

PERT Overtime Guidelines

May 2, 2005

Distribution of overtime will be managed and distributed as per the OPT Agreement between the Detroit Edison Company and Local 223, section 9.12 in conjunction with the following outlined clarifications. All references below to represented employees are in regards to the PERT represented Sr. Technicians and Technicians.

1. All Represented employees will be required to be on the overtime list, no exceptions. Employees will have the opportunity to declare themselves “unavailable” for overtime assignments on a daily basis (by 0800 hours). When there are no responses to a canvass for an overtime assignment, and if management determines it is necessary to assign the overtime to a Represented employee, it will be assigned to the qualified employee with the lowest amount of overtime hours.
2. Newly hired or transferred Represented employees will be added to the overtime list with zero hours.
3. All canvassing and assigning of overtime, including on-calls will be performed by utilizing the most recently published overtime list, starting with a qualified Represented employee/s with the lowest numbers of hours. The sum of all paid overtime hours; including on-call pay and 4 hour minimums will determine the “paid overtime balance.”
4. Every reasonable attempt will be made to electronically post the overtime list on the EPPM/PERT web site by 1500 hrs Wednesday of each workweek. The overtime balance sheet will include the previous week’s totals as well as a year to date total for each member in the overtime work group effective Thursday at 0730 hrs.
5. The paid overtime balance for all employees will be zeroed annually at the beginning of the payroll year. The order of the new list will be the same as the previous week’s list for canvassing purposes.
6. For off-hour call-outs, it will be the responsibility of the Represented employees to identify the contact method. No more than one reasonable attempt to reach an employee for an overtime assignment will be required.
7. If employees are low on the overtime list and their overtime job is canceled; they will be given the opportunity to replace higher overtime employees if the cancellation is known by 1300 hours of the previous day.
8. When a specific job/project has been assigned and unexpected overtime work occurs, the unexpected overtime, will normally be worked by the individual(s) to whom the job/project was assigned. Unexpected overtime is defined as overtime connected to the end of a regular work period, the necessity for which is not known at the time the regular work period started.

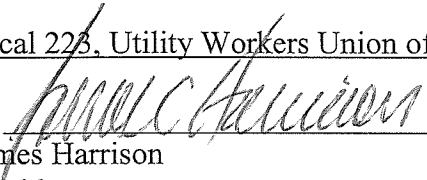
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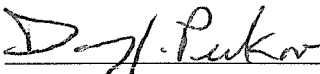
9. Supervision will maintain the right to evaluate specific situations, such as, customer disruptions, loss of generation, other critical assignments or other factors or priorities as declared by the Senior System Supervisor, and assign persons accordingly.
10. In order to maintain continuity of contact due to outage or capitol project requirements, an individual may be assigned for the duration. This does not preclude the replacement of this contact if the situations arise (vacations or other assignment obligations). Supervision will make the required canvasses to replace those individuals. Should additional manpower be required, Supervision will re-evaluate and re-canvass if appropriate those assignments on a weekly interval, for the purpose of equal distribution of overtime hours.
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 not normally be subjected to additional overtime assignments during that work period.

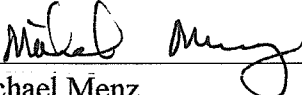
This agreement shall remain in effect subject to a 30 day written notification by either party to terminate. This notification must contain the reason(s) for termination and a commitment to resolve the issue(s) using the IBB process within the 30-day time frame. If a resolution is unattainable either party can declare an impasse either through Labor Relations or Local Union Officer and revert to the language of the CBA Article 9.12.

Local 223, Utility Workers Union of America AFL-CIO

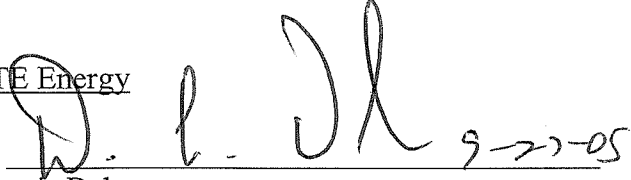
by 
James Harrison
President
Local 223 UWUA

by 
John Jaskowski
Chairperson
Substation Bargaining Unit

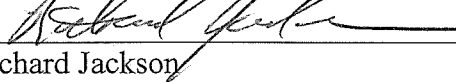
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Danny Perkovich
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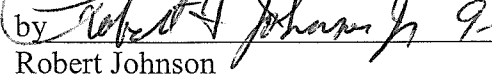
by 
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Substation Bargaining Unit

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