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FOR INTRA - COMPANY USES

From Division or Department **INDUSTRIAL RELATIONS**
 741.2

FILE NO.

RE LETTER OF SUBJECT **Title 212 Negotiations**

To Division or Department

May 10, 1983

MESSRS. M. E. BENNETT
 B. A. DAMELE
 R. D. MANNING
 J. D. SHIFFER

DIVISION MANAGERS:

The 1983 IBEW contract settlement provides for a joint committee to be established during the term of the Agreement to improve response time and administrative procedures. The parties, by mutual agreement, may test various proposed solutions throughout the system and will then submit a written report of its conclusions and recommendations to the General Negotiating Committee by July 1, 1983. As you are aware, the emergency duty issue (Title 212) is again a top-priority item of line supervision's recommendations for the 1983 contract bargaining.

The Company's Emergency Duty Committee has met with representatives of Local Union 1245, IBEW, and discussed in detail mutual concerns and problems that exist with the current emergency call-out procedure. As a result of these discussions, Company's Committee is convinced that the leadership of Local Union 1245 recognizes the need for mutually agreeable call-out systems if the Company is to continue meeting its rendition of service obligations to the public. Therefore, it is requested that the Divisions initiate discussions locally with the Union to determine if call-out systems can be developed that are acceptable to both line supervision and employees in the work place.

It is recommended that employees who actually work emergency duty along with IBEW, Local Union 1245 Business Representatives and supervisors who stand the call, be included in your developmental meetings. The only requirement of a local agreement is a 30-day cancellation clause by either party and an understanding that if a voluntary agreement is not reached, the provisions of Title 212 will remain in effect. It is anticipated that local procedures will differ by headquarters and departments, and this by itself should not be a barrier to reaching agreement. These discussions should take place as soon as possible so there will be some feedback to the General Negotiating Committee during this year's bargaining. Both Company and Union are in agreement that the July 1, 1983 deadline may have to be extended beyond the current term of the Agreement if local systems are going to be fairly and equitably tested.

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When local agreements are reached, they are, before implementation, to be forwarded to Mr. D. J. Bergman of this office who will review them for contract compliance (areas other than Title 212). Mr. Bergman is available for consultation. Alternative call-out procedures have been developed by several Divisions and are available upon request for your consideration. The Company's Bargaining Committee wholeheartedly supports this collaborative approach with the Union in trying to solve this very important issue by allowing bargaining unit employees and line supervisors an opportunity to decide what system is the best for themselves, and to that end recommends that this effort be given high-priority status.


I. WAYLAND BONBRIGHT

DJBergman(1125):ml

cc: RAClarke	LCBeanland
JSCooper	FCBuchholz
EBLangley, Jr.	BACoull
GSBates	RHCunningham
GFClifton, Jr.	RCKisbey
JYDeYoung	HJLaPlante
EFKaprielian	WMoore/HBHazel
GELavering	ERSlingland
HMMcKinley	WKSnyder
RKMiller	JBStoutamore
RLBailey	IR