

ARTICLE 3 - HOURS OF WORK/SHIFT ASSIGNMENT

(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 a meal period, unless agreed to otherwise by both parties.

(b) The workweek except where provided for in paragraph (d) (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) consecutive days off during each work week. The Company will make every reasonable effort to arrange work schedules so that whenever practicable, those days will include either a Saturday or a Sunday. When an employee's days off are other than a Saturday and Sunday, they will be two (2) consecutive days off. Nothing herein will prohibit the Company from scheduling Friday and Saturday as the two consecutive days off. If those two consecutive days are Friday and Saturday, Friday will be the first scheduled day off and Saturday the second scheduled day off for the purposes of overtime, in accordance with the overtime provisions of this agreement). For each ~~five (5)~~six (6) Technicians assigned days or second shift, one can be assigned consecutive days off other than weekend days. These guidelines will be followed when operationally feasible except when a bid change results in a change of the employee's days off. When circumstances are such that the one to five ratio will not meet the depart needs due to unusual circumstances, the number of Technicians assigned other consecutive days off may be adjusted to meet the operational requirements.

(d) In work groups where employees are required to maintain continuous operations, shift assignments will be bid, in order of seniority, on the basis of posted work schedules. The scheduled work cycle will provide at least two (2) consecutive days off during each cycle.

Schedules will be bid on a sixty (60) day cycle, beginning the first Saturday of every other month, providing skill distribution between shifts will be sufficient to meet the requirements of the operation.

(e) The shift relief schedule will follow the previously stated guidelines with the days off to be locked in for the duration of the bid period unless operational needs require otherwise and a seven (7) day notice is given, or unless otherwise agreed upon by the employee. Shift relief will be used to cover schedule openings as required, due to military leave, jury duty, vacation, training, special projects and other duties which cause a gap in the shift manning levels.