

**ARTICLE 26 - FIELD TRIPS**

(a) When an employee is required to perform work away from his base station on his regularly scheduled workdays, he will be paid at least eight (8) hours [ten (10) hours, if applicable] at his regular ~~day shift~~ hourly rate for each regularly scheduled workday while away from his base station, whether traveling, on call, or working. All time spent, whether traveling, on call, or working, beyond eight (8) hours [ten (10) hours, if applicable] will be compensated in accordance with Articles 3 and 6. All time spent on a field trip will be treated as work time, unless the employee is released from duty.

(b) When an employee is required to perform work away from his base station on his scheduled day off, he shall be paid at least eight (8) hours, or ten (10) hours if on a 4/10's schedule, of compensation at overtime rates, whether traveling, on call, or working.

(c) When an employee is required to perform work away from his base station on a day during which he reported to work at his base station, all continuous time, whether traveling, or working, will be computed as working time for all purposes.

(d) A period of seven and one half (7.5) hours or more during which an employee is not traveling or working will break the continuity of paid hours for overtime purposes.

(e) During the field trip assignment, the employee will, while away from his base, be paid reasonable, actual expenses for meals, lodging, and transportation as approved by operating management. Unreceipted expenses will not exceed, without the approval of the Company, the maximums established by the Company in the ~~Employee Policy Guide~~ Company Policy or any successor document. If the field trip is outside of the United States and its territories, the Company will either provide advance payment or arrange for the payment of all expenses for required work permits, temporary visas, or any associated fees required to perform the work.

(f) At a station where there is no existing procedure governing the assignment and administration of field trips, a procedure will be established.

(g) When an employee returns from a field trip he should contact his immediate supervisor. In the event the supervisor is not available the employee should contact a local member of management. Management will consider the employee's schedule while on the field trip, and based on considerations for health and safety, the Company may make a reasonable determination to relieve the employee from working the remainder of his scheduled shift, or the entirety of his shift if it has not yet begun. An employee so relieved from work will be paid his straight time rate for that portion of his shift from which he is relieved, regardless of the rate he would have received had he been permitted to work.