



May 17, 2007

**Re: David Edenfield
07-02-0018
Revised 2nd Step Response**

Mr. Joseph L. Adams, Business Manager
System Council U-8, IBEW
4314 N. Suncoast Blvd.
Crystal River, FL 34428

Dear Mr. Adams:

A second step meeting was held on February 27th regarding the subject grievance. The grievance alleges the Company violated the Memorandum of Agreement (MOA) when the Company did not include holidays as part of the week of vacation for the purposes of removing the employee from the call-out list.

Pursuant to Red Edge Letter 18, when an employee working a five day schedule requests a week of vacation, he/she is removed from the call-out list for that period of time, as well as the 2 days before and 2 days after. The Union argued that that the intent is that the employee should be entitled to the entire time off without being subject to being called from the call-out list. The fact that any part of the week happens to be a holiday, the Union contends, is irrelevant for the purposes of the call-out list.

After review of this matter, the Company agrees with the Union position, and will in the future treat the holiday the same as a vacation day in such a situation. Employees, like the grievant here, working a five day consecutive schedule who take a week of vacation will be removed from the call-out list for the entire nine (9) days, regardless of whether or when a holiday falls during that nine days off. In the instant case, the issue was ambiguous because the holidays were the first two days of the work week. Management interpreted that to mean that the vacation didn't technically begin until Wednesday. Upon reconsideration, however, management agrees that the Union's interpretation is appropriate. (Our agreement on this point however has no implications for and is not intended to address the issue of premium pay during such a time, which is addressed in detail in Red Edge 18).

The Company considers this grievance to be harmoniously resolved.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Steve C. Sublett'.

Steve C. Sublett
Labor Relations

CC:	D. Amato	L. Thurman	T. Self
	S. Shields	Grievant	D. Price
	M. McGuffee	D. Reeves	