



AFL-CIO-CLC • LOCAL 11

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TO: All NBC/NABET-CWA Local 11 Members

Because there has been some confusion caused by implementation of the OTE provisions of the NBC/NABET-CWA Master Agreement, the Union has prepared the following guideline:

LEGAL MEAL 1hr – This should not be assigned before the start of the 3rd hour and must be completed by the end of the 6th hour. An additional ½ time is paid until a meal is given or a no meal penalty is paid. 1st hour meals are explained in the OTE section.

INVASION OF THE 7th HOUR - This must be agreed to by the employee and may not be pre-scheduled. An additional ½ time is paid until the meal is given plus a \$20 penalty.

HALF-HOUR MEAL – This must be scheduled within the legal meal window (see above). You must be notified before the start of your legal meal. It can only be given 3 times per week without the employee's consent, except when there is an emergency or an unforeseen circumstance beyond management's control. There is a \$35 penalty.

OTE – The Tech Manager must inform the TD or the individual involved before the start of the scheduled meal. The OTE may be taken anytime during the shift except in the last hour. An additional ½ time is paid until the OTE is given plus a \$40 penalty. If a 1hr meal and an OTE are given, there is no \$40 payment. However a second meal penalty must be paid 4 hours after the end of the 1st hour meal and every 4 hours thereafter until an OTE is given.

Notification of an OTE must be given before the start of the 6th hour.

A 1st hour meal cannot be scheduled without a subsequent OTE.

An OTE may not be scheduled more than 3 times per week without the employees consent except in the case of emergency or unforeseen circumstances beyond management's control.

An OTE must include a reasonable amount of time for the employee to have a meal that satisfies his or her personal needs.

An OTE may not be canceled once the legal window for a 1st meal has passed without the employees consent.

Please keep accurate records concerning your daily assignments and let your Shop Steward or Executive Board member know of any irregularities or questions about your scheduled meals.

Fraternally,

Edward J. McEwan
President

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