

T/A 11/11  
SAC  
Philip

Revised UC1- CC1 to Revised Union Proposal #44  
COORS Updates  
1/17/20

- ~~• Callout credits when working 2 hours past normal stop time for outage restoration~~
- ~~• Callout credit when working past normal stop time, and someone on the list gets called in for outage restoration~~
- If an employee is called back to work within one (1) hour of leaving (sixty (60) minutes or less), their time is NOT broken for the purposes of working into double-time, but is not charged with a decline for not accepting it.
- ~~• An employee shall not be skipped on the callout list due to rest time parameters~~
- ~~• Pre-arranged callouts shall require 24 hours' notice. If 24 hours' notice is NOT given, then a decline shall not be used against an employee for not accepting it~~
- ~~• Declined callouts for neighboring yards shall not be counted against an employee~~
- The time for a callout shall start when the employee accepts the call (40 minutes max per callout), when the Distribution employee is working the Weekend on-call schedule.
- The time for a callout shall stop when the employee gets home (40 minutes max per callout), when the Distribution employee is working the Weekend On-Call schedule.

Revise Article VI, Section 5(C)(2) by adding the following paragraph:

Distribution employees who are on the Weekend On-Call Schedule shall start their time when the employee accepts the call (40 minutes max per callout). The time for a callout shall stop when the employee gets home (40 minutes max per callout).

~~Establish a Distribution COORS breakout team to address issues within COORS that both parties may have. (i.e. neighboring yard declines, holdover credit, 24hr prearranged notice, etc)~~

Within 90 days of ratification the Company will update the COORS manual to incorporate all changes since the last publication and all changes resulting from negotiations. Revisions will be reviewed and agreed to by the Union.

~~Establish a breakout team to create a Call Out Response Document for all departments other than Distribution.~~

Revise the COORS manual definitions of Code 10 and Code 12 as follows:

**Code 10 – Pre-arranged Fill Shift - Any pre-arranged overtime offered to an employee for the purpose of filling the entire shift of another employee. Code 10 counts toward an employee's call out response record. Employees who agree to fill the entire shift but are prevented from doing so because they are required to receive rest prior to starting the shift, will be given a Code 10. It shall not be considered a fill shift if a day shift employee stays past quitting time to fill the remaining hours of a vacated SL shift on the same day.**

-

**Examples:**

-

**Example: A Trouble Tech is normally scheduled to work 0700 – 1530. The Trouble Tech accepts a fill shift for the 2300 – 0700 shift immediately prior. However, due to rest time rules, the Trouble Tech would be required to start the overtime shift at 0000 hours so he is not on rest time for his regularly scheduled 0700 shift. Code 10 would apply.**

-

**Example: A Trouble Tech is normally scheduled to work 0700 – 1530. The Trouble Tech accepts a fill shift for the 1500 – 2300 shift immediately following his shift. The Trouble Tech is prevented from working the "entire shift" simply due to the overlapping schedules. Code 10 would apply.**

-

**Example: An SL schedule is open due to vacation or there is a vacancy on the crew. Management chooses to not fill the entire shift during the week, but pre-arranges a day crew employee (or employees) to cover the hours past their normal day shift quitting time up to the quitting time of the SL crew. Code 10 would NOT apply. This would be a Code 12.**

-

**Code 12 – Pre-arranged Overtime (other than fill shift) - Used for any pre-arranged overtime which is not a fill shift. It is also used when overtime is mandatory for the whole yard. Code 12 does not count toward an employee's call-out response record. If the scheduled overtime is to be worked within 1.5 hours of regular start time, Code 18 applies.**

-

**Example: The line department at the Ops Center is currently on a 4-10's schedule, Monday – Thursday. Due to an increased workload, management**

**Revised UC1- CC1 to Revised Union Proposal #44**  
**COORS Updates**  
**1/17/20**

**mandates the yard to work a 5-10's week by adding Friday as a pre-arranged overtime day. Employees do not get credit for accepting a call out in this example.**