

Article 4.F.4 (new language)

4. Mandatory Overtime

a. Mandatory Overtime is overtime that an Instructor is assigned and required to work involuntarily and will only be required in an operational emergency, as determined by local management, when sufficient voluntary overtime cannot be secured to maintain the Company's operation. Mandatory overtime will be limited to the number of Instructors and hours required to cover the emergency as determined by local management.

b. Mandatory overtime will not exceed eight (8) hours past an Instructor's scheduled assignments(s) in any 24-hour period. Instructors will not be required to work mandatory overtime until the opportunity to work the additional hours as voluntary overtime has been offered to all qualified Instructors who are currently, A) at work, then B) to otherwise eligible Instructors who can report prior to the commencement of the overtime assignment. An Instructor is not subject to mandatory overtime once the scheduled end time of their assignment(s) has passed. Voluntary overtime opportunities must be posted for a reasonable amount of time before being assigned to mandatory overtime.

c. Mandatory overtime will be assigned in the following order, except that Instructors already working overtime will be assigned last.

(i) The Emergency Procedures Specialists/Emergency Procedures Instructors classification will be assigned mandatory overtime for emergency procedures instruction assignments before the Fleet Technical Instructors classification.

(ii) Mandatory overtime will be assigned to the most junior qualified Instructor who does not have another assignment that would interfere with their required rest period.

(iii) When all other options have been exhausted, mandatory overtime will be assigned in order of juniority, to qualified Instructors who may have another assignment which would result in a rest period violation.

d. If any mandatory overtime causes a rest period violation, every attempt will be made to adjust the Instructor's schedule to provide the minimum 12 hours rest, unless waived by the Instructor.

e. Instructors will not be assigned mandatory overtime during their vacation, RDO or SDO.

f. Every attempt will be made to notify Instructors on duty of mandatory overtime at least one (1) hour in advance. If one (1) hour's advance notice is not provided, the employee will receive one (1) hour of pay as a penalty in addition to the pay earned for any mandatory overtime hours worked.

g. All mandatory overtime hours will be paid at the applicable rate in accordance with the FTI and Related Agreement.