

MOTOR TRANSPORTATION BARGAINING UNIT

OVERTIME RULES

June 20, 1994

1. In the Motor Transportation Bargaining Unit, an overtime work group is defined as all employes in the same trade classification assigned to the same work location.
 - a. When afternoon shift people at Warren Service Center are scheduled for pre-arranged overtime on their first off day, normally Saturday, those who accept the assignment will do so on a shift change by mutual agreement basis. No premium other than time and one-half for the first sixteen hours worked will apply. An "eight hour rule" has been established in this Division which states, in effect, that an employe who is offered pre-arranged overtime on Saturday will report for such assignments eight hours after he finishes work the day prior.
 2. An employe will not be asked to work overtime, nor be charged for unworked overtime hours under the following conditions:
 - a. Military training.
 - b. A work day or scheduled off-day immediately preceding or following a scheduled vacation of three or more days.
 - c. Death in the family.
 - d. While on Company or Union business.
 - e. Jury Duty.
 3. An employe who is attending any Company or Union approved school, and has so advised the Company at the time of registration for the course, will not be charged for overtime on a school day/night if he declines in order to go to school.
 4. In each of the following cases, an employe will be charged with the hours he would have been paid had he worked the overtime assignment:
 - a. The employe declines the opportunity to work overtime for any other reason except for those listed above.
 - b. The employe, himself, or someone other than the employe, reports that the employe is too ill to accept the overtime assignment if this is the first report of this occasion of illness.
 - c. The employe has not notified his supervisor of a change in his telephone number and, therefore, he cannot be reached.
 5. Except as otherwise provided herein, an employe will not be considered available for an overtime assignment unless he has been personally contacted and will not be charged for unworked overtime.
 6. Employes will be called from the overtime lists which will be published on Friday of each week and will take effect the following Monday.
- 11/20

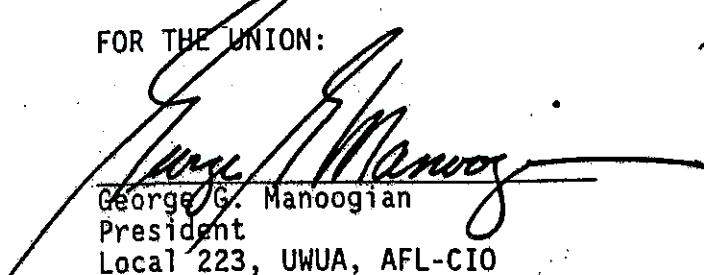
7. Except for vacation, any employe absent from work or on light duty for any reason for over 30 calendar days will be removed from the overtime list and will be reinstated in the following manner:
 - a. All employes in an overtime group will be numbered consecutively according to the number of overtime hours charged.
 - b. Any employe absent from work or on light duty for any reason for over 30 days, will be removed from the overtime list but will keep his numbered placed on the list until his return.
 - c. When the employe returns to regular duty, he will be reinstated on the list and charged with the average number of overtime hours worked by the employe above and below him and placed back on the overtime list accordingly.
 - d. An incapacitated employe on light duty may be asked to work on overtime assignments if he is physically able, and if all other employes in his overtime work group are offered overtime.
8. In cases where Management has less than four (4) hours notice of the need for overtime, Management will normally call the low overtime employe. However, it must be recognized that in some cases of emergency, due to the requirements of a situation, an employe other than the low overtime employe may be called. This will only apply to persons who would not normally be expected to have an overtime list at home.
9. It should be recognized that on those occasions in the field when an authorized supervisor of another organization calls our people out for an overtime assignment, an employe who is not the low overtime person may be called.
10. A probationary employe will not be scheduled or called in for overtime until the overtime list has been exhausted.
11. When an employe transfers from one overtime work group to another in the same job classification, he will be charged with the median overtime hours in his new group, unless otherwise mutually agreed between the Union and Management representatives in each bargaining unit. Personnel assigned to a new overtime work group will be considered part of that group the date they physically report for work at the new headquarters.

All new employes on the overtime list will start at the bottom of the overtime list and be charged with the high person's hours.
12. For a temporary change of headquarters which is expected to last more than 30 calendar days, but less than 6 months, those employes will be placed on the overtime list at their temporary headquarters

in accordance with Paragraph 11 above. Upon completion of that temporary change of headquarters, they will be re-entered on their "home" overtime list in the manner described in Paragraph 11 above.

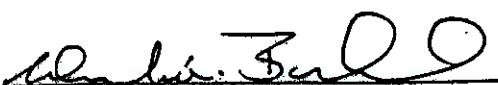
13. A copy of the weekend On-Call Report will be supplied to the Union at their request.
14. When an employe is forced to fill a temporary assignment based on his position on the overtime list, such assignments will be reviewed after two weeks and then weekly thereafter, according to the current overtime lists.
15. Rules are subject to review at any time by either party and, at their request, a meeting will be held to review any proposed changes.


FOR THE UNION:

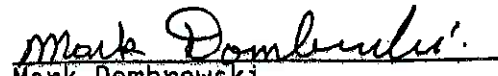

George C. Manoogian
President
Local 223, UWUA, AFL-CIO

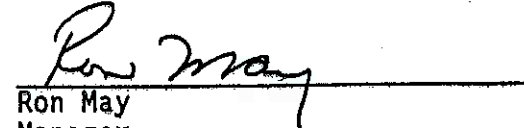
FOR THE COMPANY:



Richard G. Martin
Acting Director
Employee and Labor Relations



William Bashucki
Bargaining Unit Chairman
Motor Transportation Division


Robert Lenart
Manager
Systems Projects and Engineering


Mark Dombrowski
Bargaining Unit Vice Chairman
Motor Transportation Division


Ron May
Manager
Service Center Operations


William R. Roller
Manager
Power Generation


James P. Nolloth
Superintendent-Maintenance
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