

Subject: FW: 25% Overtime Methodology

Attachments: Picture (Metafile)

Not good news

From: Blubaugh, Steve
Sent: Thursday, March 18, 2010 7:08 AM
To: Holland - Area Directors of Operations
Cc: Pilger, Sam; Micele, Frank; Ware, Scott; Rogers, Jeff (Holland)
Subject: 25% Overtime Methodology

Good Morning:

We received word from TMI last night that a new (same as the old) interpretation of the 25% overtime calculation methodology has been agreed upon with the IBT.

Using an example of a terminal which employs 100 driver/dockmen, the proper calculation is now (again) that demonstrated in the column labeled #2.

	1	2	3
Straight time hours	$100 \times 40 = 4,000$	$100 \times 40 = 4,000$	$100 \times 40 = 4,000$
Overtime hours (25%)	$4,000 \times .25 = 1,000$	$4,000 \times .25 = 1,000$	$4,000 \times .25 = 1,000$
Total Hours	5,000	5,000	5,000
Grace	40 hours (trigger at 5040 and each 40 thereafter)	50 hours (trigger at 5050 and each 50 thereafter)	90 hours (trigger at 5090 and each 40 thereafter).

According to TMI, any grievances filed while we were calculating the trigger according to the methodology demonstrated in column #3 are moot. However, I suspect that these grievances will have to be processed through a committee.

Steve

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