

Wharton Stores Overtime Procedure

April 20, 2005

Responsibilities

All Stores employees must be willing to work extra hours and/or irregular hours and respond to call outside regular hours when required.

Overtime work shall be equitably distributed by the Company among qualified employees who are reporting at the location, insofar as is practicable.

Emergency Callout

The method of distribution of emergency callout work is based on the number of overtime assignments and is recorded in the OCRS system.

The Morristown RDO will typically perform emergency callout of Stores personnel. In the event of extreme emergencies, callout of Stores personnel will be performed by Stores Supervision.

Planned Overtime and Emergency Continuation of Workday

The method of distribution of planned overtime and emergency continuation of workday is based on hours.

It is understood that when work is projected to run into overtime, the continuation of workday list will be used.

If a person at the top of the list is not available, or if contact cannot be made with that person, the next person in line shall be asked until the need has been satisfied.

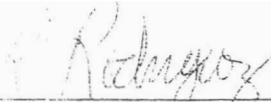
If for any reason, not enough personnel are obtained, supervision has the right to retain individual(s), in order by reverse seniority.


The list will be renewed at the beginning of each year in the order of seniority.

Supervision shall make all determinations of the size of the work force required to accomplish a task. For instance:

- The loading and unloading of three phase transformers presents additional hazards, which may require the use of two, or more, people.
- The number of personnel required for a job-site delivery may be reduced when another Department provides assistance.

All planned overtime shall be scheduled in accordance with the Summary of Agreement.


Shop Steward
April 20, 2005


Manager, Support Services
April 20, 2005