

GENERAL LABOR –MANAGEMENT AGREEMENT

between the

BUREAU OF RECLAMATION UPPER COLORADO REGION RIO GRANDE PROJECT



UNITED STATES
DEPARTMENT OF THE INTERIOR
and the



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
AFL-CIO LOCAL UNION 611

PREAMBLE

Pursuant to Executive Order 11491, this Agreement shall govern relations between the United States, Bureau of Reclamation, Rio Grande Project, hereinafter referred to as the “Employer” and Local Union No. 611 of the International Brotherhood of Electrical Workers, AFL-CIO, hereinafter referred to as the “Union.” The Agreement applies to all nonsupervisory hourly operation and maintenance employees of the Project’s Power Field Division. Any officer specified in this Agreement may be represented by a designated alternate.

ARTICLE I

Priority of Law and Regulations

A. In the administration of all matters covered by the Agreement, the Employer, the Union, and employees are governed by existing or future laws and regulations of appropriate authorities including policy set forth in the Federal Personnel Manual; by published Bureau and Department of the Interior policies and regulations in existence at the time the Agreement was approved; and by subsequently published Bureau and Department of the Interior policies and regulations required by law or by the regulations of appropriate authorities.

Management Rights

B. The Employer retains the right and the obligation in accordance with applicable laws and regulations to:

1. Direct employees covered by this Agreement.
2. Hire, promote, demote, transfer, assign, and retain employees and suspend or discharge employees for proper cause and demote or take other disciplinary action against employees.
3. Relieve employees from duties because of lack of work or other legitimate reasons.

4. Maintain the efficiency of the operations entrusted to them.
5. Determine method, means, numbers and kinds of personnel by which such operations are to be conducted.
6. Provide reasonable standards and rules for employee safety in accordance with the needs to be met and the hazards that are encountered.
7. To take whatever actions may be necessary in situations of emergency to carry out their assigned mission regardless of any prior commitment.

C. Nothing in this Agreement shall require an employee to become or to remain a member of a labor organization, or to pay money to the organization except pursuant to a voluntary, written authorization by a member for the payment of dues through payroll deductions.

This section is not intended to preclude the voluntary payment of Union dues by cash, check, or any other means mutually agreed upon by an employee and the Union.

ARTICLE II

Duration of Agreement

This Basic Agreement shall become effective upon approval of the International Brotherhood of Electrical Workers and the Office of the Secretary of the Interior, and shall remain in effect for a period of one (1) year. Unless modified or revoked by action of the parties (with approval of the Department's Director of Personnel), it shall be automatically renewed on the anniversary date and on each anniversary date thereafter. However, either party may give written notice to the other not more than ninety (90) or less than sixty (60) days prior to the expiration date of its intention to reopen this agreement. ^{*1}

One supplemental agreement for each party may be negotiated during each annual term of this agreement, except that one additional supplement pertaining to establishment of wage rates may be negotiated not oftener than once every 52 calendar weeks. Negotiations shall begin not later than sixty (60) days after one party requests the other in writing for the supplemental agreements. Supplemental agreements, excluding wage schedules, shall be signed by the negotiating committees and referred through the Project Superintendent and Regional Director to the appropriate administrative authority at the Bureau of Reclamation headquarters for approval. Wage schedules in the form of supplemental agreements shall be signed by the

¹*As amended by Supplementary Agreement No. 2, dated May 23, 1973.

negotiating committees and referred through the Project Superintendent to the Regional Director for approval. Supplemental agreements shall become effective on the first day of the first pay period after approval (unless otherwise mutually agreed upon) and shall remain in full force and effect for the life of this Basic Agreement unless otherwise terminated or superseded. Supplementary agreements may not delete, modify, or otherwise nullify any of the policies in this governing Basic Agreement. ^{*2}

ARTICLE III

Prohibition Against Strikes

It is recognized and agreed that employees are not free to strike or interfere in any way with operations entrusted to the Employer.

ARTICLE IV

Unilateral Change Prohibition

It is recognized and agreed that the Employer or the Union will not make unilateral changes in the terms of this Agreement pending the settlement of outstanding differences through mutually agreeable procedures. Changes which may be required by paramount statutes,

²*Revised by Amendment No. 3 to Basic Agreement dated March 17, 1976.

executive orders, or regulations of appropriate authorities shall be promptly brought to the attention of the Union.

ARTICLE V

Visiting Project

A. Any non-employee Union representative must secure permission from the individual in charge of the Power Field Branch before visiting employees during duty hours.

Attending to Union Matters

B. Any employee must secure permission from his supervisor before attending to Union matters or discussing personal matters with a steward or Union official during duty hours. When permission is granted by the supervisor for release from duty to attend to such matters, Government transportation shall not be used.

Stewards

C. Stewards shall obtain permission by giving valid reason to their supervisor before leaving their work site. Upon receiving permission, they shall be authorized to perform and discharge the duties and responsibilities which may be properly assigned to them by the Union. Time spent on such activities shall be recorded by the steward. These records shall be maintained for a period of one (1)

year.

There shall be no discrimination against the shop stewards because of the performance of such duties.

The Union shall keep the Employer advised, in writing, of steward designations.

ARTICLE VI

Grievance Procedure

A. This shall be the exclusive procedure for employees covered by this Agreement to settle all grievances not excepted in paragraph E below and for settling disputes between the Employer and the Union in interpretation and application of the provisions of the Agreement.

B. Nothing in this Agreement shall preclude any employee from bringing matters of personal concern to the attention of appropriate officials under applicable law, rule, regulations, or established agency policy; or from choosing his own representative in a grievance or appellate action.

C. Any employee filing a grievance or serving as representative of another person on a grievance shall be protected from restraint, interference, coercion, discrimination, or reprisal in presenting the grievance. If any employee covered by this Agreement should choose not to be represented by the Union in presenting a

grievance, the Union shall be given an opportunity to be represented at formal discussions between the Employer and grievant or his representatives concerning the grievance. The resolution of any grievance shall be consistent with the terms of this Agreement.

Informal Presentation

D. Any employee or employees having a grievance shall present the matter informally, with the assistance of their shop steward, or privately to the Chief, Power Field Branch, before utilizing the subsequent step of this procedure. The grievance must be presented within fifteen (15) calendar days after receipt of the notice of action, or knowledge of the occurrence of the incident with which he is dissatisfied.

Matters Excluded

E. This procedure does not apply to:

1. Matters subject to final administrative review beyond the authority of the Employer.

2. Content of published policies contained in the Departmental Manual and Reclamation Instructions.

3. Non-selection for promotion from a group of properly ranked and certified candidates.

4. Action terminating a temporary promotion.
5. Non-adoption of a suggestion or disapproval of performance or honorary awards.

Formal Initiation and Content

F. Every effort shall be made to settle a grievance promptly by the supervisor under paragraph D, but if the grievance is not settled within five (5) days to be pursued it must be reduced to writing and forwarded to the Project Personnel Officer within ten (10) days. The written grievance must contain the following information:

1. Identity of grieving employee.
2. Employee's position title and office to which assigned.
3. Specific nature and details of the grievance.
4. Specific corrective action desired.
5. Name of representative, if any.

The Personnel Officer shall initiate a record of the grievance and forward it promptly to the Project Superintendent.

Consideration by Project Head

G. The Project Superintendent shall review the grievance, make inquiries he considers necessary, and give the matter full impartial consideration. If he has not settled the grievance within fifteen (15) days, it may be taken to the final step of this procedure.

Pursuing Grievance Beyond Project Head

H. The employee shall have fifteen (15) days after receipt of a reply from the Project Superintendent or fifteen (15) days after the expiration of the term stated in paragraph G to request the Personnel Officer to send his grievance to an arbitrator, which is the final procedural step. Arbitration may be invoked only with the approval of the Union, and in the case of an employee grievance, only with the approval of the employee. The party requesting arbitration shall expressly agree to share equally, with the Employer, all costs of arbitration. Failure on the part of the employee to comply with the fifteen (15) day time limit or failure on the part of the union to notify the Employer of their approval within fifteen (15) days of an arbitration request shall render the grievance closed.

Selecting an Arbitrator

I. Within seven (7) days from the date of receipt of the request for arbitration, the parties shall meet for the purpose of selecting an arbitrator. If agreement cannot be reached on an individual to arbitrate the grievance, then

either party may request the Federal Mediation and Conciliation Service to furnish a list of five (5) impartial persons qualified to act as arbitrator. The parties shall meet within three (3) days after the receipt of such list and if mutual agreement cannot be achieved on the selection of an individual, then the Employer and the aggrieved or his representative shall each strike one (1) arbitrator's name from the list of five (5) and shall then repeat this procedure. The remaining name shall be the duly selected arbitrator.

Arbitration Hearing

J. Any hearing conducted in connection with the arbitration of the grievance shall ordinarily be held during regular day shift work hours of Monday through Friday.

Arbitrator's Decision

K. The arbitrator's decision shall be confined to the provisions of this Agreement and published policies of the Department of the Interior and Bureau of Reclamation.

Either party may file exceptions to the arbitrator's award with the Federal Labor Relations Council, under the regulations of the Council.

Witnesses

L. The arbitrator shall determine witnesses whose presence is deemed appropriate. Employees serving as witnesses shall be in duty status while serving in that capacity, if they otherwise would have been in a duty status at that time. The Employer will make special effort to arrange or rearrange the work schedule so that an employee witness shall not suffer undue hardship in having to serve as a witness and also perform his work.

ARTICLE VII

Negotiations

For the purposes of negotiating matters covered in Article II, the Union and the Employer shall each be represented by a committee of not more than five (5) members. In addition to the negotiating committee, other representatives of the Union and other representatives of the Employer may be permitted to attend conferences, as observers, if facilities and conditions permit.

Prior to such negotiations the Employer or the Union may request a joint fact-finding committee and/or appropriate subcommittee as needed for the purpose of establishing relevant facts pertaining to the items to be negotiated. Consideration shall also be given to information unilaterally gathered by each party provided it is submitted to the other party for study ten (10) days in

advance of initiation of negotiations. Wage rates and related items affecting hourly employees when negotiated shall be based on operation and maintenance work of a nature similar to that performed by the Employer's Power Field Branch and prevailing in the geographic areas in which the Employer operates.

New rates of pay established by the Employer shall be valid for a period of 30 days. If the need for such rates extends beyond 30 days, they will be confirmed through negotiations between the Employer and the Union.

Working rules and rates of pay negotiated in accordance with this agreement shall, upon approval as specified in Article II above, be promulgated in the form of supplements to this agreement. ^{*3}

When voluntary arrangements, including the services of the Federal Mediation and Conciliation Service or other third-party mediation, fail to resolve a negotiation impasse, either party may request the Federal Service Impasses Panel to consider the matter. The Panel in its discretion and under the regulations it prescribes, may consider the matter and may recommend procedures to the parties for the resolution of the impasse or may settle the impasse by appropriate action. Arbitration or third-party fact finding with recommendations to assist in the resolution of an impasse may be used by the parties only when authorized or directed by the Panel.

³*Revised by Amendment No. 3 to Basic Agreement dated March 17, 1976.

Joint Cooperative Committee

The Union and the Employer shall each designate not more than three (3) representatives to serve on an employee-management cooperative committee. Such committee will meet from time to time to discuss and consider matters of mutual concern (exclusive of negotiable items, grievances, or appeals). Meetings shall normally be held once each month. Written requested may be submitted and shall contain a resume of subjects or problems to be discussed.

ARTICLE VIII

Distribution of Agreement

A copy of this Basic Agreement and all supplementary agreements shall be given to each employee of the Employer's Power Field Branch, and a copy maintained at each place where five (5) or more hourly Power Field Branch employees regularly report for work. Copies will also be provided for distribution in accordance with Reclamation Instructions. Costs of reproducing this basic agreement and supplementary agreements shall be shared equally by the Employer and the Union.

IN WITNESS WHEREOF the parties hereto have entered into this Basic Agreement this seventh day of May, 1971.

FOR THE EMPLOYER:

FOR THE UNION:

Chairman,
Negotiating Committee

Chairman,
Negotiating Committee

Member,
Negotiating Committee

Member,
Negotiating Committee

RECOMMENDED:

Project Superintendent

RECOMMENDED:

Business Manager, IBEW

RECOMMENDED:

Regional Director, Region 5

APPROVED:

APPROVED:

President, IBEW
September 9, 1971

For the Secretary of the Interior
March 24, 1972

AMENDMENT NO. 1 TO
BASIC AGREEMENT

between the

BUREAU OF RECLAMATION
RIO GRANDE PROJECT

UNITED STATES
DEPARTMENT OF THE INTERIOR

and the

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
AFL-CIO LOCAL UNION 611

Article II is hereby amended by inserting the following sentence immediately after the third sentence of Article II: "Provided that, a supplementary agreement pertaining to rates of pay may be requested in either April or May, 1972, and that negotiation of that agreement shall begin within 60 days of receipt of the request."

IN WITNESS WHEREOF the parties hereto have entered into this amendment to the Basic Agreement this sixteenth day of May, 1972.

For the
Bureau of Reclamation:

For the Union:

RECOMMENDED

Project Superintendent

APPROVED

Regional Director

May 26, 1972

Date

AMENDMENT NO. 2 TO
BASIC AGREEMENT

between the

BUREAU OF RECLAMATION
RIO GRANDE PROJECT

UNITED STATES
DEPARTMENT OF THE INTERIOR

and the

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
AFL-CIO LOCAL UNION 611

Article II is hereby amended to read as follows:

ARTICLE II

Duration of Agreement

This Basic Agreement shall become effective upon approval of the International Brotherhood of Electrical Workers and the Office of the Secretary of the Interior, and shall remain in effect for a period of one (1) year. Unless

modified or revoked by action of the parties (with approval of the Department's Director of Personnel), it shall be automatically renewed on the anniversary date and on each anniversary date thereafter. However, either party may give written notice to the other not more than ninety (90) or less than sixty (60) days prior to the expiration date of its intention to reopen this agreement.

One supplemental agreement for each party may be negotiated during each annual term of this agreement. Wage Schedules established by such supplemental agreements shall become effective on the first pay period after August 15, 1979 and in each subsequent year thereafter, assuming that the parties have agreed upon such rates prior to that date. The parties furthermore agree that the above effective date is established in order to avoid potential slippages in the establishment of subsequent wage schedules. Negotiations shall begin not later than sixty (60) days after one party requests the other in writing for the supplemental agreements. Supplemental Agreements shall be signed by the negotiating committees and referred through the Project Superintendent for approval of the Regional Director; they shall become effective on the first day of the first pay period after approval (unless otherwise mutually agreed upon) and shall remain in full force and effect for the life of this Basic Agreement unless otherwise terminated or superseded. Supplementary Agreements may not delete, modify, or otherwise nullify any of the policies incorporated in this governing Basic Agreement.

IN WITNESS WHEREOF the parties hereto have entered into this amendment to the Basic Agreement this twenty-third day of May, 1973.

FOR THE EMPLOYER:

FOR THE UNION:

RECOMMENDED:

Project Superintendent

Regional Director

APPROVED:

APPROVED:

Office of the Secretary of the
Interior
August 27, 1973
Date

President, IBEW
July 12, 1973
Date

AMENDMENT NO. 3
TO BASIC AGREEMENT

between the

BUREAU OF RECLAMATION
RIO GRANDE PROJECT

UNITED STATES
DEPARTMENT OF THE INTERIOR

and the

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
AFL-CIO LOCAL UNION 611

Pursuant to the Employee-Management Basic Agreement between the Bureau of Reclamation, United States Department of the Interior, Rio Grande Project, and the International Brotherhood of Electrical Workers, AFL-CIO Local 611, as approved March 24, 1972, and amended May 16, 1972, and August 27, 1973, representatives of the Employer and the Union agree to the following amendment:

Article II, Duration of Agreement--the second paragraph is amended to read:

One supplemental agreement for each party may be negotiated during each annual term of this agreement, except that one additional supplement pertaining to establishment of wage rates may be negotiated not oftener than once every 52 calendar weeks. Negotiations shall begin not later than sixty (60) days after one party requests the other in writing for the supplemental agreements. Supplemental agreements, excluding wage schedules, shall be signed by the negotiating committees and referred through the Project Superintendent and Regional Director to the appropriate administrative authority at the Bureau of Reclamation headquarters for approval. Wage schedules in the form of supplemental agreements shall be signed by the negotiating committees and referred through the Project Superintendent to the Regional Director for approval. Supplemental agreements shall become effective on the first day of the first pay period after approval (unless otherwise mutually agreed upon) and shall remain in full force and effect for the life of this Basic Agreement unless otherwise terminated or superseded. Supplementary Agreements may not delete, modify, or otherwise nullify any of the policies incorporated in this governing Basic Agreement.

Article VII, Negotiations--The fourth paragraph is amended to read:

“Working rules and rates of pay negotiated in accordance with this agreement shall, upon approval as specified in Article II above, be promulgated in the form of supplements to this agreement.”

IN WITNESS WHEREOF the parties hereto have entered into this amendment to the Basic Agreement this seventeenth day of March 1976.

FOR THE EMPLOYER:

FOR THE UNION:

RECOMMENDED:

Project Superintendent

Regional Director

April 6, 1976
Date

APPROVED:

APPROVED:

Director, Office of Organization
and Personnel Management
May 4, 1976
Date

President, IBEW
April 20, 1976
Date

AMENDMENT NO. 4
TO BASIC AGREEMENT

between the

BUREAU OF RECLAMATION
RIO GRANDE PROJECT

UNITED STATES
DEPARTMENT OF THE INTERIOR

and the

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

AFL-CIO LOCAL UNION 611

Pursuant to the Employee-Management Basic Agreement between the Bureau of Reclamation, United States Department of the Interior, Rio Grande Project, and the International Brotherhood of Electrical Workers, AFL-CIO Local Union 611, as approved March 24, 1972, and amended May 16, 1972, August 27, 1973, and April 6, 1976, representatives of the Employer and the Union agree to the following amendments:

Article II, Duration of Agreement--The first sentence of this Article is amended to read:

One supplemental agreement for each party may be negotiated during each annual term of this agreement. Wage schedules established by such supplemental agreements shall become effective on the first pay period after August 15, 1979 and in each subsequent year thereafter, assuming that the parties have agreed upon such rates prior to that date. The parties furthermore agree that the above effective date is established in order to avoid potential slippages in the establishment of subsequent wage schedules.

IN WITNESS WHEREOF the parties hereto have entered into this amendment to the Basic Agreement this 5th day of October, 1979.

For the Employer:

For the Union:

RECOMMENDED:

Regional Director

Project Superintendent

September 6, 1979

Date

APPROVED:

APPROVED:

Director of Personnel

October 5, 1976

Date

President, IBEW

Date

SUPPLEMENTARY EMPLOYEE
MANAGEMENT

AGREEMENT NO. 1

between the

BUREAU OF RECLAMATION
RIO GRANDE PROJECT

UNITED STATES
DEPARTMENT OF THE INTERIOR

and the

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
AFL-CIO LOCAL UNION 611

LOCAL RULES AND CONDITIONS

Pursuant to the Basic Employee-Management between the Bureau of Reclamation, United States Department of the Interior, Rio Grande Project, and the International Brotherhood of Electrical Workers, AFL-CIO Local Union 611, which was negotiated May 4-7, 1971, representatives of the Employer and the Union agreed to adoption of the following working rules and conditions:

HOURS OF WORK

The regular hours of employment of all hourly employees of the Employer's Power Field Branch shall be fixed and bulletined by the Employer at the respective places of employment on Project. Such bulletins shall indicate how these hours shall be worked in any 24-hour period. Shift changes will be given or posted no less than 24 hours in advance of time to report for the new shift. Employees so changed shall be returned to their regular shifts as soon as practicable. The above rule does not apply to personnel assigned to relief duties. The Employer will, with due regard to the necessities of continuous and uninterrupted services and economies of operation, make every effort to keep emergency or call work, overtime work, and irregular shifts at a minimum. The standard workday shall consist of 8 consecutive hours, except for meal period, provided, that notice of variations shall be given as far in advance as practicable and provided, further, that no variation shall be made solely for the purpose of avoiding overtime payments to employees who would otherwise be entitled thereto. The standard workweek shall consist of 5 consecutive standard workdays aggregating 40 hours per week, and shall be scheduled Monday through Friday, except for shift operations on around the clock work.

In any case where it is found necessary by the Employer to meet the needs of the Employer, a standard workweek of 5 consecutive standard workdays including Saturday and/or Sunday may be scheduled. Work shall be

organized insofar as possible so as to provide 2 days rest in 7, 1 of which, whenever practicable, shall be Sunday. Scheduled free days shall be consecutive whenever possible. Variations from the foregoing provisions relating to the standard workday or workweek may be provided in schedules. Whenever necessary to meet such emergencies as may arise, the Employer may call upon employees to perform work during hours or on days other than or beyond those falling within the regularly scheduled tour of duty of such employees.

SAFETY AND HEALTH

The Employer will endeavor to comply with applicable laws and regulations relating to the safety and health of employees and will take such additional steps as may be necessary to make adequate provisions therefor.

Employees shall comply with the safety rules of the Employer, including those contained in the Power System Safety Handbook, and local safety rules prescribed by the Employer.

It shall be the responsibility of the supervisor or other individual in charge of the work to determine the safeness of the work and equipment being used in the work. Supervisors shall not permit the use of improper or unsafe tools or devices.

It shall be the responsibility of the supervisors to investigate reports of and rectify unsafe practices or conditions.

TRAINING

In order that an adequate supply of competent skilled craftsmen shall be available at all time, it is agreed between the parties hereto that an apprenticeship program may be established by mutual agreement between the Employer and the Union. The terms of such apprenticeship program to be mutually agreed upon and shall at least equal the standards recommended by the Federal Committee on Apprenticeship; it shall also meet or exceed the minimum standards required of apprenticeship programs registered with the Bureau of Apprenticeship and Training of the U.S. Department of Labor.

The principal method of filling apprentice vacancies shall be the Civil Service examination for Powerplant Operator (Trainee).

PROMOTIONS, REDUCTIONS IN FORCE, AND DISCIPLINARY ACTIONS

All promotions will be made in accordance with Civil Service regulations and the Bureau promotion plans. All promotional opportunity vacancy notices shall be posted on bulletin boards as expeditiously as practical in order that all interested and qualified employees may compete for the openings.

All reductions in force will be made in accordance with the rules and regulations of the Civil Service Commission.

All disciplinary and adverse actions and related

appeals shall be subject to the rules and regulations of the Civil Service Commission and provisions of Departmental and Bureau of Reclamation Instructions.

LEAVE

Vacation schedules shall be determined by the Employer after due consideration of employee preferences. Annual leave shall be applied for and approved in advance. If an employee is unable to make his request previous to an unexpected period of leave due to illness or emergency, he shall notify his supervisor as early as possible. Absence from duty without authorization will be considered a nonpay status for the entire period during which the employee is absent.

BENEFITS

The following shall be administered in accordance with applicable laws, rules and regulations: annual leave, sick leave, leave without pay, retirement benefits, compensation for job-related injuries, holidays, unemployment benefits, social security, group life insurance, health benefits, per diem for travel away from headquarters, and other benefits as may be provided by law or regulation from time to time.

VOLUNTARY SALARY ALLOTMENTS OF UNION DUES

Employee-Union members desiring to have Union dues deducted from their pay must submit a written request for such deductions. The Business Manager of the Union is

designated to process completed authorization forms by completing Section A thereof and is responsible for ascertaining that the employee is a member of the Union in good standing. Certified authorization forms will be submitted to the Finance Officer of the Employer.

The Employer shall make such deductions from employees' wages only upon receipt of a properly executed request, in duplicate, from employees on Standard Form 1187. The original of the request shall be retained by the payroll office and the copy shall be forwarded to the Union.

The form prescribed for authorization of payroll deduction of Union dues shall be furnished by the Union.

The Employer shall effect requests for changes in the amount of allotments for the payment of dues on the first day of the pay period beginning 4 or more workdays after requests have been received.

Changes in the amount of allotments for payment of Union dues may not be made more frequently than once each 12 months.

Before the Employer may start payroll deductions for Union dues, the Union shall furnish the Employer a written schedule of regular basic biweekly dues applicable to members covered by this agreement.

A 2-cent withholding fee will be charged by the Employer for each deduction made per pay period for each employee.

The Union shall be furnished a biweekly list reflecting

the names of members for whom deductions were made and the amount of each deduction with totals on number of members, amounts withheld, and the amount of the 2-cent fee.

The Union shall promptly notify the Employer in writing when a member is expelled or ceases to be a member in good standing so that the allotment for the employee can be terminated effective the close of the pay period in which the notice was received.

Employees may terminate Union dues allotments effective at the beginning of the first full pay period after March 1, or September 1, whichever is earlier, by furnishing the Employer a written revocation.

The Finance Officer will send a copy of each written revocation received by the Employer to the Union within five workdays after receipt.

SHIFT EXCHANGES

Shift exchanges between employees assigned equal duties may be permitted in instances considered practicable by the Employer. Such exchanges must be requested in writing and approved in advance by the supervisor in charge.

Such trades shall not result in a work schedule which requires any individual to work more than 8 hours in any workday, more than 40 hours in any workweek, or more than 8 consecutive hours without rest. Trading of fractional parts of shifts shall not be permitted.

BULLETIN BOARDS

Space on bulletin boards shall be made available to the Union for posting of official Union bulletins. The use of such space shall be subject to Departmental policy as prescribed.

NEGOTIATING COMMITTEE

For the Employer:

For the Union:

RECOMMENDED:

Project Superintendent

Business Manager, IBEW

APPROVED:

Acting Regional Director
May 14, 1971