



LOCAL 15

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Eugene G. Ganovese
Senior Asst. Business Manager

Edward J. Mac Donald
President
Business Manager/Financial Secretary

Robert A. Joyce
Senior Asst. Business Manager

CUMULATIVE OVERTIME POLICY

November 30, 1994

The following Policy shall become effective the second pay period in January 1995. This policy will supersede all other policies now in existence including the elimination of red time hours.

1. Each employee shall start the year with zero hours, plus overtime hours worked in the applicable preceding pay period.
2. If employees work no overtime in that preceding pay period, their position on the list shall be the same as the last list of the previous year.
3. Employees transferred or promoting or otherwise entering a department shall be averaged into the list.
4. Prolonged absences of 90 consecutive days or more shall be averaged back into the list.


Edward J. Mac Donald