

Vice Presidents Report
July 2009

Submitted by Craig Dameron

The last month has been busy, with the 4th of July Holiday, it brought many questions from our members.

The first question that we got was, what will happen if I call out sick the day before or after the July 4th Holiday, since it falls on a Saturday?

The response that we received from the District was that Qwest had advised them that they would take back the PDH that was given in lieu of the Holiday and that if that PDH had already been used by the member, the company would then re-cover the wages paid for the PDH.

The second question is regarding the Local Network organization. Qwest decided to treat the July 4th Holiday, since it fell on a Saturday, like any other Saturday by scheduling an "O" day. Members would still be paid at the Holiday Rate if they worked, but would also have an "O" day during the week.

Several members had signed up to volunteer to work the July 4th Holiday, but after being told they would be scheduled an "O" day, removed their name from the list of volunteers, thus causing the company to force employees via inverse seniority.

Unfortunately because the July 4th Holiday did fall on a Saturday, the company was able to schedule "O" days. We can not tell you what the company hoped to gain from this, what we do know, is that they lost all of the volunteers.

The third question that we got was around Call out Pay. Qwest advised the members that when they are called in on the weekend to work that they would be considering this as voluntary OT, and would not be paying the members from the time they left their residence to the time they returned as laid out under Call Out.

CWA Local 7800 questioned management on their reason for doing this, and were advised that the company wanted to be able to leave the clocks open on the weekends, and that in order to do this, they needed to be able to call technicians in under voluntary OT.

We presented our case to management that we felt that anytime a member was not scheduled to work and was called in, that this constituted a call out and the member was entitled to the provisions of call out pay.

The issue was taken to the bargaining agents and after talking to Labor what follows is their common understanding of what will occur.

Utilizing the list outlined in the local overtime agreement(s), the employer will call and offer people the opportunity to volunteer to work on the weekend using the volunteer list. If the employee agrees to come in and work the day, it will then become scheduled time and will be considered as voluntary overtime for purposes of the caps.

Anyone called and asked to volunteer may decline the work opportunity. The employer will then continue through the list.

If there are no volunteers, management will then utilize those employees on pager duty. If those on pager duty are called out, such time will obviously be considered as mandatory overtime for purposes of the caps.

If they need people beyond those on pager duty, they will return to the list and call people out as outlined in the local agreement(s). At this point (of a call out) while those on the list had volunteered for call-outs, such time will be considered as mandatory overtime for purposes of the caps.

It is anticipated that when those people are offered this work, it will be for a full day - voluntary or call-out. Anything less would of course be subject to the 3-hour minimum.

I assisted our Secretary Treasurer in the office on June 19th and 22nd, while Michael and Stan were attending the International Convention.

Respectfully Submitted,

Craig Dameron
Vice President
CWA Local 7800