

## **Call-Outs for Service and Emergency Work**

**Section 6.** To meet the needs of customers, any employee covered under this Agreement may be called out after normal working hours or on the weekend to do service or emergency work. Employees called out after their regular workday, or on the weekend shall be compensated as follows:

- A. If employee is dispatched to another call while on his/her way home, he goes back on the clock as though he had not clocked out. When hours worked for the day exceeds ten (10) hours, he will be paid at an overtime rate of time and one-half.
- B. If employee is called out after he has been home, he will be paid at a rate of time and one-half, portal-to-portal, with a two (2) hour minimum.
- C. If employee is called out on a Sunday or Holiday, he will be paid at a rate of double-time, portal-to-portal, with a two (2) hour minimum.

## **Overtime for Service and Emergency Work**

Overtime shall be paid for all work performed over ten (10) hours of work in a day or forty (40) hours of work within a standard weekly pay period, excluding Sunday and Holidays listed in Article XIII. Overtime will be 1 ½ times regular pay, except Sundays and Holidays as provided in Article XIII, which shall be two (2) times regular pay. Section 6, Call-Out pay (above) is separate from overtime; however, there is no pyramiding of overtime and premium pay.

The first ten (10) hours of overtime per week shall be mandatory. Additional overtime shall be voluntary. There will be no mandatory overtime on any Sunday or Holiday.

All overtime must be authorized by Management. Violators will be subject to discipline.

Employees may not refuse the first ten (10) hours of overtime per week except for documented and substantiated health reason or other excuse acceptable to the Company, at its discretion.

## **ARTICLE IV** **CREW SIZE**

The crew size shall be any number of craft workers and supervision required to safely perform the work and shall be increased or decreased at the discretion of the Employer.

## **ARTICLE V** **CONFLICT OF INTEREST**

**Section 1.** Without the express written permission of the Company, an employee covered by this Agreement shall not, while in the employ of the Company, engage in bargaining unit work as set forth and described in Article 1 of this Agreement, other than work