

GENERAL LABOR AGREEMENT

between the

BUREAU OF RECLAMATION  
UNITED STATES DEPARTMENT  
OF THE INTERIOR

and

Local Union 1245,  
INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS

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Supplementary Labor Agreement No. 2

WAGE DIFFERENTIALS,  
PREMIUM AND PENALTY RATES

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ARTICLE I

Wage Differentials for Acting Team Leader

Section 1. Compensation for temporary periods of service as acting team leader shall be made in the form of wage differentials payable in addition to the employee's regular basic hourly wage rate. (Section amended 2/16/75, 9/15/98 and 11/28/01)

Section 2. It shall be the policy of Management to temporarily designate employees to acting team leader when the regular team leader or supervisor is absent for more than 8 hours\* on annual leave, sick leave, administrative leave or leave without pay if the nature of the work and the efficiency of the service require it. (Section amended 6/19/73, 8/7/80, 6/23/87\*, 9/15/98 and 11/28/01) **\*Corrected 8/8/03**

Section 3. To be eligible for designation as an acting team leader, employees must meet the appropriate qualification standards. An employee designated as acting team leader for two consecutive hours or more shall be compensated as acting team leader for all hours so worked. (Section amended 9/15/98 and 11/28/01)

Section 4. The wage differential payable, if any, shall be the amount required to raise the basic hourly wage rate of the employees designated as acting team leader to the basic hourly wage rate of the position to which temporarily assigned, except that for all acting service in positions classified at the team leader level the wage payable shall be 118% of the non-team lead wage rate on which the regular team leader differential is based. (Section amended 6/9/72, 9/15/98 and 11/28/01)

Section 5. The wage differentials payable under the foregoing provisions shall be payable on all non-worked holidays intervening within the period of temporary service. (Article amended 6/30/71)

ARTICLE II

Shift Differentials

This article applies only when there are 2 or more regularly

assigned shifts. "Regularly" shall mean shifts assigned or worked for a period of 5 day or longer.

Section 1. A shift differential of 4.0 percent per hour based on the Journeyman Control Operator Hourly rate of pay shall be paid throughout all eight-hour work periods regularly scheduled to begin at 12 noon or thereafter, but before 8:00 p.m. (second shift) (Section amended 1/22/96 and 9/15/98).

A shift differential of 6.0 percent per hour based on the Journeyman Control Operator Hourly rate of pay shall be paid throughout all eight-hour work periods regularly scheduled to begin at 8:00 p.m. or thereafter, but before 4:00 a.m. (Third shifts). (Section amended effective 2/16/75, 8/7/80, 8/27/91, 1/22/96 and 9/15/98).

Section 2. In all cases of mutually agreed changes in shift, any applicable shift differential shall be payable only for hours actually worked. (Section amended effective 2/16/75)

Section 3. When an employee is required to work an unscheduled shift, other than an overtime shift, the employee shall be paid the shift differential, if any, applicable to the unscheduled shift. In the case of an overtime shift, the employee shall be paid at the overtime rate of the shift worked. A relief operator who works a variety of shifts during a week, and who works overtime on a day off, shall be paid at the rate of the shift worked. Relief operators who are working a regular shift shall be paid for overtime at the rate applicable to the regular shift. (Section amended 8/7/80)

### ARTICLE III Overtime

Section 1. Overtime is defined as (a) time worked in excess of forty (40) hours in an administrative workweek, (b) time worked in excess of eight (8) hours on a workday, (c) time worked on a non-workday except for prearranged holiday work during regular work hours. Nothing contained herein shall be construed to require the payment of overtime compensation under more than one of the foregoing definitions for a single period of overtime. (Section amended effective 6/2/83)

Section 2. Overtime shall be paid to the nearest half hour at the rate of double the basic hourly wage rate.

Section 3. Overtime work shall be distributed among the employees in the same classification and in the same duty station as equally as is practicable.

Section 4. Whenever employees are called back to work outside of their regular work schedule with less than 16 hours' notice before the time of reporting, overtime or holiday work time shall start one-half hour before arrival at the reporting place and end one-half hour after release from duty, except that the minimum reportable time on call-backs, whether with or without advance notice, shall be two hours. However, when the call-back duty runs into or into and beyond the employee's regular work schedule, the call-back time shall end, without a two-hour minimum, at the employee's regular starting time. (Article amended effective 2/16/75 and 8/7/80)

#### ARTICLE IV Holiday Work

Section 1. All employees required to work on a holiday designated by Federal statute or executive order shall be paid for such duty at the rate of one and one-half times the basic hourly wage rate in addition to the employee's regular pay for the day. Effective June 30, 1968. (Article amended 6/30/68)

Section 2. Employees notified to report for work on a holiday with less than 24-hours' notice (12 hours for Relief Personnel) shall be paid at the rate of double the basic hourly wage rate in addition to the employee's regular pay for the day. (Section added effective 2/16/75)

Section 3. Employees regularly scheduled to work on a holiday or days designated as holidays for pay purposes whose services are not required on that holiday shall, upon being notified by their immediate supervisor prior to quitting time of the workday preceding the holiday, take the holiday off with pay. This shall not be considered as a short change in schedule, provided that the employees return to their regular schedule after the holiday. (Section added 6/19/73 and amended 8/7/80 and 9/15/98)

Section 4. Holiday work shall be distributed among the employees in the same classification and in the same duty station as equally as is practicable. (New section added 1/22/96)

ARTICLE V  
Penalty Rates

Section 1. Employees notified of schedule or shift changes less than 24 hours (12 hours for designated relief personnel) in advance of the reporting time of the new schedule or shift shall receive the rate of double the basic hourly wage rate for all work performed on the first day or first shift worked after the change of schedule or shift. (Section amended effective 2/16/75)

Section 2. Nonshift employees who are temporarily scheduled to work at other than their regular hours, under the provisions of Article I, Section 2.4 of Supplementary Labor Agreement No. 1, shall receive the rate of one and one-half times the basic hourly wage rate for that work performed outside regular hours during the first four workdays of their assignment to the temporary schedule. On the fifth workday and thereafter for the duration of the schedule regardless of rotation, they shall receive the straight basic rate of pay for all work performed on workdays during the hours established for the temporary schedule. (Section added effective 2/16/75)

Section 3. Shift employees in shift operations who are required to work two or more short changes within any period of five consecutive workdays (a short change is defined as a transfer from one schedule or shift to another with but eight hours off between such schedules or shift) shall receive the rate of double the basic hourly rate for all work performed on the shift following the second short change. (Section added effective 2/16/75)

Section 4. In shift operations, schedule or shift changes of one day or less shall require the rate of double the basic hourly wage rate regardless of notice given, except that this shall not apply to designated relief personnel. (Section added effective 2/16/75)

Section 5. In shift operation, schedule or shift changes of more than one day shall require the rate of one and one-half times the basic hourly wage rate for all work performed during the first three days of their assignment to the new schedule or shift regardless of the notice given. This shall not apply to designated relief personnel, reschedule for jury duty, newly hired journeymen for the first six months of orientation,

apprentice operators for the purpose of training, and changes directly related to transfers and promotions. These penalty rates shall not apply, however, to changes made by mutual agreement between employees and concurred in by management, or in the situations in which drill crews working a second shift customarily report for duty of the first shift on "move day." (Section amended effective 6/2/83, and amended 11/28/01)

Section 6. If an employee is instructed by Management to report for prearranged work on a non-workday, or on a holiday which the employee is entitled to take off with pay, and such work is canceled, the employee shall receive the rate of one and one-half times the basic hourly rate for two (2) hours if not given notice of the cancellation of such work by the end of the employee's preceding work period on a workday. (Section renumbered effective 2-16-75) (Article amended 6/30/71 and 8/7/80)

#### ARTICLE VI

##### Rest Period After Prolonged Work

Section 1. An employee who has worked for eight (8) or more overtime hours during the sixteen (16) hour period immediately preceding the beginning of the employee's regular hours on a workday shall be entitled to a rest period of eight (8) consecutive hours immediately following the overtime hours, provided no such rest period was afforded within that sixteen (16) hour period.

There shall be included as part of the eight (8) or more overtime hours any travel time and meal time to which the employee is entitled, except that any travel time or meal time due on dismissal shall not be included as hours worked, but shall be included in the computation of the eight (8) hour rest period.

If an eight (8) hour rest period taken by an employee in whole or part overlaps the employee's regular work hours, the employee shall be excused from duty without loss of basic hourly wages to the extent of the overlap.

If an employee is required to work without having had a rest period of eight (8) consecutive hours, the employee shall receive a premium of one-half the basic hourly rate in addition to regular wages for all work performed during regular work hours on a workday until the employee has been relieved from

duty for at least eight (8) consecutive hours.

In either case, any meal time due on dismissal, included in the rest period and overlapping regular hours shall be paid at the overtime rate.

At management discretion, excused times ending within a half workday may be extended with pay throughout that half workday. In the absence of instructions to the contrary, employees shall report for work at the beginning of the next half workday.

Foregoing changes to be effective beginning of first full pay period after approval. (Article amended 6/30/71 and 8/7/80)

ARTICLE VII  
Compensation Limitation

Section 1. No combination of premiums, penalties, or regular pay, excluding shift differentials, will result in an employee receiving more than three times the basic hourly wage rate for any time worked. (Article amended 8/7/80)

AMENDMENT NO. 14.  
Supplementary Labor Agreement No. 2

The authority to implement changes is the result of an Interim Award by Arbitrator John Kagel on May 16, 1980, which was approved by Commissioner of Water and Power Resources Service R. Keith Higginson on June 9, 1980; and subsequent Award by Arbitrator John Kagel on July 24, 1980, which was approved by Acting Commissioner of Water and Power Resources Service D. D. Anderson on August 7, 1980.