

Letter outlining intent of 202.4

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As a result of the 1976/77 general negotiations, Subsection 202.4(b) of the Physical Contract was added to provide for the scheduling of employees in the Electric T&D Departments during hours other than 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. The specific contractual language involved in this change is as follows:

202.4 Redesignate the present language as 202.4(a). (This Subsection establishes the customary 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. hours.)

202.4(b) "In addition to the hours and conditions outlined in Subsection 202.4(a) above, employees in the Electric Transmission and Distribution Departments and the Gas Transmission and Distribution Departments may be regularly scheduled to work the hours

of 7:00 a.m. to 11:30 a.m. and from 12:00 noon to 3:30 p.m. or the hours of 9:30 a.m. to 1:00 p.m. and from 1:30 p.m. to 6:00 p.m. The basic workweek of employees assigned either of the regular schedule of hours listed above shall be from Monday through Friday."

In negotiating the above schedule of hours, it is the Company's intent to adopt the specific schedule of hours outlined above primarily where specific operational or continuity of service requirements dictate the need for such hours and secondarily where there are other apparent needs justifying such hours. The example given during bargaining was the difficulty in obtaining crews during peak commute hours in urban areas. Reasons for adoption of the revised schedule are not limited to this example. However, in any situation

the intent surrounding the negotiation of Subsection 202.4(b) must be considered in relation to assessing the need for the revised schedule of hours.

Once implementation of one or both of the schedules is justified, other conditions relative to their use are as follows:

1.) The number of employees assigned the revised schedule shall be in conformity with the following statement of intent:

"With respect to the capability of changing hours under new Subsection 202.4(b), the Company agrees that a substantial majority of the gas and electric transmis-

any headquarters will continue to be scheduled from 8:00 to 4:30 or 5:00 in accordance with the provisions of Subsection (a) of this Section. The Company also agrees that where an employee who is scheduled to work other than 8:00 to 4:30 or 5:00 is absent, he will be replaced provided the normal crew complement is not greater than three employees."

A substantial majority referred to above means approximately two-thirds of the T&D crews and work units in either the Electric or Gas T&D Departments. Note should also be made of the requirement to replace an absent employee where the crew size is not greater than three employees. This does not mean that a two or three-man crew cannot be regularly scheduled on the revised hours but rather that the Company will make every reasonable effort to replace an absent employee. It does not mean, furthermore, that the remaining members of a work unit must wait for a third member to be assigned prior to their dispatch to the field for work. (However, each unit must work in conformity to the notes and job definitions.)

2.) Initial staffing of the crews will be accomplished in accord with the following:

"It was agreed that, in general, assignment to hours of other than 8:00 a.m.-5:00 p.m. would be offered to employees in order of Service. If there are insufficient volunteers, assignments will be made on the basis of least Service."

3.) Once the Subsection 202.4(b) schedules are implemented, they are to be considered regular hours and cannot be changed except on an annual or other regular basis. Also, once established, the assignment of employees to these schedules may be rotated among T&D employees at a location by prior local agreement between the Company and Union.

4.) The provisions in Subsection 202.4(a) relative to the advancement or delay of the regular lunch period apply also to the Subsection 202.4(b) schedule of hours.

In order to assure a uniform approach to the implementation of Subsection 202.4(b), clearance for the change must be obtained from either the General Office Electric Transmission and Distribution Department or the General Office Gas Distribution Department and the General Office Industrial Relations Department.

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