

Article 4.A.9.

9. Meal Periods

a. All scheduled meal periods are unpaid.

b. Eight (8) hour shifts will have a scheduled meal period between the beginning of the 4th and the end of the 6th hour of the shift, unless otherwise mutually agreed upon. Ten (10) hour shifts will have a scheduled meal period between the beginning of the 5th and the end of the 7th hour of the shift, unless otherwise mutually agreed upon. In work areas where it is not feasible for employees to take a meal period due to regular operational requirements (e.g., move team), employees will be scheduled for a straight 8 or 10 hour shift at the Company's discretion. ~~Part-time shifts entitled to a meal period will have the meal period scheduled as close to the mid-point of the shift as operationally possible.~~

(i) Employees must be assigned a meal period within the contractually defined meal window (between the beginning of the 4th and the end of the 6th hour of an 8 hour shift, and between the beginning of the 5th and the end of the 7th hour of a 10 hour shift) to avoid a meal penalty.

(ii) If, due to operational necessity and with the pre-authorization of management, an employee does not receive a meal period during the meal window, the options are:

(A) Management will assign and communicate a new 30 minute meal period at another operationally feasible time during the employee's shift and no remedy will be due. Additionally, the employee may request to leave work 30 minutes early. Employees will be paid for all hours worked.

(1) The employee is responsible to advise the supervisor if they wish to forego the new meal period.

(B) Forego a meal period and be allowed to leave work 30 minutes early and be paid at their straight time rate of pay for the meal period.

(1) Forego a meal period and depart work 30 minutes early, unless advised by the Supervisor of an extraordinary operational necessity for the employee to remain for the balance of the regular shift and be paid 30 minutes at the applicable rate.

(a) The Supervisor will send a brief email to the Committee Chairperson and the HR Manager describing the extraordinary operational necessity.

(b) In the event there has been a disagreement concerning an extraordinary operational necessity, the issue may be raised by the Local Committeeperson to the station HR Manager for resolution.

(C) Forego a meal period and the employee elects to remain through the end of the scheduled shift, and be paid 30 minutes at the applicable rate.

(iii) Employees who do not receive a meal period during a shift, either by employee choice or due to operational necessity, will still be subject to Task Completion and assignment to mandatory overtime based on the needs of the operation.

c. For shifts less than 8 hours and entitled to a meal period:

(i) Meal periods should be scheduled between two hours before or two hours after the midpoint of a shift.

(ii) Employees who are assigned a meal period which starts within the first 30 minutes of a shift, with the pre-authorization of management may elect one of the following options:

(A) Accept the meal period.

(B) Accept the meal period and leave 30 minutes early.

(C) Forego the meal period.

(D) Forego the meal period and leave 30 minutes early.

(iii) An employee who is entitled to a meal period and does not receive a meal period may be allowed to leave work 30 minutes early with the pre-authorization of management.

(iv) In any of the above options, employees will be paid for all hours worked.

d. Where applicable federal, state or local law mandates a more beneficial meal or break period practice, practices will be altered in that location to comply with the applicable law.

Meal Period Examples:

| <u>Shift</u> | <u>Shift length</u> | <u>Meal Period</u> |
|------------------|---------------------|--------------------|
| <u>0600-1130</u> | <u>5.5</u> | <u>0645-1045</u> |
| <u>0600-1200</u> | <u>6.0</u> | <u>0700-1100</u> |
| <u>0600-1230</u> | <u>6.5</u> | <u>0715-1115</u> |
| <u>0600-1430</u> | <u>8.5</u> | <u>0900-1200</u> |
| <u>0600-1630</u> | <u>10.5</u> | <u>1000-1300</u> |