

ARTICLE 25 - RECALL AND CALL-IN WORK

(a) RECALL

An employee who has been relieved from duty and has left the premises and who is recalled to duty to perform work not continuous with his next regular work period will be paid for not less than four (4) hours at the applicable overtime rate, but in no event will he receive less than four (4) hours' compensation at time and one-half his regular hourly rate. Time taken for meals will not terminate a continuous service period.

(b) CALL-IN

When an employee is called to work which commences within four (4) hours of the beginning of his regular shift he will be paid at the applicable overtime rate for all time up to the beginning of his regular shift, excluding a meal period, whether or not such time is actually worked. In the event an employee is called to such work commencing less than two (2) hours prior to the beginning of his regular shift and reports at the time designated, he will be paid at the applicable overtime rate for such two (2) hours. **The employee will be paid the applicable overtime rates (for early call in) in the event that the employee does not complete his regular scheduled shift (e.g. SK, CS off, TL, etc).**

Example:

Call-In work	0400-0800	4.0 hours (1.5X times)
Regular Shift	0800-1630	8.5 hours (1.0X times)
CS Off	1200-1630	4.5 hours
Total time worked		10.0 hours (4X1.5=6 hours+ 4X1.0=4 hours)

(c) CONTACT AWAY FROM THE STATION

When an employee is contacted outside of work by management for an operational support inquiry or a problem not related to the employee's oversight, he will be paid not less than one (1) hour at his base hourly rate. This provision does not apply to general notice phone calls, offering overtime or other administrative issues.

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

ATTACHMENT 25.1 – APPLICATION OF ARTICLE 25(b)

Agreements:

- Fleet Service
- Aircraft Maintenance Technician and Related
- Stock Clerk

Recently questions have arisen concerning the proper application of the overtime provision of Article 25 (b) of the Agreement, and its specific treatment in the event of an employee CS.

The Agreement provides that when an employee is “called in” to perform work that commences within four (4) hours of the beginning of his/her regular shift, he/she shall be paid at the applicable overtime rate for all time up to the beginning of his/her regular shift, excluding meal period, whether or not such time is actually worked.

The question at issue is the rate of pay for an employee who works four (4) hours of Early Call In in conjunction with his/her regular shift and then CS’s off during his/her regular shift having worked eight (8) hours or less including the Early Call In time.

Example:

Call In work	0400-0800	4 hours
Regular Shift	0800-1630	8.5 hours
CS Off	1200-1630	4.5 hours
Total time worked		8 hours

When the 1966 contract language in Article 25 (b) was changed in 1969 from “applicable rates” to “applicable overtime rates” there was a prospective understanding that when the Company needed to call an employee in early to perform work, such time would be at an overtime rate regardless of whether or not the employee subsequently CS’s off the remainder of his/her regular shift.

The overtime language in Article 6(a)(4) that entitles an employee to overtime rates only after he/she has worked eight (8) hours, would not apply.

Thus, in the example above the employee would be paid four (4) hours of Early Call In at 1 1/2 times his/her regular rate of pay and the four (4) hours of his/her regular shift at straight time.

At the conclusion of the 1969 contract talks Employee Relations issued an interpretive guide to the field Operating Departments in the form of a letter dated July 22, 1969. That letter is attached for your reference.

If you should have any questions regarding this bulletin, please contact me at 817-931-5352.

~~James Weel
Managing Director
Employee Relation HDQ~~

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