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200 Liberty Building

LOCAL 1749 IBEW

April 21, 1981

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Mr. J. W. Merritt, President
Tennessee Valley Trades and Labor Council

Mr. L. A. Wilson, Director of Labor Relations
Tennessee Valley Authority

Dear Mr. Merritt and Mr. Wilson:

The Joint Committee on Overtime Procedure (Operating and Maintenance) met in Chattanooga on April 9 to review operating and maintenance overtime procedures. Those present were as follow:

Council

M. C. Hargett, Cochairman
H. F. Grovenstein
George Henegar
Marvin Bradford
Roscoe I. Pickrell

TVA

James D. Pullin, Cochairman
T. C. Campbell
Thomas H. Cash
B. D. Draper
John C. Holmes
Emmett A. Lindsay
William H. Thompson
Kenneth C. Mitchell

Others Present: Clyde Caldwell, Jr.; A.D. Albright; Charles Roper; and William Johnston for the Council; Leland O. Holliman and J. E. Sandefur for TVA.

TVA representatives expressed deep concern for the increasing number of grievances on overtime which appear to have no merit and to be for harassment purposes. They requested that all but the recording provisions of both operating and maintenance procedures be abolished and overtime be distributed as set out in the General Agreement. TVA representatives further explained that it was not TVA's intent to abandon efforts to distribute overtime fairly, but the procedure was impossible to administer since the employees and some of their representatives apparently perceived it to require that overtime be equalized on a day-by-day basis which is not required by the General Agreement nor the intent of the procedure implemented in March 1979.

Labor representatives indicated the problems were not all caused by the procedure but by management's unwillingness to abide by the procedure and either ignored it or treated it only as guidelines. The joint committee agreed that the procedure covering distribution of overtime

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Mr. J. W. Merritt
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for maintenance employees be suspended for six months beginning on April 9, except that the recording system adopted in March 1979 be retained. After six months the committee will review experience and determine the need for changes in overtime procedures.

No change was made in the procedure for operating employees; but, TVA representatives informed the Council that they would request a meeting of the committee to further consider the procedure for operating employees if the problems with it were not resolved.

TVA representatives agreed to furnish the Council information on overtime grievance cases which appear to be without substance. Labor representatives will furnish TVA information if it appears that management is intentionally ignoring overtime distribution requirements of the General Agreement.

Vary truly yours,

M. C. Hargett, Cochairman
Joint Committee on Overtime Procedure
(Operating and Maintenance)

James D. Pullin, Cochairman
Joint Committee on Overtime Procedure
(Operating and Maintenance)

cc: Executive Board of Council

Employees shall not be charged with overtime while on annual leave.

Overtime hours will be zeroed at the end of the pay year.

The joint committee on overtime guidelines will remain active. The recording procedure is to remain in effect for one year and will be reviewed at the end of a six-month period and modified if necessary.

The committee later reviewed and approved a request from Thomas H. Cash to clarify how voluntary and mandatory selections for overtime are made. The method of selection as approved follows:

	<u>Mandatory Selection</u>		<u>Voluntary Selection</u>
	Hours Worked (X OT rate) (W)	Hours Refused (X OT rate) (R)	W&R Total (T)
Employee A	100	400	500
Employee B	200	200	400
Employee C	300	0.	300

Voluntary overtime is offered to employee C because he is low in column T (300 hours). If he refuses, overtime is offered to employee B (400 hours); and if refused by employee B, it is offered to employee A (500 hours).

If all employees in column (T), Voluntary Selection, refuse, an employee with the lowest amount of overtime worked is selected from column (W) Mandatory overtime. In the example above this would be employee (A) who has 100 hours worked.

Very truly yours,

M. C. Hargett, Secretary
Tennessee Valley Trades and Labor Council

James D. Pullin, Acting Chief
Trades and Labor Contract Administration
Union-Management Relations Staff

Enclosure

cc (Enclosure):

TVA Trades and Labor Negotiations Committee
Employment Officers, Division and Field
Personnel Officers

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OVERTIME DISTRIBUTION PROCEDURE FOR TEL MAINTENANCE EMPLOYEES

As a result of a Council request at the December 1980 Wage Negotiations, a joint committee was established to provide clear and uniform overtime distribution procedures. The procedure the committee developed is included as a part of this standard practice. This procedure and the General Agreement will be used in the distribution of overtime.

211 Miller's Building

April 18, 1979

Executive Board of the Council

Gentlemen:

Following is a summary of the actions taken on February 21 by the joint committee appointed at the 44th Annual Wage Conference to resolve docket No. 17-B-26, Council request: provide clear and uniform overtime distribution procedure. Those present were J. W. Merritt, M. C. Hargett, James O. Tuten, H. F. Grovenstein, H. A. McClondon, Charles O. Roper, C. Combs, Roscoe I. Pickrell, and Clyde R. Caldwell, Jr., for the Council; and William E. Black, Jr., John C. Echerd, James D. Pullin, Thomas H. Cash, Clem C. Schonhoff, Emmett A. Lindsay, William H. Thompson, and Kenneth C. Mitchell for TVA.

OVERTIME RECORDING

Records of paid overtime worked or refused shall be kept by management in each plant and posted by classification and shift in each plant on a biweekly basis. Overtime hours shall, for recording purposes, be shown in time paid - for example: one and one-half (1 1/2) time hours shall be recorded as one and one half (1 1/2) hours for each hour worked or four hours worked will be recorded as six hours. Double (2) times shall be recorded as two times for each hour worked or four hours worked shall be recorded as eight hours. On the recording records, hours worked will be preceded by the letter "W"; hours refused will be preceded by the letter "R." Overtime refused is counted the same as hours worked. Employees who are hired or transferred into a new classification shall be recorded with an amount of overtime equal to the average of the classification on the shift.