

ARTICLE 21 – ROTATION OF SHIFTS

(a) Whenever and wherever shifts are necessary, such shifts will be on a basis of eight (8) week periods, or shorter periods at line stations. Employees required for the shift work will be rotated on the various shifts at regular intervals in a manner as to provide substantially equal time on all shifts for the employees except as otherwise provided in Article 21(b). 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.

(b) 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.

(c) Except as provided in this Article, when an employee works more than eight (8) hours in any twenty-four (24) hour period as a result of rotation of shifts, the employee will receive only straight-time for the second eight (8) hours or portion thereof worked during such twenty-four (24) hour period. When a 4/10's schedule is in place, the intent of this paragraph will apply.

(d) An employee who is required to report for a regular ~~tour-of-duty~~ **shift with** less than seven and one half (7.5) 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 the second regular ~~work-period~~ **shift**.

(e) ~~Except in an emergency,~~ **An** employee will be given at least seven (7) days notice of all shift changes. If the employee is not given seven (7) days notice, the affected employee will be compensated at one and one half times (1.5X) his base hourly rate for the first day on the new shift. **In an emergency, this 7 day notice and time and one half (1.5X) pay provision does not apply.**

(f) In the event of a drop-in aircraft or unscheduled work only at (TULE, MCIE, AFW), it is agreed that a joint AA/TWU committee will convene and mutually establish shift starting times as necessary to accomplish the work. Employees selected/assigned under this provision will not be subject to paragraph (e) above.

(fg) A Union representative will, upon request of the Local President, be assigned to a fixed shift and days off. The arrangements will be worked out at each station by that Union representative and the local manager.