

## ARTICLE 21 - ROTATION OF SHIFTS

(a) Whenever and wherever shifts are necessary, the shifts will be selected on a one (1) year basis. Employees required for 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 paragraph (b) 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.

(b) Subject to the requirements of the service, shifts will be rotated (hours and days off through the entire work schedule), fixed (hours and days off of a particular shift line) or bid (hours and days off subject to periodic rebid) in accordance with the preference of a majority of the employees at a particular station or work unit. Days off will rotate in accordance with the preference of a majority of the employees at a particular station or work unit. Bid shifts will be selected on an annual basis in the month of September. The schedule will become effective at the start of the first Saturday in January. When rotating or fixed shifts are selected, seniority will determine shift work.

(c) Except as provided in this Article, when an employee works more than eight (8) hours **and fifteen (15) minutes** 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 **and fifteen (15) minutes** or portion thereof worked during the twenty-four (24) hour period.

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

(e) Except in emergencies, employees will be given at least seven (7) days notice of all shift schedule changes. If notice is not given, the employee will receive one and one-half times (1.5x) his regular rate of pay (excluding CS hours) for up to twelve (12) hours on the first day following the short turn described in this paragraph.

(f) Upon request, and subject to local operating conditions, one Technical Specialist Union representative, per location, will, upon request, be assigned to a fixed shift and days off. The arrangements will be worked out at each station by the designated Union local representative and the local manager.

(g) Relief shift assignments will be permitted provided no more than one third (1/3) of the work unit is on a relief assignment.

(h) The existing Shift Selection Bidding Guidelines currently in use at TUL/AFW on March 1st, 2001 (or as revised) will be used unless the Union and the Company agree otherwise. The Guidelines will be distributed to each employee for his personal reference.