



TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS; STATE OF UTAH

STATE OF WYOMING CONSTRUCTION DIVISION

Affiliated with the International Brotherhood of Teamsters

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The Issue of on-call and M-F/T-Sa workweeks

The problem: While the practice has been to allow on-call drivers to work five punches within six days, the CBA does not support this and there is an unresolved conflict between drivers creating seniority claims. The two methods presented here resolve the seniority conflict through prioritizing different orders of dispatching.

Relevant Contract Language:

- There are three work weeks outlined in the CBA: Sun-Thurs, Mon-Fri, and Tues-Sat.
(WRS Art. 20 Sect. 1 (a) Workday-Workweek - Feeder Drivers)

Method #1: 5 punches in 7 days

The method currently in practice allows an on-call driver to work for straight time on Mon, and if they have not passed on work, and not received five punches, to cover bid work on Saturday. This protects actual extra work on Saturday for those on the Saturday extra work list.

Method #1 starts all drivers out with equal standing to bid by seniority for extra work on Saturday. If a driver passes on available work they have disqualified themselves from claiming Saturday bid work, but may still sign up for extra Saturday work. If the Company is unable to provide a full week of work throughout the week to an on-call driver, that driver remains eligible to cover a Saturday bid run, by seniority.

The available Saturday bid runs will be awarded, by seniority, to those on a T-S week and those who were not yet offered five days of work.

The Saturday extra work will be awarded by seniority from those who have signed the Saturday extra work list.

If the on-call drivers eligible for the Saturday bid runs all pass, the remaining Saturday bid work will be offered to the Saturday extra work list by seniority.

Any unclaimed work left over at this point will be assigned in reverse seniority order from the bottom of the seniority list; to drivers without five punches.

Method #2: 5 Day Work Weeks

Method #2 relies on the existing CBA language to put all employees in a five consecutive day work week. This approach is easily defended with current language. During the weekly coverage bidding process, on-call drivers can choose a M-F or T-S workweek. The Company can limit the number of positions for each workweek.

On Monday, a driver may pass on offered work and choose to hold out for the T-S workweek at that time. Or they may pass on just Monday, but maintain the M-F workweek. The Company would retain its right to require the use of entitlements. Any driver that is not offered Monday work automatically falls to the T-S workweek. Any driver that starts on Monday, but does not get the full five days by Friday would enter Saturday's dispatch on the extra work list as it is a scheduled day off. The Saturday bid runs would be offered to the T-S on-call drivers first, then offered to the extra work list, and any remaining bid runs would be assigned in reverse seniority order. Saturday extra work would be offered to the Saturday extra work list first, then offered to the T-S on-call drivers, and then assigned in reverse order to the remaining T-S drivers.

In Method #2, if an on-call driver works on Monday, but does not get the full five days of work, they would not be eligible for Saturday bid runs until the extra work list is exhausted. Any M-F on-call driver who has passed on work offered M-F would not be eligible for the Saturday bids until that week's T-S drivers had been offered the work.

Townhall style meetings are scheduled below:

Thursday 9/4/25

0930 - 1030 - Local Meeting Hall

1330 - 1430 - Local Meeting Hall

20:00 - 0000 - On site LKEUT (room to be determined, subject to availability)

Monday 9/8/25

0730 - 0830 - Local Meeting Hall

1130 - 1230 - Local Meeting Hall

Tuesday 9/9/25

0900 - 1000 - Local Meeting Hall

1530 - 1630 - Local Meeting Hall

1830 - 1930 - Local Meeting Hall

Wednesday 9/10/25

0800 - Noon - On site LKEUT (room to be determined, subject to availability)

Thursday 9/11/25

1230 - 1330 - Local Meeting Hall

1630 - 1730 - Local Meeting Hall

More meetings may be added if necessary

Zoom will be available for the meetings at the Local


8/28/25