

Overtime Administration
Local Agreement for the Bob Greenwood organization
With Local 7804

Per the Contract – the company maintains the right to manage overtime opportunities to the 49th hour. In order to equalize overtime an overtime list shall be maintained by management.

Overtime shall be offered to volunteers first in the order of call from the overtime list in the administrative workgroup (crew). Beginning with the person lowest on the list (the person with the least number of charged hours), until the required number of people to perform the work is satisfied. If additional volunteers are needed to avoid forcing overtime, volunteers will then be solicited within the RCA (keeping to the 49 hour rule).

In the event it becomes necessary to force overtime, management shall force within the workgroup, beginning first with the least number of overtime hours worked per year, (keeping to the 49 hour rule). Forced overtime will only be utilized after all eligible volunteers are exhausted and will follow the guidelines as stated in the contract article 4.6. In the event of a tie on the weekly and annual lists, seniority will be used as a tie-breaker.

CHARGING OF HOURS WORKED

Weekly, management will add all overtime hours worked to each individuals total hours on the overtime list and reconfigure the order of call.

POSTING OF LIST

The overtime lists (both weekly and annual) shall be posted in each crew room. Management is responsible for the posting of the list weekly, after the updating process has been completed for the proceeding week.

REMOVAL OR ADDITION TO LIST

All individuals will remain on the list throughout the year. If an individual would prefer not to be offered a voluntary opportunity for a given time, he/she may give written notice to his/her supervisor stating the time frame. The supervisor will place a note on the callout list indicating DO NOT CALL. All additions to the list shall be averaged in at 75% of the highest number of overtime hours worked. If management determines that Mandatory overtime is required, individuals will be directed to work Mandatory overtime beginning with the individual with the fewest accumulated overtime hours by week, by year. DO NOT CALL requests do not exclude an individual from Mandatory Overtime.

CABLE ISSUES AFTER HOURS

If a cable cut/dig up begins at the end of the day, the initial technicians will begin working on site. If those technicians do not want to stay, or will run past 49th hour, overtime volunteers will then be solicited to help at the site so the initial technician can go home.

LINE CREW & PAIR GAIN CREW

These 2 crews will have a rotating overtime list, with rotation once a week. Top person will be rotated to bottom of the list and second person will move to the top of the list and so on down the list.

Overtime caps may be removed during peak load periods with the concurrence of the Local President (or their designee) and the State Network VP (or their designee). Additionally caps may be removed when an area within the local boundaries is declared an emergency by any branch of government, or when fulfilling the requirements of section 4.6 of the Contract.

This agreement shall go into effect upon signature and shall remain in effect through December 31, 2008. Either party can reopen negotiations. If no agreement is reached the current agreement remains in effect. Upon expiration of this agreement and mutual consent of the below-signed this agreement will be extended through the life of the CBA.

Robert Greenwood
VP-Network

Randy Grams-President
CWA Local 7804

This agreement is for the following organization.

Directors

Rod Determan
Sue Anderson

Organization

Construction, Cable Mtce.
Design Services, Broadband, I&M