


**JCP&L NORTHERN REGION  
SUBSTATION DEPT  
CALLOUT/OVERTIME PROCEDURE**

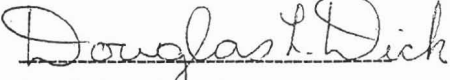
The following agreement will pertain to **Phillipsburg** and Hopatcong Substation Depts. The application of Article 5.11 **will** be utilized in the institution of this **callout** procedure. Furthermore, the Company **and/or** Union may rescind this agreement by giving the other party thirty (30) days advance notice in writing, after a minimum of ninety (90) day trial period, of it's intent to terminate said agreement. Upon termination of this agreement, the parties shall be governed by all the provisions of Section 5.11.

We **will** be utilizing a calendar style of List. Time of "Duty" **would** follow the 0700 work hour. Example... 0700 to 0700 the following calendar day. The list will be updated on a monthly basis by the clerk and forwarded to all interested parties, **including** the **RDO**. Due to the limited amount of our department resources, we will be "Doubling Up" on certain dates to allow for a shift in **weekend** schedules. This will be reflected on the **call** List. Cell phone numbers will be **forwarded** to all duty foremen, RDO, TSO; and anyone else deemed necessary. The company policy with regards to cell phone use **will** be **strictly** adhered to.

1. The on call crew **will** consist of at least two qualified UC&M personnel. **Supervision** retains the right to determine the **actual** number of employees when exceeding the above; up to two (2) – two (2) men crews.
2. If an emergent situation arises and the "call" person cannot fulfill his obligation, **he/she** will be responsible for obtaining coverage, "passing the phone", and notifying the on-call **Supervisor**.
3. Our cell phones **will** be labeled as one (I) through four (4), with the list being **forwarded** monthly to all parties involved.
4. In the event of "time off" allowances; **ie..vacation**, and floaters; the list will rotate to the next cell number.
5. If the need arises for more than the two- (2) men **crew**, for a specific assignment, the list will rotate until the number needed is satisfied as per Article 5.11 subsection (e).
6. Ninety (90) days after implementation of this agreement the company and bargaining unit will be afforded the opportunity to discuss any necessary changes pertaining to this local agreement.
7. Implementation shall be May 2,2005. This agreement **will** be **reviewed** with each **work** location and the **System** RDO. The company and union agree to meet annually to discuss the cell phone **callout** process at the local level.

  
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Local Union 327  
President/Vice President

4/27/05  
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Date

  
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JCP&L Substation  
Manager

4-27-05  
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Date