

### **ARTICLE 3 - HOURS OF WORK**

(a) The workday will consist of a twenty-four (24) hour period beginning at 12 o'clock midnight and work schedules will be drawn up on the basis of eight (8) hours **and fifteen (15) minutes** consecutive on-duty hours (inclusive of meal periods). ~~The work week and the pay week will consist of seven (7) consecutive days beginning on Saturday at 12:01 AM and the regular weekly work schedule will consist of five (5) workdays of eight (8) hours each within the work week.~~

(b) The regular work schedule will consist of ~~five (5)~~ **six (6)** days on followed by ~~two (2)~~ **three (3)** days off.

(c) **An employee assigned to training will be paid as if working for no less than all regularly scheduled hours per pay period. An employee's days off may only be changed to accommodate jury duty per Article 27, or training of five (5) or more consecutive days, or Military Leave per Article 18. Employees bidding a relief assignment will be assigned to a regular shift when not being utilized in a relief capacity.** ~~Each employee will be scheduled for two (2) days off during each work week. The Company will make every reasonable effort to arrange work schedules so that, whenever practicable, those days will be Saturday and Sunday. When an employee's days off are other than Saturday and Sunday, they will be two (2) consecutive days. Nothing will prohibit the Company from scheduling Friday and Saturday as the two (2) consecutive days off (except per the provisions of Article 21(b)).~~

(d) **At each work unit where employees are required to maintain continuous operation of departments or assignments, shift assignments may either be fixed, or bid in accordance with the preference of a majority of the employees involved, consistent with the requirements of the service in accordance with Article 21.** ~~Shift rotations will occur on a twenty eight (28) calendar day basis. An employee assigned to training will be paid as if working for no less than all regularly scheduled hours per pay period. An employee's days off may only be changed to accommodate jury duty per Article 27, or training of five (5) or more consecutive days. Relief employees will be assigned to a regular shift when not being utilized in a relief capacity.~~

(e) All time worked in any continuous tour of duty, including overtime, will be considered as work performed on the workday within which the tour of duty is started.

(f) (N/A)

(g) ~~(N/A)~~ **Each employee's normal shift will consist of eight (8) hours and fifteen (15) minutes. In addition, he will be provided a fifteen (15) minute flex period. The fifteen (15) minute flex period will allow the employee to end his work day up to fifteen (15) minutes early provided all turnovers have been**

**completed and the employee has been properly relieved of duty. Likewise, the fifteen (15) minute flex period can extend beyond the normal eight (8) hour fifteen (15) minute shift up to fifteen (15) additional minutes at no additional pay in order to accomplish the necessary turnover. The provisions of Article 6 (a) (4) begin at eight (8) hours and thirty-one (31) minutes after commencement of the regular scheduled shift.**

(h) Except in emergencies, employees will be given at least seven (7) days notice of all scheduled shift changes. If such notice is not given, the employee will receive no less than one and one-half (1.5X) his regular rate of pay for the first day worked after the schedule change.