

Article 4.D.9 (Fleet Service)

9. Mandatory Overtime

a. Mandatory overtime is overtime that an employee is assigned and required to work involuntarily, and will only be required in operational emergencies when sufficient voluntary overtime cannot be secured to maintain the Company's operation. Mandatory overtime will be limited to the number of employees and hours required to cover the emergency as determined by local management. For employees in Airport Operations, the Company or technology will communicate the reason for mandatory overtime, the seniority of employees assigned mandatory overtime, and the estimated duration of mandatory overtime based on current information.

b. Mandatory overtime will not exceed 4 hours past an employee's scheduled shift in any 24 hour period. Employees will not be required to work mandatory overtime until the opportunity to work the additional hours has been offered to all qualified employees who are currently at work, and if there are an insufficient number of volunteers, then to otherwise eligible employees whose names remain on the overtime call sign up list.

c. Mandatory overtime will be assigned in reverse bid seniority order according to shift end times, except that employees already working overtime will be assigned last. All shift end times within 45 minutes of the start of the mandatory assignment may be grouped together.

d. When assigning mandatory overtime, the Company will make a reasonable effort, if possible, to review remaining shift end times to reduce mandatory overtime durations in reverse seniority order.

e. Every attempt will be made to notify employees on duty of mandatory overtime at least 1 hour in advance. If 1 hour's advance notice is not provided, the employee will receive 1 ½ hours' pay as a penalty in addition to the pay earned for any mandatory overtime hours actually worked.

f. Employees will not be assigned mandatory overtime during their vacation periods. For this purpose, the vacation period is defined as the period beginning 24 hours after the commencement of the employee's last regularly scheduled shift before the vacation commenced. An employee may be assigned to mandatory overtime on the last regularly assigned shift prior to a vacation or DAT day, but will be placed at the bottom of the mandatory overtime list.

g. If any mandatory overtime causes a rest period violation to occur, every attempt will be made to adjust the employee's shift to provide the minimum 8 hours rest.

h. All mandatory overtime hours will be paid at the applicable rate of pay but not less than the time and one half (1.5X) rate of pay regardless of work status or hours worked. If an employee is required to work mandatory overtime on two or more consecutive days, the minimum payment for all mandatory overtime hours worked will be at the double-time (2X) rate of pay.