

LOCAL 223
UTILITY WORKERS UNION OF AMERICA, AFL-CIO
LIGHT — HEAT — GAS POWER — WATER
SUBSTATION DIVISION

December 6, 1995

To: P. Christensen
SCO Director
Ann Arbor/Newport Service Centers

From: J. Jaskowski
Chairman
Substation Division
Local 223, UWUA, AFL-CIO

Re: Memorandum on Balancing Overtime - Operators

Mr. Christensen,

The Union agrees to the Memorandum Of Understanding Balancing Overtime - Operators as submitted to the Union, December 5, 1995, pending ratification vote by membership on this change in the Overtime Rules.

The Union further agrees that the cited Memorandum can be implemented as it reads as of this date, acknowledging the fact that membership may nullify this accord at the ratification vote which would force a return to the previously negotiated Memorandum dated August 15, 1994. The Divisional Committee unanimously recommends passage of this memorandum and foresees no problem with ratification.

MEMORANDUM OF UNDERSTANDING BALANCING OVERTIME - OPERATORS

It is agreed between The Detroit Edison Company and the Substation Division of Union Local 223 of the Utility Workers Union of America, AFL-CIO, representing certain employes in Power Delivery Operations, that this memorandum of understanding outlines the rules for the distribution of and recording of overtime as called for in Article IX, Section 12 of the Agreement between the Company and the Union.

General

The following will be observed relative to recording overtime and making assignments.

Scheduled holiday work is distributed separately and equitably in each overtime group. Such time will not be included in the overtime record or distributed as overtime. All overtime pay for unscheduled hours on a holiday, as determined by the holiday schedule, will be recorded on the overtime record.

Premium pay for overtime resulting from short shift changes, shift in lieu of, meetings, travel time, or training pursuits will be included in the overtime balance record. However, assignments for short shift changes, shift in lieu of, meetings, travel time, and training will be made to the individual requiring such assignment without regard to his position on the overtime record. Except that, prearranged, predictable overtime of:

One hour or less of a combination of overtime and travel time that precedes and/or follows the work shift or travel time that precedes and/or follows the work shift may be offered to anyone in the overtime work group.

Substation Operating Division

The respective overtime work groups in the Operating Areas shall be identified as follows:

Trombly SC	-	AA Operators
		A Operators
		Reserve Operators
		Assistant Operators

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Caniff SC	-	AA Operators Reserve Operators Assistant Operators
Redford SC	-	AA Operators Reserve Operators Assistant Operators
Newport SC	-	AA Operators Reserve Operators Assistant Operators
Western Wayne SC	-	AA Operators Reserve Operators Assistant Operators
Ann Arbor SC	-	AA Operators
New Hudson/ Howell SC	-	AA Operators Reserve Operators Assistant Operators
Royal Oak SC	-	AA Operators Reserve Operators Assistant Operators
Pontiac SC	-	AA Operators
Shelby SC	-	AA Operators Reserve Operators Assistant Operators
Mt. Clemens SC	-	AA Operators Reserve Operators Assistant Operators
Marysville SC	-	AA Operators
Lapeer SC	-	AA Operators
NAEC	-	AA Operators

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Substation Services - Area Field Coordinators
Porcelain Sign Makers
Protective Rubber Goods Inspector
Protective Rubber Goods Inspector Leader

When an unassigned Operator replaces a regular Operator for one or more days, they will become part of the overtime work group and will be subject to the rules governing the balancing of overtime for the replacement period.

An unassigned Operator working in an area but not replacing a regular Operator, may be assigned incidental overtime of two (2) hours or less.

Personnel who prefer not to work overtime and do not wish to be included in the overtime balance must so state in writing to the Area Leader and to their Steward. Should they later wish to be included, they will be charged with their previous overtime hours plus the average overtime hours worked while off the overtime list. Those off the overtime list for more than one year will be charged with same overtime hours as the highest employe in their overtime work group.

An up-to-date overtime balance record, showing the position of men in numerical order according to accumulated overtime hours in each group, will be published as of the day shift Tuesdays. Prearranged assignments will be made on the basis of the overtime record at the time the assignment is made.

Personnel must be contacted personally before being charged with unworked overtime.

Personnel will not be charged with overtime declined when (a) on vacation, (b) on off-days consecutive with vacation, (c) on scheduled work day preceding a vacation, or (d) previously listed as unavailable, notice of which must be forthcoming prior to the notification of the overtime assignment.

Personnel absent or unavailable for regular duty for 30 or more calendar days, except for vacation, will on returning to active duty be charged with the average cumulative overtime in their work group, starting at the thirtieth (30th) day, until they return to regular full time active duty.

Overtime assignments will normally be given to the personnel having the least amount of accumulated overtime, in their work group.

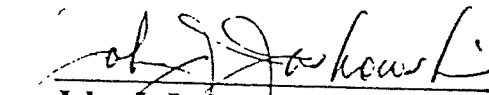
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In addition to the foregoing, overtime assignments for prearranged work will be assigned to the low overtime employe after the work group has been exhausted.

Personnel called at home and who accept an "at-once" overtime assignment, are expected to report as soon as possible. Provided they actually report to work within one (1) hour, they will receive a travel time allowance of one (1) hour, at the applicable overtime rate (backed up from the time they arrive at the location), an additional one (1) hour from the job back home, and round trip mileage from their home to the assignment. However, if the work continues into their next scheduled work period, only the one (1) hour travel time allowance from the home to the job and only the mileage from their home to the job will be paid. Further, all paid time will be considered as worked time, except qualification for the rest time (reference Article IX, Section 11) will be based on the actual time they were called at home and the actual time required to reach home after the job is completed. Should actual travel distance (mileage) to the call prohibit personnel from reporting within one (1) hour from the call, Article VIII, Section 16d(1) will apply.

LOCAL 223 UWUA, AFL-CIO

THE DETROIT EDISON COMPANY


John J. Jaskowski
Chairman


Paul H. Christensen, Jr.
SCO Director

POWER DELIVERY OPERATIONS
OPERATORS

Date: _____

Memorandum to:

Power Delivery Operations Area Leaders

Rest Time

In order to administer rest time on as uniform basis as possible among the various groups that work days, work permitting, the following guides should be used:

1. If the overtime period starts at or after 0230, employees should be given useful work to perform until their regular starting time. Employees are to complete their work day and no rest time should be allowed.
2. If an overtime period starts before 0230 and lasts 4 hours or less, employees should go home when the job is completed and return to work 6-1/2 hours later. Employees will be allowed rest time from the start of their normal work period until their return to work.
3. If an overtime period starts before 0230 and lasts for more than 4 hours, employees should go home when the job is completed and return 8 hours later. Employees will be allowed rest time from the start of their normal work period until they return to work.
4. Employees are to remain available by a listed telephone and at locations sufficiently accessible to their work area while on paid rest period.

Note: If application of this guide results in asking employees to return to work after noon, they should be given the entire day off as rest time, if the work permits.

Ron May
Manager
Service Center Operations

/sjb

cc: Union Relations

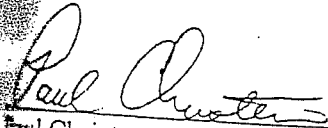
Detroit Edison

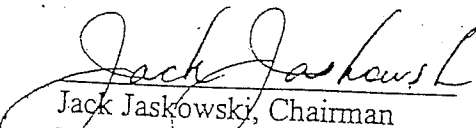


March 15, 2000

In effort to settle the grievances resulting from the settlement of SS-1462, the Substation Division (J. Jaskowski, D. Riordan, and K. Davis) and The Director of Royal Oak Service Center (Paul Christensen) met on 2-29-00 and agreed on the following:

1. If a successful bidder to an apprentice position has completed a Company recognized Union approved apprenticeship or equivalent (i.e. Operator training course) he or she will receive two grades over the minimum.
2. If a successful bidder to an apprentice position has completed one half of a Company recognized and Union approved apprenticeship or equivalent (i.e. Operator training course) or has achieved a grade of T-10 or higher elsewhere in the Company, he or she will receive one grade over the minimum.
3. In any event, a successful bidder to an apprentice position who receives any grades over the minimum shall remain frozen in progression at that rate of pay until successful completion of the sequence exam to the next pay grade. (Example; a person who starts at a rate of T-7 would not receive a T-8 for eighteen months.)
4. In settlement of IBB-SS #96 through #111 the parties agree that the grievants shall receive two grades over their present T-grade, frozen in progression at that rate of pay until successful completion of the sequence exam to the next pay grade. Additionally, all apprentices currently in the program will be reviewed. This review is to be conducted at the next T.A.G./C.O.E. meeting and adjustments made no later than the first pay period in June 2000.
5. The Union agrees to withdraw grievances IBB-SS #96 through #111.


Paul Christensen, Director
Royal Oak Service Center
Detroit Edison Co.


Jack Jaskowski, Chairman
Electrical System-Substations
Local 223, UWUA

ELECTRICAL SYSTEM OPERATION

Substation Operating Division Bulletin 86-4

Date: September 10, 1986

Subject: Overtime While On Vacation

Effective September 22, 1986, vacationing operators will be included in the normal canvass for overtime assignments, both prearranged and at-once calls.

Management will allow the operators the option of requesting not to be called for overtime during their vacation periods. If the operator does not wish to be called for overtime during a vacation period, the operator must notify both the Operating Foreman and the Report Office. The Report Office will place a vacation pin and a "No Call" pin by the operator's name.



Roy J. Stolt
General Foreman
West District



George A. Woods
General Foreman
East District

ELECTRICAL SYSTEM OPERATION

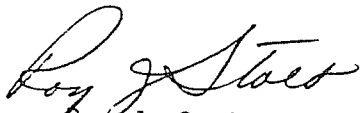
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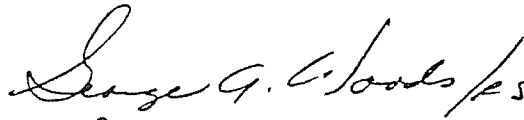
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