

ARTICLE 3 - HOURS OF WORK

(a) The workday will consist of a twenty-four-(24) hour period beginning at 12 o'clock midnight and a regular day's work will consist of eight (8) hours, exclusive of meal periods.

(b) The workweek (and pay week) will consist of seven (7) consecutive days beginning at 12:01 a.m. Saturday and the regular weekly work schedule will consist of five (5) workdays of eight (8) hours each within the workweek.

(c) Each employee will be scheduled two (2) days off during each workweek. The Company will make every reasonable effort to arrange work schedules so that, whenever practicable, those days will be Saturday and Sunday. When an employee's days off are other than Saturday and Sunday, they will be two (2) consecutive days. Nothing in this Article will prohibit the Company from scheduling Friday and Saturday as the two consecutive days off; (provided that when this is done Friday will be considered the first scheduled day off and Saturday will be considered the second scheduled day off), except that when an employee's days off are changed to Friday and Saturday, the first Saturday following the change will be paid, if worked, at the rate of time and one-half the regular hourly rate.

(d) At stations or shops where employees are required to maintain continuous operation of departments or assignments, days off ~~may either will~~ be fixed and will be determined by seniority. ~~or rotated in accordance with the preference of a majority of the employees involved, consistent with the requirements of the service. When fixed days off are selected, seniority will determine days off.~~

(e) All time worked in any continuous tour of duty, including overtime, will be considered as work performed on the workday within which the tour of duty is started.

(f) Part time employees' hours will be governed by the provisions of Article 43.

(g) Airports or individual work units may be scheduled in whole or in part on a four (4) day – ten (10) hour per day basis when mutually agreed between the Company and the Union. This agreement must be approved by the ATD Director and the Vice President overseeing the airport. When a 4/10 schedule is adopted, it will be subject to provisions outlined below:

This alternative schedule will be approved only when it involves no increased expense for the Company.

It is understood and agreed that either party will have the right to cancel a 4/10 schedule thirty (30) days prior to the next shift bid.

(h) The attachment on the following page is agreed to by the parties and is incorporated as part of this Agreement.

ATTACHMENT 3.1 ROTATION OF SHIFTS AND/OR DAYS OFF

Dennis Burchette
International Vice President
Transport Workers Union of America, AFL-CIO
1848 Norwood Plaza, Suite 112
Hurst, Texas 76054

Dear Dennis,

This will confirm our understanding that at those stations or shops that have been utilizing the rotation of shifts and/or days off for at least a period of two (2) years prior to DOS, may continue with the rotation of shifts and/or days off unless mutually agreed upon by local management and the appropriate TWU Local to utilize fixed shifts and/or days off.

Sincerely,

James B. Weel
Managing Director
Employee Relations