



## *Utility Workers Union of America, Local 132*

1155 Amelia Ave, Glendora, CA 91740

Telephone: (909) 305-9802

[www.uwua132.org](http://www.uwua132.org)

[uwua@uwua132.org](mailto:uwua@uwua132.org)

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Today, an agreement was reached to settle an upcoming arbitration on Compulsory Overtime. The final agreement is below.

Under the guidelines, if there is an overtime opportunity, the Company must use a volunteer, even if that employee would incur a seventh day opportunity, ahead of mandatory, or compulsory overtime. The verbiage will allow the Company to accept volunteers from neighboring locations if there are no volunteers at the location of the overtime opportunity. But, if there are volunteers at the location of the overtime, said volunteers must be used before going outside the work location. Due to a 2013 arbitration decision, the Company can still bypass a volunteer that would incur double time in favor of another volunteer that would only receive overtime. Here are a few scenarios to provide a broad overview:

There is a need for a 7-3:30 shift to be covered on a Saturday at the Oxnard Base and no employee is available to be scheduled for the shift on straight time.

1. The only person to volunteer works Monday through Friday going into the weekend, is scheduled to be off Saturday, then is scheduled for a Sunday shift. The volunteer would get the shift, be paid overtime for the PCO, then double time for the Sunday shift (7<sup>th</sup> day).
2. Bob and Fred volunteer for the shift. Bob would get 7<sup>th</sup> day and has fewer overtime hours than Fred, who also volunteers. Due to the 2013 arbitration, Fred would get the shift.
3. Nobody volunteers for the shift. The Company can either assign compulsory overtime to an employee at the Oxnard Base, or offer the shift to a neighboring base. If a volunteer is available at the neighboring base, the volunteer would get the shift, even on double time.

If there are multiple shifts and multiple volunteers, the Company can use the overtime employees prior to using employees that would incur double time.

This agreement was reached due to a grievance filed from Customer Service Dispatch, but is effective system-wide.

Many people have worked on this grievance since the initial filing. This was a collaborative effort. I want to thank everyone that helped and lent their experience and wisdom to the process.

I know there will be questions about specific scenarios. Please do not hesitate to reach out with questions.

Regards,  
Mike Cormode  
Business Agent – UWUA Local 132  
909-305-9802 Office  
805-766-3548 Cell

