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LABOR AGREEMENT INTERPRETATION

TITLE 212 - EMERGENCY DUTY - PHYSICAL AGREEMENT

EMPLOYEES WHO HAVE VOLUNTEERED THEIR SERVICES UNDER THE PROVISIONS OF THIS TITLE ARE AVAILABLE FOR DUTY IN CASE OF EMERGENCY. THEY ARE REFERRED TO AS BEING "ON CALL" AND THE USE OF THE TERM "STANDBY" IS INCORRECT.

AN EMPLOYEE WHO IS "ON CALL" AND AVAILABLE FOR DUTY IS NOT WORKING. HIS TIME MAY BE USED FOR HIS OWN PURPOSES ALTHOUGH HE IS REQUIRED TO LEAVE WORD AS TO WHERE HE MAY BE EASILY LOCATED AND HE IS EXPECTED TO BE PREPARED TO RESPOND FOR EMERGENCY WORK SHOULD HIS SERVICES BE REQUIRED. HE IS NOT ENTITLED TO PAY FOR THE PERIOD IN WHICH HE MAKES HIMSELF AVAILABLE.

AN EMPLOYEE WHO IS ORDERED TO WORK BUT IS TOLD TO AWAIT FURTHER INSTRUCTIONS CANNOT USE THE WAITING TIME FOR HIS OWN PURPOSES. HIS WAITING TIME IN SUCH CASE IS REFERRED TO AS "STANDBY" AND IT IS CONSIDERED AS TIME WORKED.

FOR UNION: S/ RONALD T. WEAKLEY
ITS BUSINESS MANAGER

FOR COMPANY: S/ R. J. TILSON
ITS INDUSTRIAL RELATIONS
DIRECTOR

JANUARY 23, 1957