not allow an employee to enjoy a meal period, either the spread of hours will be reduced to eight (8), or one-half hour at the regular straight time rate will

be allowed in lieu of a lunch period. The said one-half hour will not be used in the computation of overtime.

Sec. 10—Work Schedules.

(a) The time and location where work shall be begun, and the time it is scheduled to be completed will be determined by the Management. They will also designate which are the sixth (6th) and seventh (7th) days of an employee's work week when same are not consecutive.

(b) Work schedules, before being posted, will be made available to the Union committee for discussion with Management.

(c) All work schedules will, except in emergencies, be placed into effect on the first day of the payroll period.

(d) When because of a change in a work schedule, an employee is required to work more than five (5) consecutive days, weekly overtime will be paid only after eighty (80) hours straight time is worked in the particular payroll period.

(e) If the scheduled off days of an employee must be temporarily changed in an emergency, and as a result he is required to work six (6) or seven (7) consecutive days, weekly overtime payment for said days will be made pursuant to the provisions of Section 8 of these Rules and Regulations.

(f) If upon termination of the emergency, restoring of his off days will cause him to again work beyond five (5) consecutive days, he will receive no weekly overtime unless he works more than eighty (80) hours of straight time in the particular payroll period.

(g) Work schedules will occasionally be printed and posted from which Transportation Division employees in certain classifications will if capable of performing the duties chosen, be permitted to select their positions. The said selections must be limited to the Transportation District to which each employee is assigned.

(h) No such employee will be required to perform work beyond his assigned Transportation District except in an emergency.

(i) The Management shall determine which Senior Transportation Service Supervisor positions require the use of Department automobiles.

Sec. 11—Work Selection.

Employees if capable of performing the positions chosen, will be permitted to select according to total salaried seniority, unfilled jobs within their class on other work shifts and at other work locations; provided that when such selections are made by employees in the Transportation Division their seniority shall be determined on the basis of date of appointment to their present classification.

Sec. 12—Dual Classifications.

(a) The management will establish, within the limitations of the Civil Service Commission's rules and decisions sufficient dual classified positions to provide replacements for as many temporary or emergency vacancies as may be normally anticipated. The term "dual class" shall be applied to an employee who holds a regular status in one classification but has qualified for work in one or more higher classifications and shall, in the event of an emergency be available and subject to call for work in the higher classifications for a temporary period.

(b) When dual classification employees are assigned work in the higher classifications for which they are qualified, they will be paid for work performed in the higher classification a rate consistent with that provided in the regular rules for promotion.

(c) When an employee is given and accepts a dual classification, he shall when assigned work in his higher classification, perform the work with the understanding that he shall be subject to the same conditions as those employees who hold and are regularly assigned to the said classification.

(d) To be recommended for a dual classification, each employee must be able to qualify for the higher

classification, and in such case shall be interviewed by a superior in his Division, who will explain all of the conditions as set forth above after which the employee shall be required to indicate in writing his acceptance or rejection of the dual class status. Such acceptance or rejection will be recorded in the Personnel Office of the Department.

(e) When in the discretion of Management it is necessary to use dual class Transportation Equipment Operators to fill temporary vacancies in salaried positions in the Transportation Division, said operators will be used only as Yard Men and Cash Clerks, but their use as Cash Clerks shall be limited to those instances when no salaried employees from that district are available from the Yard Man group for use on a straight time basis as Cash Clerks.

Sec. 13—Holidays.

For the six (6) holidays consisting of Independence Day, Labor Day, Thanksgiving, Christmas, New Year's and Memorial Day, employees shall be compensated as follows:

(a) Where either salary or prevailing rate employees are excused by the Department Head from work on any of the above holidays they shall receive their regular pay; provided, however, that if a holiday falls on Sunday, it shall be celebrated on the following day; and provided further, that an employee shall receive no pay for the holiday, if, on either of the scheduled service days immediately before or after the holiday he absents himself for any portion of such service days in excess of one employment hour, and the absence is for reasons other than paid sick leave or vacation.

(b) If an employee is scheduled and not excused from work on a holiday and fails to work for reasons other than paid sick leave or vacation he shall receive no pay for the holiday.

(c) If an employee works on any of the holidays above mentioned, he shall be paid 200 per cent of his basic or hourly rate, provided, on either of the scheduled service days immediately before or after

the holiday he does not absent himself for any portion of such service days in excess of one employment hour. Should he so absent himself, however, and such absence is for reasons other than paid sick leave or vacation, he shall be entitled to straight time only for the holiday.

(d) When an employee is required to work on a holiday or the day it is celebrated, he will be paid at the double time rate.

(e) When an employee works on one of the above designated holidays and it is also his sixth (6th) or seventh (7th) day of work, payment of the premium for working such holiday will satisfy the provision requiring the payment of weekly overtime.

Sec. 14—Re-Classification.

The following procedure will be followed when any employee has a reason to believe he or she is performing work of a higher classification.

- (1) The employee or his representative will, at the time of the performance of the particular work, make claim in writing to the supervisor.
- (2) Upon receipt of such claim a classification survey will be requested from the Civil Service Commission. Their decision if approving such claimed classification shall be effective as of the date of eventual certification to the same.

Sec. 15—Salary Step Increases.

(a) Salaried employees will, upon meriting same, be granted salary step increases as indicated in Appendix A hereof.

(b) Eligibility for any salary step increase will be largely determined by the merit reports submitted by the employee's supervisor.

(c) When denial of a salary step increase is recommended, the Union will be notified seventy-two (72) hours before final action in the matter is taken by the Department.

Sec. 16—Vacations.

(a) Annual paid vacations will be granted to those who qualify for same.

Subject to the conditions hereinafter stated, each employee will become eligible for a full paid vacation upon reaching the anniversary of the date of his hiring, and after having been credited with 225 or more service days in his last year of employment.

(b) For the above purpose, a service day shall mean any day for which an employee as such earned pay from the Department, including pay for holidays, vacation and sick leave.

(c) Service credit shall also be given for days spent in the Armed Services, or while employed in certain other Departments of the City Government, as provided in Appendices B and C hereof.

(d) If, upon completion of his employment year, an employee has not had 225 days or more of service, his paid vacation will be reduced by one-twelfth (1/12) for each calendar month in which he may not have been credited with eighteen (18) or more service days.

(e) The maximum annual vacation to be enjoyed shall be based on the duration of employment, to wit, and according to Appendix E hereof:

<i>Number Years Employment</i>	<i>Maximum Number</i>	
	<i>Calendar Days Vacation</i>	<i>Maximum Number Paid Service Days</i>
1	7	5
2	14	10
3	21	15

(f) For the above purpose one will be considered employed while his name is on the Department payroll as an active employee, or while on leave of absence granted because of ill health.

(g) Employment credit shall also be given for time in the Armed Services or on the payroll of

another City Department, as provided in Appendices B and C hereof.

(h) A vacation enjoyed in any calendar year shall be the one earned on the anniversary of the date of employment that year.

It is desirous that all vacations be eventually computed on the calendar year basis. To that end the employment dates of the employees in the following three groups shall be promptly adjusted to January the 1st last, and they shall after employment of one continuous year be entitled to one-twelfth (1/12) of a vacation for each month of eighteen (18) or more paid service days prior to January the 1st that year.

- (1) Those inducted or transferred to the DSR since September 30th, 1952.
- (2) Those to be inducted or transferred to the DSR.
- (3) Those who hereafter return from leaves of absence.

The anniversary dates of all other employees should be also adjusted to January the 1st by transferring from their current sick leave bank sufficient sick leave day credits to compensate for said date adjustment.

(i) Those who separate or are deceased after one year or more of employment will in person, or through their heirs, be granted any full and/or partial vacation due them up to the day of separation, with pro rata vacation credit being allowed on the basis of one-twelfth (1/12) for each month of eighteen (18) or more days of service; provided that upon resignation or discharge, no vacation leave or pay will at any time be allowed for the period of service subsequent to the last anniversary of the date of employment.

(j) Vacation leave when paid shall be on the basis of eight (8) hours per day at the then regular base rate of pay of the employee.

(k) No employee shall be entitled to enjoy more than one full vacation in any calendar year except when separating from the service.

(l) When one of the six (6) major holidays falls during the paid vacation period of an employee his Department Head shall, in his discretion, pay him for one extra day or extend his paid vacation by one more day.

(m) Available vacation periods will be selected by employees in order of seniority and so far as service needs permit, vacation periods will be scheduled throughout the year. In consideration of service requirements Management will determine the total number of vacation leaves to be scheduled at any given time of the year.

Sec. 17—Sick Leave.

Paid sick leave will be granted as provided in Section 2 of Detroit City Ordinance 412-D in its present form, which is made Appendix D hereof, provided that:

- (1) No sick leave will be paid during an employee's first year of service with the Department.
- (2) Upon completion of said first year of service, one day of sick leave will be credited to an employee's current bank for each of the six (6) months immediately preceding in which he was paid for eighteen (18) or more days of service.
- (3) The five (5) annual sick leave reserve days provided for in the said ordinance shall not be credited to an employee's sick leave bank for his first year of service.

Sec. 18—Insurance, Hospitalization and Surgery.

(a) Each employee will, at his or her option, be insured by the Michigan Medical Service for surgery costs and by the Michigan Hospital Service on the basis of Ward Care for hospital costs, according to

the terms of the policies of the firms. The Department will pay a maximum premium of \$2.58 per month per insured employee for all such surgical and hospital insurance.

(b) An employee is permitted to obtain at his expense more costly insurance with the said firms, or he may obtain coverage with them for spouse or children under nineteen (19) years of age as per the terms of the policies of the firms. The costs of any such extra insurance coverage will be billed by the insurer to the employee, and will be deducted by the Department once each month from his salary and forwarded to the insurer.

**Sec. 19—Leaves of Absence for Union Officers
or Delegates.**

Insofar as it can be permitted without injury or loss to the transit service:

- (1) Officers or representatives of the Local Union will be afforded time off, without pay, to assist in the executive affairs of the Union.
- (2) Employees selected by the Union as delegates to conventions or for other official union business, will be given the necessary leave of absence without pay.

Sec. 20—Promotions and Transfers.

(a) When positions need be filled by transfer or promotion, the employee transferred or promoted will be selected on the basis of his merit, ability, qualifications and seniority.

(b) When an employee is promoted from one to another of the classifications listed in Appendix A hereof, he will receive such established salary rate of the higher classification as will assure him a minimum salary increase in the amount of one salary step of the classification from which he was promoted; provided that in no instance will an employee so promoted be allowed a salary rate in excess of the established maximum for the classification.

Sec. 21—Service Credit.

An employee who is promoted while serving at the higher level of his dual classification will receive credit for continuous service in that class when the determination of his status within the new classification is made.

Sec. 22—Grievance Time.

Employee members of the grievance committee, not to exceed four (4) in number, will be allowed time with pay during working hours for the purpose of investigating and settling grievances; provided that no more than four hundred (400) hours per year will be allowed to any one member; and further provided that each committee member shall in each instance give his superior at least twenty-four (24) hours notice before absenting himself for this purpose.

All time so consumed on grievance matters shall be reported by the union, and each interview shall be recorded by the Management representative interviewed.

Sec. 23—Split Shifts.

(a) In certain instances it may be necessary that the daily work of employees be scheduled as split assignments to be performed in two parts, and to be separated by an unworked interval greater than the thirty (30) minute lunch period.

(b) When as a result of such scheduling an employee, in order to complete eight (8) hours work is assigned over a period in excess of eleven (11) hours, an extra one half ($\frac{1}{2}$) time will be paid him for all work performed after such eleventh (11th) hour.

(c) Such split assignments shall at all times be limited in number to the lowest possible minimum.

Sec. 24—Miscellaneous Time Allowances.

(a) Employees in the Cashier's Department, when required by the Management to change from street clothes to uniform on the premises of the Department of Street Railways, will be allowed five (5) minutes

time for such purpose at the start and finish of the scheduled work day without loss of compensation.

(b) Employees on the money cars who are required by regulation to carry firearms and must secure the necessary permit from the Police Department in order to carry said firearms, will be permitted six (6) hours with pay to secure such permit.

(c) When Transportation Division employees are required to return to the terminal to make out written reports, work time will be allowed until completion of such reports.

Sec. 25—Call Out Time.

(a) When in an emergency an employee is given less than three (3) hours notice to report to work a regular shift on his or her off day and, because of lack of sufficient notice cannot report until after the starting time of the shift, he or she will be paid for the work performed plus a bonus of one hour at the regular straight time rate, but in no event will said employee be paid more than the total time of the shift.

(b) Any employee called in to work on his off day will be paid not less than two (2) hours pay at the appropriate rate.

Sec. 26—Premium Pay for Night Work.

(a) Hourly employees on all regular eight (8) hour shifts that end after 7:00 P.M. or begin prior to 6:00 A.M. will receive premium pay at the rate of seven cents (7¢) per hour.

(b) Salaried employees on all regular shifts which start after 2:29 P.M. and before 9:30 P.M. will receive premium pay at the rate of seven cents (7¢) per hour. Salaried employees on all regular shifts which start after 9:29 P.M. and before 4:30 A.M., will receive premium pay at the rate of ten cents (10¢) per hour.

(c) The premium pay provided in this section will apply to all time worked inclusive of overtime, but will not apply to spread time as covered in Section No. 23.

Sec. 27—Rates of Compensation.

The base rates of compensation paid to the employees covered hereunder will be as listed in the attached Appendix A.

Sec. 28—Duration of Rules and Regulations.

(a) It is the intent of the Board that these Rules and Regulations shall remain in effect until August 31, 1954, or until revised or modified.

(b) At least thirty (30) days prior to August 31, 1954, the Board will review these Rules and Regulations for the purpose of determining any modification or revision then found desirable or necessary by the Board.

(c) Nothing contained in these Rules and Regulations is intended to conflict with the City Charter, or the statutes of the State of Michigan or the laws of the United States and any provision herein found to be contrary to said charter, statutes or laws shall be of no effect.

CITY OF DETROIT — DEPARTMENT OF STREET RAILWAYS

APPENDIX A — SCHEDULE OF RATES

Local No. 214, A.F.L. — Effective September 1, 1953

— 21 —

Classification	Minimum	Step Increases by Six Month Periods							Max.	
		1st	2nd	3rd	4th	5th	6th	7th		8th
Asst. Civil Engineer -----	\$5067		\$5249		\$5431		\$5613		\$5797	\$5797
Asst. Electrical Engineer ----	5067		5249		5431		5613		5797	5797
Asst. Mechanical Engineer ---	5067		5249		5431		5613		5797	5797
Asst. Paymaster -----	4496		4678		4860		5041			5041
Asst. Trans. Emer. Dispatcher	4586		4768		4950		5131			5131
Assoc. Elect. Engr. (Design) --	6948		7221		7494		7758			7758
Auto Deliveryman -----	3890	\$3994								3994
Bookkeeper -----	3937		4119		4301		4383			4383
Building Attendant -----	3310	3376								3376
Building Cleaner -----	3244	3310								3310
Bldg. Maintenance Supervisor	6968									6968
Calculating Machine Operator	3424		3606		3688					3688
Cash Clerk -----	4232		4414		4596		4775			4775
Cash Service Man -----	1.38½									1.38½
Chartered Service Dispatcher	4586		4768		4950		5131			5131
Claims Adjuster -----	5122		5304		5486		5667			5667
Claims Investigator -----	4232		4414		4596		4775			4775
Clerk -----	3238	3329	3420	3511	3578					3578
Counting Machine Operator --	3238	3329	3420	3511	3578					3578
Emp. Welfare Invest. Clerk --	4407		4589		4771		4952			4952
Fare Box Inspector -----	4144		4326		4508		4684			4684
Head Clerk -----	6056		6329		6602		6866			6866

APPENDIX A — SCHEDULE OF RATES (Continued)

Local No. 214, A.F.L. — Effective September 1, 1953

Classification	Minimum	Step Increases by Six Month Periods								Max.
		1st	2nd	3rd	4th	5th	6th	7th	8th	
Identification Technician -----	3984		4166		4348		4530		4565	4565
Instructor—Trans. Equip. Operation -----	4586		4768		4950		5131			5131
Int. Change Handler -----	4300		4482		4664		4845			4845
Int. Money Handler -----	4300		4482		4664		4845			4845
Int. Publicist -----	5207		5389		5571		5753		5931	5931
Int. Purchases Agent -----	5207		5389		5571		5753		5931	5931
Jr. Caluculating Machine Opr.	2977	3053	3129	3205						3205
Jr. Change Handler -----	4057		4239		4421		4594			4594
Jr. Chartered Serv. Dispatcher	4144		4326		4508		4684			4684
Jr. Civil Engineer -----	4411	4502	4593	4684	4776					4776
Jr. Clerk (Entering Class after 10-28-52) -----	2887	2963	3039	3115						3115
Jr. Clerk -----	2887	3014	3140							3140
Jr. Elect. Engr. -----	4411	4502	4593	4684	4776					4776
Jr. Mechanical Engineer -----	4411	4502	4593	4684	4776					4776
Jr. Money Handler -----	4057		4239		4421		4594			4594
Jr. Purchases Agent -----	4239	4330	4421	4512	4603	4694	4784			4784
Jr Stenographer -----	2977	3053	3129	3205						3205
Jr. Trans. Serv. Inspector ---	4586		4768		4950		5131			5131
Jr. Typist -----	2887	3014	3140							3140
Jr. Typist (Entering Class after 10-28-52) -----	2887	2963	3039	3115						3115
Legal Investigator -----	4676		4858		5040		5221			5221

APPENDIX A — SCHEDULE OF RATES (Continued)
Local No. 214, A.F.L. — Effective September 1, 1953

Classification	Minimum	Step Increases by Six Month Periods							Max.
		1st	2nd	3rd	4th	5th	6th	7th	
Messenger (Entering Class after 10-28-52) -----	2365		2441		2517		2593		2593
Messenger -----	2365		2470		2546		2622		2622
Money Machine Operator ----	4057		4239		4421		4594		4594
Offset Printer -----	5117		5299		5481		5663	5845	5845
Park Maintenance Helper ----	3848								3848
Paymaster -----	5116	5298		5480		5662		5838	5838
Photocopying Operator -----	3644	3826		3851					3851
Posting Machine Operator ----	3424	3606		3688					3688
Principal Cash Clerk -----	5171	5353		5535		5717		5892	5892
Principal Clerk -----	4729	4911		5093		5275		5453	5453
Principal Money Machine Opr.	4916	5098		5280		5461			5461
Secretarial Stenographer ----	4580	4762		4944		5122			5122
Semi-Senior Accountant -----	5207	5389		5571		5753		5931	5931
Senior Accountant -----	6627	6900		7173		7437			7437
Sr. Asst. Civil Engineer -----	6000	6273		6546		6813			6813
Sr. Asst. Mech. Engineer -----	6000	6273		6546		6813			6813
Sr. Bookkeeper -----	4580	4762		4944		5122			5122
Sr. Bldg. Attendant -----	3492	3624							3624
Sr. Cash Clerk -----	4496	4678		4850		5053			5053
Sr. Change Handler -----	4675	4857		5039		5220			5220
Sr. Claims Investigator -----	4757	4939		5121		5302			5302
Sr. Clerk -----	3867	4049		4231		4299			4299
Sr. Draftsman -----	5006	5188		5370		5552		5737	5737

APPENDIX A — SCHEDULE OF RATES (Continued)

Local No. 214, A.F.L. — Effective September 1, 1953

Classification	Minimum	Step Increases by Six Month Periods								
		1st	2nd	3rd	4th	5th	6th	7th	8th	Max.
Sr. Electrical Engr. Aid -----	4477		4659		4832		5011			5011
Sr. Gun and Locksmith -----	5033		5215		5397		5578			5578
Sr. Identification Tech. -----	5037									5037
Sr. Identification Tech. (En- tering Class after 10-28-52)	4746									4746
Sr. Money Handler -----	4675		4857		5039		5220			5220
Sr. Money Machine Operator -----	4232		4414		4596		4775			4775
Sr. Purchases Agent -----	6627		6900		7173		7437			7437
Sr. Stenographer -----	3937		4119		4299					4299
Sr. Telephone Operator -----	3937		4119		4299					4299
Sr. Traffic Checker -----	3625		3807		3959					3959
Sr. Trans. Emer. Disp. -----	5430		5703		5976		6248			6248
Sr. Trans. Schedule Maker -----	5305		5578		5851		6123			6123
Sr. Trans. Ser. Insp. -----	5033		5215		5397		5578			5578
Sr. Trans. Timekeeper -----	6357		6630		6903		7174			7174
Sr. Typist -----	3867		4049		4231		4299			4299
Sr. Watchman -----	3662		3844		3996					3996
Stenographer -----	3424		3606		3688					3688
Storekeeper -----	4580		4762		4944		5122			5122
Stores Clerk -----	4006		4188		4299					4299
Stores Supervisor I -----	5212		5394		5576		5755			5755
Stores Supervisor II -----	5795		6068		6341		6607			6607
Super. Trans. Schedule Maker -----	6588		6861		7134		7400			7400
Super. Trans. Investigator -----	4461		4643		4825		5006			5006
Super. Money Mach. Operator -----	5795		6068		6341		6607			6607

APPENDIX A — SCHEDULE OF RATES (Continued)

Local No. 214, A.F.L. — Effective September 1, 1953

Classification	Minimum	Step Increases by Six Month Periods								
		1st	2nd	3rd	4th	5th	6th	7th	8th	Max.
Supervising Stockhandler -----	4096		4278		4449					4449
Survey Instrumentman -----	4450	4541	4632	4723	4814	4905	4991			4991
Technical Aid -----	4151	4242	4332							4332
Telephone Operator -----	3238	3329	3420	3511	3578					3578
Traffic Checker -----	3310		3442							3442
Trans. Complaint Investigator_	4232		4414		4596		4775			4775
Trans. Emergency Dispatcher	5033		5215		5397		5578			5578
Trans. Operations Clerk -----	5122		5304		5486		5667			5667
Trans. Schedule Maker -----	5122		5304		5486		5667			5667
Trans. Service Investigator ---	5391		5664		5937		6203			6203
Trans. Station Master -----	5033		5215		5397		5578			5578
Trans. Terminal Assistant ---	4586		4768		4950		5131			5131
Trans. Timekeeper -----	4407		4589		4771		4952			4952
Trans. Yardman -----	4144		4326		4508		4684			4684
Typist -----	3238	3329	3420	3511	3578					3578
Way Shop Foreman -----	5147		5329		5511		5688			5688
Window Cleaner -----	4150	4254								4254

CITY OF DETROIT
DEPARTMENT OF STREET RAILWAYS

APPENDIX B

**RESOLUTION OF BOARD OF STREET RAILWAY
COMMISSIONERS**

ADOPTED JULY 29th, 1952

“Employees of the Department who heretofore have been granted leave of absence for military service and who have served in the Korean emergency, or who hereafter shall be granted leave of absence for military service during the Korean emergency, or who shall be granted leave of absence for the purpose of entering the Armed Forces of the United States in time of war, or emergency as declared by the Common Council, shall, subject to the limitations and conditions herein provided, retain certain present and future rights as to vacation and pay increment privileges (excepting for increments to those in apprentice or training programs) during such military service, to the same extent as enjoyed by employees in D.S.R. service under existing D.S.R. Rules and Regulations.

“Employees shall be entitled to the vacation leave and/or pay due them under the Rules existing at the time of departure from D.S.R. service for military service.

“Employees honorably discharged from military service who within ninety (90) days thereafter apply for re-entry in the service of the Department of Street Railways, shall, after they have been paid ninety (90) days of normal service exclusive of premium and overtime following such re-entry, be entitled to vacation leave as follows for time spent in military service.

“Newly inducted employees who had not qualified for vacation privileges prior to military leave shall be permitted to add military service to any previous D.S.R. service so as to qualify according to Department rules governing such vacation privileges.

"In such instances vacation leave will be allowed only for D.S.R. service, namely for each month of such service prior to military leave in which the employee earned credit toward vacation.

"Employees who had qualified for vacation privileges prior to military service shall be given credit toward vacation on a forty hour week basis, for each month spent in military service the same as if he were fully employed with the Department; provided that no such employee with less than a total of two years of D.S.R. and military service shall be entitled to vacation leave in excess of five days for the entire period of military service; and provided that no such employee with less than a total of fifteen years of D.S.R. and military service shall be entitled to vacation leave in excess of ten days for the entire period of military service; and provided that no employee with a total of fifteen or more years of D.S.R. and military service shall be entitled to vacation leave in excess of fifteen days for the entire period of military service.

"Vacation credits to be allowed for time spent in military service shall be reduced to the extent that an employee, before entering military service, might have enjoyed vacation not earned.

"In no event shall the provisions of this resolution be construed to entitle an employee to more than one full vacation during any calendar year.

"Resolution adopted with the provision that the length of each vacation be determined by the Department rates and regulations covering each employee involved."

CITY OF DETROIT
DEPARTMENT OF STREET RAILWAYS

APPENDIX C

COMMON COUNCIL RESOLUTION OF JANUARY 15, 1952

“Resolved. That the resolution of May 20, 1947, page 1395 of the Journal of the Common Council be and it is hereby rescinded; and be it further

“Resolved. That when employees are transferred or recertified from one department to another the accepting department shall honor prior time worked toward qualifying these employees for vacation or sick leave on the basis of rules governing in said accepting department; and be it further

“Resolved. That when employees are hired other than under seasonal or camp rates of pay and when they return to the payroll following periods of broken service, such employees may qualify by accumulating any prior service within the two year period immediately preceding their return to the payroll; provided further that service prior to resignation or discharge may not be used in any respect. The term “service” should be construed to include paid time only. The term “paid time” shall not include lapsed payroll time showing no pay, nor shall it include premium or overtime.

“Resolved. That upon qualifying as above, employees affected shall be entitled to sick leave granted on the basis of one day for each month containing 18 days of paid time, accumulated for the purpose of qualifying, and they shall likewise be entitled to vacation leave on the basis of one day for every 25 days of paid time accumulated for the purpose of qualifying; and be it further

“Resolved. That when employees leave one department for another after qualifying for a vacation, they shall upon departure, be granted all vacation leave due at that time under the ordinances or rules prevailing in the department releasing them provided that departments involved may by agreement

adjust the amount of vacation credit to be transferred, and be it further

“Resolved. That when employees transfer in the midst of the fiscal year without interruption of service from one department to another the accepting department shall grant credit for all time served up to the point of transfer, toward the employee’s vacation for that fiscal year. Provided that when transfers to the DSR are effected vacation time shall be liquidated on a pro rata basis before transfer; and be it further

“Resolved. That where necessary the department may with the approval of the Controller pay from available funds within the account affected, for any amount of vacation credit which cannot properly be liquidated prior to transfer; and be it further

“Resolved. That in case of transfers of personnel as above stipulated sick leave shall be honored by the accepting department in amounts certified according to ordinances or rules covering the department from which the employee departs; and be it further

“Resolved. That none of the provisions of this resolution shall be construed so as to grant leave time more than once for the same period of service.

“Resolved. That the above rules shall prevail immediately for transfers or recertification to and from City departments covered by the General City Ordinances relative to sick leave and vacation rights. Provided further that these rules shall not apply to the Department of Street Railways, Board of Education, the Detroit Public Library, the Jury Commission, Recorder’s Court (except the Traffic and Ordinance Division), nor shall it apply to the uniform division of the Police and Fire Department unless and until such departments shall signify their agreement in writing to the City Clerk.

“Adopted as follows:

“Yeas—Councilmen Beck, Connor, Garlick, Kronk, Rogell, Smith, Van Antwerp, and the President—8.

“Nays—None.”

CITY OF DETROIT
DEPARTMENT OF STREET RAILWAYS
APPENDIX D

CITY OF DETROIT COMPILED ORDINANCES—
CHAPTER 15

SEC. 2—All officers and employees of the City of Detroit, except those otherwise provided for by charter, contractual employees and those who shall not have completed six (6) months of continuous service, may be granted sick leave with full pay of one (1) eight-hour service day or straight time for each period of service equal to the departmental service month. Such sick leave days shall accrue monthly and shall be computed on the basis of not less than eighteen (18) normal service days per month. Such time shall first be computed from the date of appointment and thereafter from the beginning of each fiscal year. Sick leave shall accrue in terms of full days only and shall not exceed twelve (12) service days in any one (1) fiscal year. Part time, seasonal, temporary and intermittent (those failing to work at least eighteen (18) service days in each month of the fiscal year) employees may be entitled to sick leave at their regular rate of pay on the basis of one (1) day for each period equivalent to twenty-one (21) normal service days. Sick leave as above provided shall accrue from date of appointment but only after the officer or employee shall have become eligible for sick leave according to the provisions of this Ordinance.

(a) As of July 1, 1944, every officer and employee may be credited for unused sick leave for all prior service as far back as July 1, 1941. Such unused sick leave to be computed according to the provisions of the Ordinance then governing; Provided, that no officer or employee shall be credited with less than five (5) days of accrued sick leave as of July 1, 1944; Provided, further, that any employee who shall not yet have been eligible for sick leave under the terms of Ordinance 114-D shall be eligible as of July 1, 1944, for such sick leave from the date

of appointment in accordance with the provisions of this Ordinance.

(b) Unused sick leave may be accumulated for each officer and employee to the extent of one hundred (100) working days except as herein otherwise provided.

(c) Sick leave or absences for any reason specified in subdivision (i) hereof shall first be deducted from current sick leave heretofore provided for under Section 2 and Subdivisions (a) and (b).

(d) Additional sick leave may be granted for each full year of service herein defined, of five (5) eight-hour service days, including prior service to July 1, 1941, and subsequent to July 1, 1944, but not exceeding a total of one hundred (100) days. Such sick leave shall be granted on the basis of length of service free from any interruptions; Provided further, that continuous absences in excess of four (4) years shall be deemed to terminate any rights accruing under the provisions of this subsection. It is the intent of this subsection to provide a reserve based upon length of service in addition to but not a part of current sick leave as herein otherwise provided.

(e) Sick leave may not be granted in anticipation of future service.

(f) The following holidays falling within a period of sick leave shall not be counted as service days: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

(g) Absences shall not interrupt the accrual of sick leave where the employee's name appears on the payroll and he is actually receiving compensation: provided, that absences without pay, except for employees receiving workmen's compensation, shall stop the accrual of sick leave; provided further, that upon his return to service in good standing, the employee may be granted all sick leave accrued on the basis of his prior service; provided further that any employee returning from any branch of the Armed Service whether or not he may have resigned to enter such service, shall be granted all sick leave accrued on the basis of his prior service, including service in

the Armed Forces: Provided, that the accrual of sick leave granted on the basis of length of service as provided in subsection (d) of Section 2 hereof, shall not be affected by these provisions.

(h) An employee transferred or certified to another Department, and otherwise entitled to the benefits of this Ordinance, shall not thereby lose any accumulated and unused sick leave, and the department from which he is separated shall certify the amount of such unused sick leave due such employee.

(i) Absences for the purpose of taking City of Detroit examinations, except non-competitive promotional examinations, attending a wedding of an immediate member of the family, consulting the Draft Board, death in the immediate family, attending funerals and other justifiable absences in the judgment of the Department head, shall be considered proper charges against current sick leave reserves; Provided, that where possible permission for such absence must be secured from the Department head: Provided, that the Department head may permit such absences with pay to the extent of five (5) working days in any one fiscal year.

(j) The term "sick leave" shall be construed to be absence due to illness and also to include absence due to exposure to contagious disease, attendance upon immediate members of the family within the household of the employee, where necessary: Provided, that such absence shall not exceed three (3) days in any instance.

(k) The term "immediate family" shall be construed to include husband, wife, children, father, mother, brothers and sisters, and also relatives living in the same household no matter what the degree of relationship.

(l) An employee absent for any reason which may be charged to his sick leave reserve, where permission has not already been granted, must notify his immediate superior within two hours after starting time, or at least within the working hours of the first day of absence if, in the judgment of the department head, no earlier notice was possible. Failure

to give proper notice may be used by the department head, as a just reason for the refusal of sick leave with pay.

(m) Evidence of illness must be provided by medical certificate or other suitable proof for all sick leave granted beyond three (3) consecutive days; Provided, that the granting of sick leave for not more than three (3) days without the necessity of evidence shall be discretionary with the department head, and all excuses for absences shall be subject to such verification as the department head may see fit to require, including examination by a physician selected by said department head.

(n) Sick leave may be allowed in case of sickness or injury occurring during annual leave. Evidence of such incapacity from the first day must, however be provided to the satisfaction of the department head.

(o) An employee sustaining injury or occupational disease arising out of and in the course of city employment shall be continued on the payroll and his time shall be charged to his sick leave reserve: Provided, that in the absence of any sick leave reserve, he shall be paid regular wages or salary to the extent of two-thirds ($2/3$) of his daily wage or salary but for a period not to exceed seven (7) days: Provided, also, that where the employee has a sick leave reserve and receives income under the workmen's compensation act, such income shall be supplemented by the City with an amount sufficient to maintain his regular salary or wage for a period not to exceed that of his sick leave reserve, and such reserve shall be charged for all sick leave days, or portions thereof, paid to such employee.

(p) No right of action shall accrue to any officer or employee as a basis for recovery of pay for any unused sick leave. Death or termination of service shall terminate any and all liability under this Ordinance for any such unused sick leave.

(q) Sick leave shall not be charged against the employee's reserve in amounts of less than half-days; Provided, that this Rule shall not be construed to excuse absences of less than half days. (Effective August 17, 1944. Ord. 412-D.)

CITY OF DETROIT — DEPARTMENT OF STREET RAILWAYS

APPENDIX E

IN ADJUSTING ANNIVERSARY DATES TO JANUARY 1ST, EMPLOYEES WHO ARE PAID FOR 18 OR MORE DAYS OF SERVICE EACH MONTH TO BE ENTITLED TO VACATIONS AS INDICATED.

	<i>First Month of 18 or More Days Service</i>	<i>After First Anniversary Date Paid Time to be Allowed</i>	<i>After Second January 1st Paid Time to be Allowed</i>	<i>After Third January 1st Paid Time to be Allowed</i>
JANUARY -----		5 days or 40 hrs.	10 days or 80 hrs.	15 days or 120 hrs.
FEBRUARY -----		$4\frac{7}{12}$ days or $36\frac{2}{3}$ hrs.	$9\frac{7}{12}$ days or $76\frac{2}{3}$ hrs.	$14\frac{7}{12}$ days or $116\frac{2}{3}$ hrs.
MARCH -----		$4\frac{1}{6}$ days or $33\frac{1}{3}$ hrs.	$9\frac{1}{6}$ days or $73\frac{1}{3}$ hrs.	$14\frac{1}{6}$ days or $113\frac{1}{3}$ hrs.
APRIL -----		$3\frac{3}{4}$ days or 30 hrs.	$8\frac{3}{4}$ days or 70 hrs.	$13\frac{3}{4}$ days or 110 hrs.
MAY -----		$3\frac{1}{3}$ days or $26\frac{2}{3}$ hrs.	$8\frac{1}{3}$ days or $66\frac{2}{3}$ hrs.	$13\frac{1}{3}$ days or $106\frac{2}{3}$ hrs.
JUNE -----		$2\frac{11}{12}$ days or $23\frac{1}{3}$ hrs.	$7\frac{11}{12}$ days or $63\frac{1}{3}$ hrs.	$12\frac{11}{12}$ days or $103\frac{1}{3}$ hrs.
JULY -----		$2\frac{1}{2}$ days or 20 hrs.	$7\frac{1}{2}$ days or 60 hrs.	$12\frac{1}{2}$ days or 100 hrs.
AUGUST -----		$2\frac{1}{12}$ days or $16\frac{2}{3}$ hrs.	$7\frac{1}{12}$ days or $56\frac{2}{3}$ hrs.	$12\frac{1}{12}$ days or $96\frac{2}{3}$ hrs.
SEPTEMBER -----		$1\frac{2}{3}$ days or $13\frac{1}{3}$ hrs.	$6\frac{2}{3}$ days or $53\frac{1}{3}$ hrs.	$11\frac{2}{3}$ days or $93\frac{1}{3}$ hrs.
OCTOBER -----		$1\frac{1}{4}$ days or 10 hrs.	$6\frac{1}{4}$ days or 50 hrs.	$11\frac{1}{4}$ days or 90 hrs.
NOVEMBER -----		$\frac{5}{6}$ days or $6\frac{2}{3}$ hrs.	$5\frac{5}{6}$ days or $46\frac{2}{3}$ hrs.	$10\frac{5}{6}$ days or $86\frac{2}{3}$ hrs.
DECEMBER -----		$\frac{5}{12}$ days or $3\frac{1}{3}$ hrs.	$5\frac{5}{12}$ days or $43\frac{1}{3}$ hrs.	$10\frac{5}{12}$ days or $83\frac{1}{3}$ hrs.

NOTE: Fractional parts of a day of paid time allowed will be paid as of the last full paid day of allowed time off.

INDEX

	Page	Section
Anniversary Date Adjustment for Vacations	15	16(h)
Assignment of Salary and Wages	7	4(a)
Automobiles—as Required in Work	11	10(i)
Bulletin Boards	6	3
Call Out Pay—Minimum	19	25(b)
Call Out Time	19	25
Certificate	2	--
Compensation:		
Holidays Worked	12-13	13(c,d,e)
Night Work	19	26
Promotions	17	20(b)
Regular Rates	20	27
Split Assignments	18	23(b)
Determination of Hourly Rate	9	8(d)
Dual Classifications	11-12	12
Duration of Rules and Regulations	20	28
Eligibility:		
Holiday Pay	12	13(a)
Promotion and Transfers	17	20(a)
Salary Step Increases	13	15(b)
Vacations	14	16(a-d)
Employees Classified as Division Heads	5	1
Employee Representation	4-6	1
Grievance Procedure	7-8	5
Grievance Time Allowance	18	22
Holidays:		
Falling During Vacation Leave	16	16(1)
Falling on Sundays	12	13(a)
Requirements for Pay	12	13(a)
Scheduled to be Worked	12	13(b)
Worked	12-13	13(c,d,e)
Hospitalization Insurance	16-17	18
Leaves of Absence for Union Representatives	17	19
Meal Time	9-10	9
Night Work	19	26
Notice to Union:		
Before Posting Work Schedules	10	10(b)
Denial of Salary Step Increases	13	15(c)
Promotion, Demotion, Transfer, Layoff	8	6
Overtime	9	8
Paid Holidays and Sick Leave Counted as Days Worked	9	8(c)
Pick of Work	11	11
Promotions and Transfers	17	20

INDEX

	<i>Page</i>	<i>Section</i>
Pro Rating Vacation Leave.....	15	16(1)
Purpose of Rules and Regulations.....	4	Preface
Rates of Compensation.....	20	27
Reclassification	13	14
Revocation of Salary Assignments.....	7	4(b)
Salary Step Increments.....	13	15
Service Credit.....	18	21
Service Used in Computing Vacation Leave.....	14	16(b,c)
Sick Leave.....	16	17
Split Assignments.....	18	23
Supervisors' Chapter.....	6	2
Time Allowances:		
Changing Clothes.....	18-19	24(a)
Firearm Permits.....	19	24(b)
Grievances	18	22
Travel and Report.....	19	24(c)
Time Limit on Grievances.....	8	5
Union:		
Check-off	7	4
Employee Representation.....	4	1
Grievance Procedure.....	7-8	5
Grievance Time Allowance.....	18	22
Leaves of Absence.....	17	19
Notice:		
Promotions, Demotions.....	8	6
Salary Step Denial.....	13	15(c)
Work Schedule Posting.....	10	10(b)
Wage Assignments.....	7	4(a)
Work Day and Work Week.....	8-9	7
Work Schedules.....	10-11	10
Work Selection	11	11

FEB 7 1987