

ARTICLE 21 - ROTATION OF SHIFTS / WORK SCHEDULES

(a) Subject to the requirements of the service, shifts may be rotated, fixed or bid in accordance with the preference of a majority of the employees at a particular station, shop or work unit. When fixed or bid shifts are selected, seniority will determine shift work, and days off.

(b) When shifts are rotated such shifts will be on a basis of four (4) week periods. Employees required for such shift work will be rotated on the various shifts at regular intervals in such a manner as to provide substantially equal time on all shifts for such employees except as otherwise provided in paragraph (a) of this Article. It is understood that this provision will not require the rotation of employees assigned to specialized work not subject to shift work, nor will it bar employees from voluntarily accepting steady work on afternoon or midnight shifts.

(c) When employees work more than eight (8) hours in any twenty-four (24) hour period as a result of a change of shifts due to a work schedule selection, ~~such the~~ employees will receive only straight time for the second eight (8) hours or portion thereof worked during ~~such the~~ twenty-four (24) hour period. When a 4/10's schedule is in place, the intent of this paragraph will apply.

(d) An employee hereunder who is required to report for a regular ~~tour of duty shift~~ with less than seven and one-half (7-1/2) hours after the completion of the previous regular ~~scheduled tour of duty shift~~ including overtime, will be paid at the applicable overtime rate for all time worked during ~~said the~~ second regular ~~work period shift~~.

(e) Except in extreme "emergencies", employees will be given at least seven (7) days' notice of all shift changes. In the event a seven (7) days notice is not given, employees will be paid one and one-half (1.5) times the regular hourly rate for the first day of the new shift. By mutual agreement between the Company and the employee, the seven-(7) day notice may be waived.

(f) Subject to local operating conditions and the qualifications of employees affected, Union representatives will upon request, be assigned to fixed shifts. Such arrangements will be worked out at each station by the designated Union local representative and the local manager.

(g) In the interest of simplifying and streamlining the bid selection process, the parties agree to discuss and explore an automated or online bidding process. The use of such a system will be fully discussed with the union prior to implementation.

Formatted: Font color: Blue

Formatted: Font color: Blue