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UTILITY REPORTER  
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STATEMENT REGARDING THE PERFORMANCE OF WORK USUALLY  
ASSIGNED TO BARGAINING UNIT CLASSIFICATIONS

From time to time, questions arise concerning supervisors and other employees performing work usually assigned to employees in I.B.E.W. bargaining unit classifications. To clarify the Company's position on this subject, the following guidelines are issued:

1. Such assignments are not to be deliberately made for the purpose of reducing the number of employees performing work within bargaining unit classifications.
2. Historical assignments recognized by the NLRB and those involving continued Company practices with respect to overlapping duties of non-bargaining unit classifications and bargaining unit classifications are to be maintained unless otherwise resolved by Company and Union.
3. Other than the above (1 and 2), such work assignments should be limited to work performed in:
  - a. Emergency situations.
  - b. Training of employees and demonstrating work methods.
  - c. Incidental assistance and de minimus assignments.

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STATEMENT OF INTENT ON HOLIDAY WORK SCHEDULES

Section 103.6 of the Physical Agreement provides that employees in certain classifications may be regularly scheduled to work on holidays which occur during their basic workweek. It further provides that if the supervisor determines that the services of such an employee will not be required on a holiday, he may, after giving proper notice, remove such employee's name from the work schedule for the holiday and the employee shall then take the holiday off with pay. It is intended that holiday work schedules will be prepared in advance to provide manpower consistent with anticipated holiday work loads, and that effort will be exerted on the part of supervision at that time to forecast actual holiday work requirements and thus obviate the need for "last minute" schedule changes, except where unanticipated circumstances necessitate such action.

STATEMENT OF PRINCIPLES APPLICABLE TO SCHEDULES ESTABLISHED  
UNDER THE PROVISIONS OF SUBSECTION 202.16(b)

Company and Union have agreed that certain day employees will be regularly scheduled to work either Saturdays or Saturdays and Sundays under the provisions of Section 202.16(b). The schedules will be established at various locations, when need is shown for the weekend work, by agreement between Company and Union. Such agreements will incorporate the following principles:

1. The individual's assignment to such schedules shall be permanent and he shall not be subject to transfer from one part of the group schedule to another when the schedule is not fully covered. If the complement of the group involved changes, the group schedule will be changed by agreement under Section 202.16(b) to cover the new complement. Any work an individual performs outside of his schedule will be covered under the provisions of Section 208.1.

All such schedules shall be based on a calendar workweek