

Date: February 13, 1990
 To: VARIOUS
 From: INDUSTRIAL RELATIONS
 Subject: Subsection 208.2(d) - Four-day, Ten-hour Schedules

File/:

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REGION/BUSINESS UNIT M.R. MANAGERS:

We have recently received a number of requests concerning the application of Subsection 208.2(d) of the Physical Agreement to 4-day, 10-hour schedules. The issue is whether an employee on a 4-10 schedule who works an excess of eight hours on the third of his three scheduled days off after having performed work on the first or second days of his three scheduled days off is entitled to double time. The language in Subsection 208.2(d) contemplates a 5-2 schedule and the generic 4-10 agreement (Letter Agreement No. 86-155) is silent on the issue.

It is our opinion that under the above circumstances, an employee is entitled to double time after eight hours of work on the third of three scheduled days off, provided work has been performed on either the first or second days off. This is not to be confused with 10 and 4 schedules (10 days on, 4 days off) for which the language in 208.2(d) is clear.

Rich
 RICHARD B. BRADFORD

RRDoering(223-1124):mc

cc: Terry S. Lattemore

cc: JCKnowlton

ZTSa

JTBousina

RTJasod

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January 9, 1991

Following is a clarification to the memo issued by Industrial Relations on February 13, 1990, regarding Subsection 208.2(d), Four-day, Ten-hour Schedules. This information was provided by Lisa Bates.

Employees who work a rolling 4/10 schedule (who have a four-day weekend every other week) are entitled to double time after 8 hours of work on the second, third, or fourth of four scheduled days off provided work has been performed on either the first, second, or third of his/her four scheduled days off.

Examples:

Works Friday, Saturday, or Sunday: excess on Saturday, Sunday, or Monday

Works Saturday: excess on Sunday or Monday

Works Sunday: excess on Monday

Works Friday & Saturday (excess 8 hr) then Monday; excess of 8

Susan Y. Cunningham

Susan Y. Cunningham
Human Resources Department

on Mon.

12541 If an employee is upgraded for 5 days or less show his O.T. on list(s). He also gets TT, E.O.T. pay etc. If upgrade continues for 6 working days, the extra pay (TT, EOT) is taken away. Also his O.T. is not to be counted and will be given average when he comes down.