

Substation Division - System Maintenance  
Overtime Rules

For the purpose of effectuating Article IX, Section 12, of the 1993 Agreement between the Detroit Edison Company and Local 223 of the Utility Workers Union of America, AFL-CIO, the parties agree to the following rules:

1. The following will be observed relative to recording premium time and making assignments.
2. Since premium time for scheduled Sunday work and On-Call allowances is not included in the definition of overtime and is inherently balanced, such time will not be recorded on the overtime record. The one-hour straight time allowed for attending Applied Citizenship or Basic Economic classes is not considered overtime and is not recorded on the Overtime Balance Record. Since scheduled holiday work is distributed separately and equitably, such time will not be included in the overtime record or distributed as ordinary overtime. All overtime pay for unscheduled hours on a holiday, as determined by the Holiday Schedule, will be recorded on the overtime record.
3. Premium pay for overtime resulting from short shift changes, meetings, or training pursuits, will be included in the overtime balance record. However, assignments for short shift changes, meetings and training will be made to the individual requiring such assignment without regard to his position on the overtime record.
4. Routine and emergency overtime assignments are normally assigned to employees from within their respective overtime work groups. These groups are:

Electrical Maintenance District

Ann Arbor (Ann Arbor Service Center)	982 Broadway, Ann Arbor
Belle River (Marysville Service Center)	4505 King Rd., China Township
Bloomfield (Pontiac Service Center)	761 S. Woodward, Pontiac
Caniff Area (Caniff Service Center)	1201 Caniff, Detroit
Cass City (NAEC)	4144 Doerr Road, Cass City
Imlay City (Lapeer Service Center)	255 Second, Imlay City

Monroe (Newport Service Center)	3500 E. Front St., Monroe
Mt. Clemens (Mt. Clemens Service Center)	43230 Elizabeth Rd., Mt. Clemens
Northeast (Royal Oak/Shelby Service Center)	6401 East Eight Mile Rd., Warren
Taylor Center (Western Wayne Service Center)	22370 Ecorse Rd., Taylor
Yost (Redford Service Center)	30848 Industrial Rd., Livonia
New Hudson/Howell Area (New Hudson Service Center)	56500 Grand River Ave, Lyon Twp.

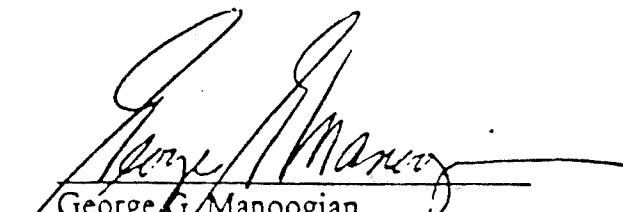
System Maintenance Groups

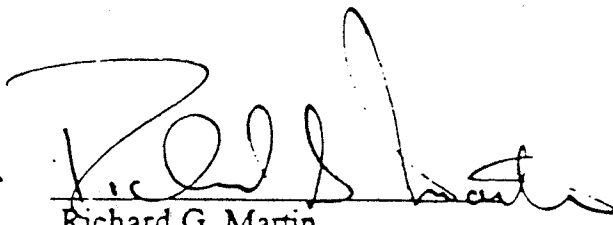
Battery Maint. & Truck Driver	7940 Livernois Avenue, Detroit
Area Field Clerks (as individuals)	Various Maintenance Groups

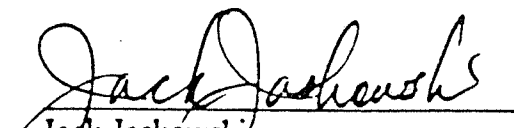
5. When an occasion arises involving work in the Overtime Work Group in which additional manpower is required over and above the straight time personnel available, overtime will be distributed as follows:
- First     Use all available straight time personnel in the Overtime Work Group.
  - Second    Use all the premium time personnel available in the area where the need develops.
  - Third     Use the premium time personnel available from the closest headquarters to the location of work where the overtime occurs.
  - Fourth    Use the premium time personnel available in the next closest headquarters, canvassing in this manner throughout all headquarters until the manpower wants are satisfied.
6. When an occasion arises involving prearranged work in an area in which personnel are unavailable or additional manpower is required: overtime rule #5 will be used.

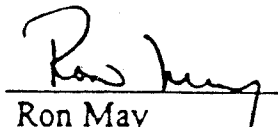
7. Personnel who prefer not to work overtime and do not wish to be included in the Overtime Balance must so state in writing to the foreman and to the steward. Should that person later wish to be included, they will be credited with the average overtime hours accumulated during their absence from the overtime group.
8. The Overtime Record in each overtime work group showing the position of workers in descending order according to accumulated overtime hours will be brought up to date, published and posted as of the beginning of the work period each Tuesday. Overtime assignments will be made in accordance with this list throughout the entire next seven-day period.
9. Personnel must be contacted personally before being charged with unworked overtime.
10. Personnel who decline an overtime assignment in another area will be charged with the hours they would have been paid had they worked.
11. Personnel assigned prearranged overtime work to be performed between their normal quitting time and the beginning of their next work day, during the five day work week, will normally not be subjected to additional overtime assignments during that period. Personnel assigned prearranged overtime work to be performed between the end of their last regular work period before an off-day or holiday and their next regular work period will normally not be subjected to additional overtime assignments which would begin 12 hours or less before the start of the original prearranged overtime work period.
12. Personnel will not be charged for overtime declined when:
  - a. On vacation
  - b. On the day prior to the start of vacation
  - c. Previously listed as unavailable for work on their regular shift
  - d. Unavailable for work following their shift, providing notice of unavailability is forthcoming prior to notification of the work assignment at the start of the work day.
  - e. Unavailable for overtime work on off-days providing notice of this effect is forthcoming prior to the notice of overtime assignment or by not later than 0730 the Friday preceding their off-days.
13. Before going on vacation personnel will be offered prearranged overtime that is scheduled for off-days in conjunction with the beginning of their vacation and will not be charged if they decline.

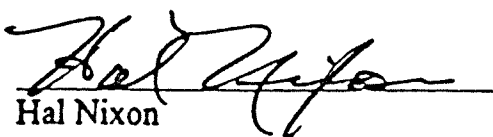
- 14. Personnel absent or unavailable for regular duty for 30 or more calendar days, except for vacation, will on returning to active duty, be charged with the average cumulative overtime in their work group, starting at the thirtieth (30th) day until they return to regular full active duty.
- 15. Employees newly hired into classifications covered by these Substation Division System Maintenance Rules will be charged with the average overtime hours of the employees in their new group.
- 16. When personnel transfers from one overtime work group to another; they will be charged with the average overtime hours of the employees in their new group.
- 17. Except for emergencies, once personnel have stated they are unavailable they will NOT be considered for overtime for the period of their unavailability.

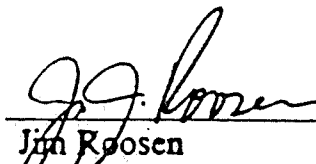
  
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 George G. Manoogian  
 President, Local 223

  
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 Richard G. Martin  
 Acting Director  
 Employee and Labor Relations

  
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 Jack Jaskowski  
 Chairman, Substation Bargaining Unit

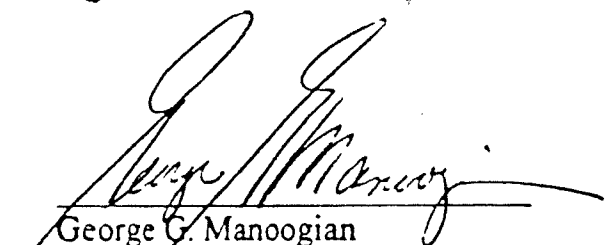
  
 \_\_\_\_\_  
 Ron May  
 Manager, SCO

  
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 Hal Nixon  
 Vice Chairman, Bargaining Unit


  
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 Jim Roosen  
 Manager, PDO

Memorandum of Understanding  
Travel Time Assignments

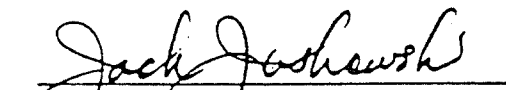
Travel time assignments will be canvassed on a voluntary basis according to overtime balance. If there are no volunteers; assignments will be forced by seniority starting with the least senior person at the Maintenance Headquarters. Travel time assignments will be canvassed on weekly basis or less as needed. This will not exclude an employee who is not available under Article X, Section 4, of the Agreement for the whole assignment. Management can then recanvass for the vacant days as needed. For cross training purposes Management realizes crews should be rotated through jobs on regular basis.



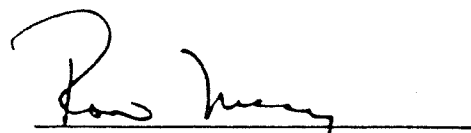
George G. Manoogian  
President, Local 223



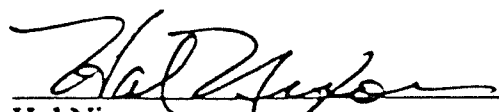
Richard G. Martin  
Acting Director  
Employee and Labor Relations



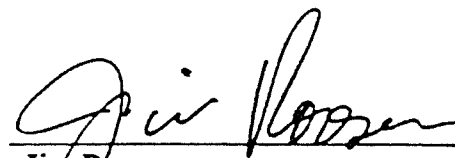
Jack Jaskowski  
Chairman, Substation Bargaining Unit



Ron May  
Manager, SCO



Hal Nixon  
Vice Chairman, Bargaining Unit



Jim Roosen  
Manager, PDO

# UTILITY WORKERS UNION OF AMERICA, AFL-CIO

WATER

## SUBSTATION DIVISION

TO: Paul Christensen  
Director WWSC  
Detroit Edison Co.

February 25, 1998

FROM: Jack Jaskowski  
Chairman ESS Div.  
Local 223 UWUA, AFL-CIO

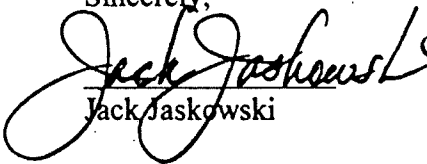
Paul,

It has come to the TAG Committee's attention that with the number of Assistant EMJ's in the field today, and the promise of more to come, there arises a problem with overtime scheduling. It is possible, and it has happened in the past, that a journeyman has found himself working with four or more assistants on a call out. For a variety of reasons, safety being foremost, this situation should not be allowed to occur.

It is the TAG Committee's recommendation that for overtime assignments, no more than two (2) assistants per journeyman be assigned.

I believe that this recommendation will resolve this issue and that it will be a benefit to all parties, and should be implemented by March 3, 1998.

Sincerely,

  
Jack Jaskowski

MEMORANDUM OF UNDERSTANDING  
DATED APRIL 21, 1989

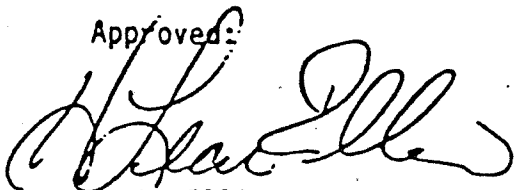
The following procedure has been agreed to between the parties:

Non-System Maintenance and Modification overtime resulting from Service Restoration activities for Divisions will be treated differently.

1. Overtime worked will be added to each individual's overtime balance but overtime declined will not be charged.
2. System Maintenance overtime rules will not apply.
3. Individuals working restoration can and will be teamed up with represented as well as non-represented employes performing this work.
4. Employes will be required to work on energized conductors with low voltage gloves, no red tag protection and minimal supervision.
5. Canvassing for this overtime will be by the area's overtime standing and selection of qualified Service Restoration employes.
6. Management will determine the number of crews and the areas the crews will be dispatched from.
7. Grievances may only be filed on the bypass of a qualified individual in the groups being used.

This work is on a voluntary basis and employes who volunteer will be trained within a two-year period.

Approved:



H. L. Ellis  
Superintendent  
System Maintenance and Modification



J. E. Breen  
Chairman  
Local 223 - UWUA, AFL-CIO

Detroit  
Edison

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Maintenance Department

December 6, 1974

To: All System Maintenance Supervisors

From: Wallace M. Johnson *W.M.J.*  
Director - System Maintenance Division  
Maintenance Department

Subject: Overtime of Restricted Employees

Effective immediately an employe will not be offered overtime when placed on restricted duty by Medical Services of the Employe Relations Department except after all other employes covered by paragraphs five and six of the System Maintenance Division - Overtime Rules, dated November 1, 1974, have been offered said overtime.

WMJ/lla  
cc: JBWilliford