



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

1155 Amelia Ave, Glendora, CA 91740

Telephone: (909) 305-9802

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

Recently, the Union office has received several calls from members that have taken call-outs that have extended into their regularly scheduled shift. As a reminder, if you have a call-out that extends into your regular workday, you are entitled to be paid, at a minimum, either overtime or double-time to the extent necessary to satisfy the guaranteed pay for the call-out. For example, if an ETD (not on call) answers a call-out that starts at 3:45am, the ETD would be paid double time until 7:45am, then the company will only pay straight time for the remainder of their shift, if the employee does not take their nine hour rest.

There is currently an active grievance between the company and the Union about employees responding to call-outs that extend into their regular workday.

Page 52 of the CBA provides guidelines for when an employee is entitled to a nine hour rest after responding to a call-out. For a day shift, the employee must have five hours of uninterrupted rest between 11:00pm and 6:00am, or they are entitled to a nine hour rest. Therefore, in this example, the ETD should start their nine hour rest by 7:45am. If you request your nine hour rest, and are denied, request it in writing (email or text message) and get a denial in writing as well, then contact your Shop Steward or Regional Officer for follow up.

In the above example, if the ETD satisfied the reason for the call-out, then continued to work until 3:00pm to complete their shift, without requesting a 9-hour break, this the breakdown of their pay:

3:45am – 7:45am Double Time

7:45am – 3:00pm Straight Time (Minus ½ hour lunch)

Total Hours Worked: 10.75 hours

Money Earned: \$767.74. (Effective pay rate of \$71.41 per actual hour worked)

If the ETD left the field at 7:45am and took their 9 hour rest, this is the breakdown of their pay:

3:45am – 7:45am Double Time

7:45am – 3:00pm 9 hour rest on Straight Time (Minus ½ hour lunch)

Total Hours Worked: 4 hours

Money Earned: \$767.74 (Effective pay rate of \$191.85 per actual hour worked)

**In the top example, the ETD effectively worked 6.75 hours for free.**

Please take the time to read the CBA and know your rights. If you have any questions, please reach out to the office or a union representative to get clarification. Don't wait to ask your questions until days later. Take the time to make the call, in the moment, before you lose out on your rights.

In Solidarity,  
Mike Cormode  
Interim Business Agent