



EXTRA BOARD WORK RULES AND PROCEDURES

AMALGAMATED TRANSIT UNION LOCAL 1433

AND

TRANSDEV SERVICES, INC., PHOENIX DIVISION

Effective 01-16-16 through 06-30-2020

All Extra Board Operators are responsible to know and understand the rules pertaining to the Extra Board. Any questions pertaining to these procedures should be addressed to a Company or Union official.

SECTION 1 WEEKLY BIDDING

A. DETERMINATION OF OPERATORS NEEDED

Dispatch will approximate the number of Extra-Board Operators needed at each facility each week and will post these spots for bidding weekly. However, adjustments to this number may be made at bidding time if more spots are needed. After the bidding is completed, an interchange of Operators working the Extra-Board at each facility may be done when daily work schedules are being made.

B. BIDDABLE DAYS OFF

For weekly bidding purposes, all Operators working the Extra Board will have (as a default) Saturday and Sunday "South" off. A Saturday/Sunday bid will be considered a bid for any facility except for the South facility. This is to ensure Operator preferences and to encourage that bids will be submitted each week. An unsuccessful bid does not protect the Operator working the Extra-Board from being forced on to an assignment.

C. WEEKLY BID WORK

1. Operators working the Extra Board will bid for open runs, vacation runs, (See section 1E, 1 & 2 for restrictions) sick and other runs that are available each week, but once successfully bid the Operator working the Extra Board will retain the run for the full period (consecutive weeks).
2. An Operator working the Extra Board who bids or is forced on any run shall be paid and classified as a regular Operator.
3. After tabulation of the weekly bid work Dispatch will post each Thursday, all known work available for bidding. Any additions or changes made after posting shall be made on the "hot box" up to 8:00 AM the following Thursday. Work not posted for bid shall be forced for one week to the Open Extra-Board and re-posted for bid.
4. Work will not be posted in the hotbox and will not be considered known work unless the Operator's absence exceeds one (1) workweek.
5. Any time an Operator is forced or assigned on any run, the Operator can be taken off of that run if he/she successfully bids a new open run or at the time of the general bid. Operators will not be permitted to be removed from a run for reasons other than what is stated in this section without written agreement between the Company and the Union.

D. VACATION RUNS

1. All vacation runs will be posted for bid, If not bid, the runs will be assigned in reverse seniority order to the open Extra-Board. The run will be posted for a second week and, if not bid, will again be assigned in reverse seniority order. The Operators assigned to the runs on the second week of posting will remain on the runs for its duration, unless the Operator successfully bids an open run. Operators scheduled for their vacation during any week of a vacation run are prohibited from bidding on that run.

2. Operators working the Extra Board who successfully bid a vacation run will remain on the run for the duration of the vacation, unless the Operator successfully bids an open run. If, however, the Operator working the Extra Board who bid the run changes his own vacation while working the run, and such vacation conflicts with the run bid, the Operator working the Extra Board shall forfeit the duration of that run. (NOTE: Operator working the Extra Board will not retain run upon return of his vacation unless he successfully re-bids the run).

E. SICK RUNS

1. All sick runs will be posted for bid. If not bid, the runs will be assigned in reverse seniority order to the open Extra-Board. The run will be posted for a second week, and if not bid, will again be assigned in reverse seniority order. The Operators assigned to the runs on the second week of posting will remain on the runs for its duration. Operators can only bid off the runs by bidding an open run or when new Operators are added to the Extra-Board.
2. If the regular Operator on sick leave returns to work midweek, the Operator working the Extra Board will be placed on the open Extra-Board. The Operator will be given the option of keeping the same days off as originally assigned, or they may elect to have Saturday/Sunday off (provided the days off haven't already been taken). The Operator will work at the same facility for the remainder of the week.
3. If the Operator working the Extra Board is scheduled for a vacation while working a sick run, he shall retain the sick run upon returning to work.
4. Dispatch will attempt to notify Operators working the Extra Board if a status change takes place with regards to the run he bid or has been forced on. In the event the Operator working the Extra Board cannot be contacted and reports for the run at the beginning of the week, he shall be notified of the change at that time, placed on show-up and placed on to the "Open Extra-Board."
5. Attempts to contact the Operator will be made during normal office business hours (8:00 AM to 5:00 PM).
6. Temporary status changes of the regular Operator from sick to vacation shall not change the status of the run. Example- Regular Operator is out sick and is granted his vacation during his illness.

F. OPEN RUNS

All open runs (runs that are permanently vacated) will be posted for bid. If not bid, the runs will be assigned in reverse seniority order to the Open Extra-Board. The runs will be posted for a second week, and if not bid, will be assigned to the bottom Operator working the Extra-Board for the duration of the bid.

In the event the Operator already has an assignment, he will be removed from the assignment and placed on the open run. The runs from which the bottom Operators are removed will then be assigned to an Open Operator working the Extra-Board for that week, then re-posted, and the process will begin again. Operators can only bid off open runs when new Operators are added to the Extra-Board, or by successfully bidding another open run which they are eligible for.

G. OTHER RUNS

1. All "other" runs (runs excluding vacation, open, or sick) will be posted for bid. If not bid, the run will be assigned in reverse seniority order to the Open Extra-Board. The runs will be posted for a second week, and if not bid, will be assigned in reverse seniority order. The Operators assigned to the runs on the second

week of posting will remain on the runs of its duration. Operators can only bid off other runs by successfully bidding an open run or when new Operators are added to the Extra Board.

2. If the regular Operator returns to work midweek, the Operator working the Extra-Board will be placed on the Open Extra-Board. The Operator will be given the option of keeping the same days off as originally assigned, or he may elect to have Saturday/Sunday off (provided the days off haven't already been taken). The Operator will work the same facility for the remainder of the week.
3. In addition, if the Operator working the Extra-Board is scheduled for vacation while working the "other" run, he shall retain the other run upon returning to work.
4. Dispatch will attempt to notify the Operator working the Extra-Board if a status change takes place with regards to the run they have bid, or have been forced upon. In the event the Operator working the Extra-Board cannot be contacted and reports for the run at the beginning of the week, he shall be notified of the change at that time, placed on show-up, and placed on to the "Open Extra-Board."
5. Attempts to contact the Operator will be made during normal office business hours (8:00 AM to 5:00 PM).

H. BIDDABLE SHOW-UP POSITIONS AM/PM

1. The Company will utilize show-up positions, no less than one (1) per facility, per week. The Company may post these positions for weekly bidding.
2. Any biddable show-up positions will be scheduled 10:00 AM or later. The number of biddable positions is at the discretion of the Company.
3. These biddable show-up positions will have Saturday and Sunday off. Any guarantee time, if applicable, would be outlined in Article 45 and 48 of the Collective Bargaining Agreement.
4. Operators bidding these show-up positions will be considered "Open Extra-Board".

I. FORCING/ASSIGNING

1. All work not bid will be assigned in reverse seniority order to the Open Extra-Board. Open Extra-Board is defined as any Operators not holding down a run (i.e., Operators bidding North, South, or days off). The only exception is open runs that have been posted for two weeks.
2. The order to be followed when assigning work not bid:
 - 1) OPEN RUNS
 - 2) SICK RUNS
 - 3) OTHER RUNS
 - 4) VACATION RUNS
 - 5) DAYS OFF
 - 6) BIDDABLE SHOW-UP POSITIONS (Biddable show-ups, when forced, will be assigned by latest starting time in reverse seniority order)
3. In addition to following the order of assignments, when runs are assigned in reverse seniority order, they will be assigned with the most pay hours going to the least senior Operators. In the event two runs pay the same total weekly hours, the run with the earliest ending time will be assigned to the more senior Operator. This procedure will be followed within each of the above categories.

4. When new Operators are added to the Extra-Board, ALL runs forced to the Operators working the-Extra-Board will be re-posted for bid for one week.

J. MISCELLANEOUS

1. Mistakes
In an effort to remedy mistakes, the Company and Union agree to work together to minimize the impact of mistakes. Remedies are:
 - a. An Operator is assigned or bids a run, which should not have been posted. Remedy: The Operator shall be placed on the "Open Extra-Board" and have the option of keeping the original days off or may elect to have Saturday/Sunday off. In the event the mistake is not discovered until after the Operator has already had the day off, the day off will not be changed.
 - b. In the event the Operator successfully bids any run that should not have been posted: Remedy: The Operator shall be placed on the "Open Extra-Board" and will be entitled to no less than the weekly pay of that run and will also be entitled to two (2) additional hours of straight time pay for that week.
 - c. In the event a run is awarded to an Operator incorrectly (for example: an Operator with less seniority is awarded a run which should have gone to an Operator with more seniority) Remedy: The senior Operator shall remain on the assignment he was given and will be entitled to the greater pay of the runs in question and will also be entitled to two (2) additional hours of straight time pay for that week. If the runs in question are for more than one week, they shall be re-posted for bid.
2. In the event the dispatcher, while doing the weekly bid, finds a run that should not be posted, the run will be removed from the bidding process and the Operator will be given his next choice. The dispatcher will attempt to notify the Operator and the Operator will be given his next choice. The dispatcher will attempt to notify the Operator in case another bid choice was not submitted. The correction will also be noted on the weekly posting.
3. In the event a run is assigned with a tripper, but the tripper is not posted with the run on the weekly posting, the Operator shall be given the option of doing the tripper for the rest of the week, in which case he would be entitled to the full weekly pay of the Run and Tripper, or may refuse to do the tripper. If he chooses not to do the tripper, the Operator shall only be paid for the run. In the latter case, the tripper will then be assigned to the "Open Extra-Board" on a daily basis.

SECTION 2 DAILY SCHEDULING

A. GENERAL

1. All extra work will be given to Operators working the Extra-Board first.
2. Extra-Board pre-scheduled assignments will be based on seniority and availability, and shall follow all the guidelines set forth in this section.
3. For scheduling and pay purposes only, the beginning of the week, regardless of the Operator's day off, will begin on Monday and end on Sunday.
4. When additional Operators are needed Operators working the Extra-Board with pre-assigned work shall be contacted by Dispatchers and may be requested to report for additional work.

B. DAILY SCHEDULING/ROTATION/PRE-ASSIGNED WORK

1. All known work will be assigned daily by the earliest start time of the assignment and by seniority and availability; this includes show-up slots not bid out. Trippers may be excluded from the daily scheduling and may be given to available open Operators working the Extra-Board on show-up. If two or more assignments start at the same time, the assignment or combination of assignments with the earliest ending time will be assigned first.
2. Operators working the Extra-Board will not be pre-scheduled the same piece of work in any combination that they physically worked within the same week (this does not include work caught off show-up, Charters, Holidays or weekend work).
3. In the event of a computer failure, and the assignments have to be done manually, if possible, a Union representative will assist in the manual processing of the daily schedules. The manual process will follow as closely to the prescribed guidelines as possible.
4. Operators working the Extra-board being forced from any facility will be assigned by:
 1. Those Operators who originally bid the facility they are being forced to at weekly bidding time, by seniority. NOTE: These Operators will not be paid travel time.
 2. If Operators are still needed, they will be assigned in reverse seniority order. These Operators will be entitled to a total sum of twenty (20) minutes straight time pay for travel time. (in addition to any guarantee, as may be applicable, per Article 48, Run and Time Requirements). To clarify, an Operator who is forced to a different garage will be paid 20 minutes if forced daily, but if forced for the week, the 20 minute travel time will only be paid the first day.
5. Operators, when forced, shall be placed into their proper rotation and shall be assigned work as if they were normally working out of that facility.
6. Operators working the Extra-Board will be scheduled the full assignment of a regular Operator who has bid a run and a tripper, when that Operator is off for any reason (unless as identified under Section 1, K. 3).
7. When pre-scheduling work, an Operator shall have a minimum of fifteen (15) unpaid minutes scheduled between assignments.
8. Maximum day for an Operator working the Extra Board may be fourteen (14) hours when work is pre-scheduled.
9. When the Scheduler combines more than one piece of work to an Operator they will receive no more than one (1) split totaling two (2) hours. In addition, when putting work together it will be limited to a fourteen (14) hour day.
10. Show-up will be considered an assignment. Operators on Show-up may be split.

C. MAXIMUM LENGTH OF DAY/MAXIMUM SPLIT BETWEEN ASSIGNMENTS

Work is assigned by seniority, guarantee, and availability (not necessarily in this order). Availability is defined as being able to work a complete assignment without dispatching it out as a partial fill.

If an Operator is assigned and/or placed on show-up or any combination of work their assignments shall be limited to a maximum of twelve (12) hours past their initial sign on time or report time for that day. (The only exception to this rule is when an Operator, at their sole discretion, decides to accept work up to fourteen (14) hours max). This section excludes pre-assigned work as outlined in B (9) and B (10) listed above.

Following are procedures for the twelve (12) hour rule:

1. If an Operator is assigned to a run that does not extend them past their maximum twelve (12) hour day, they shall complete that entire assignment. If an Operator is assigned to a split run that extends his/her day beyond twelve (12) hours they shall only be scheduled the first piece as a partial fill. In the event the assignment is a straight piece of work that exceeds their maximum twelve (12) hours they shall start the run and be relieved and back to the garage before the end of their twelfth (12th) hour.
2. Runs that start at or after 10 AM will be considered as PM runs, and will be filled by PM show-ups. PM show-ups are show-ups slots that were pre-assigned by dispatch scheduling and begin at or after 10 AM for the start of the Operator's day. If all PM show-ups are exhausted, the first available show-up Operator will start the run and be relieved before the twelfth (12th) hour past their initial sign on time.

In the event the show-up list does not have an Operator available to assign the complete assignment to, the bubble person will start the work. The Operator will be relieved from the assignment as soon as an extra board Operator that can complete the remainder of the assignment is available. Each Operator involved will only be entitled to compensation for the work actually performed. In no event will the Operator doing the partial fill be required to fill the split portion of a piece of work while waiting for proper relief.

3. Show-up Operators may be split. Splits will be limited to no more than three (3) hours maximum.
4. In the event extra manpower exists and the Operator working the Extra Board wishes to be relieved early, they may request it. (This decision must be made by the Operator at the start of the run).

D. CALCULATION OF ENDING TIMES

1. For scheduling purposes, Operators working the Extra-Board, having pre-assigned runs, shall have an end-time equal to the actual end-time of the run.
2. Operators working the Extra-Board assigned a show-up shall have an end-time equal to the end-time of their maximum twelve (12) hour day, or equivalent to the last pull-in time, regardless of actual end-time.
3. The Dispatch Scheduler will attempt to use actual end-times for all Operators working the Extra-Board prior to the schedules being made (2:00) p.m. for the following days assignments. In other words, at (2:00) p.m., the dispatcher will use the known actual end times.

E. 9 HOUR RULE/SCHEDULED TIME OFF BETWEEN ASSIGNMENTS

1. All Operators working the Extra-Board will be off duty nine (9) hours before reporting back to work, except in emergency situations. Employees not scheduled nine (9) hours off must indicate their intention, in writing, to exercise their option prior to the end of the workday. Operators invoking the nine (9) hour rule under emergency conditions, or when out of people, will not forfeit their next day's guarantee.

2. Operators invoking this rule must call dispatch at the end of the nine (9) hours and be prepared to report within the next hour.
3. Operators will be scheduled nine (9) hours off between assignments, except in emergency situations, or when out of people.
4. Operators working the Extra-Board not assigned nine (9) hours off who invoke the nine (9) hour rule forfeit all of their pre-assigned work and shall select their next assignment, from whatever is available, at the time they call in. In the event no work is available at that time, but becomes available later, this Operator(s) must be contacted prior to any other Operator being brought in. Union official, if possible, or another Operator, will witness the phone call made by the dispatcher to Extra-Board employee.
5. In emergency situations only, dispatch may call Operators invoking the nine (9) hour rule and ask them to come in earlier, provided it was indicated on the nine (9) hour rule form. As a bonus, Operators coming in earlier will be paid 20 minutes of overtime for every full hour in which they report earlier than the end time of the nine (9) hours. This can only be utilized in emergency situations. Operators claiming the bonus must report the time to their Dispatcher.
6. Operators working the Extra-Board whose next day's assignment may entitle them to utilize the nine (9) hour rule, may request to be relieved to avoid having to use the nine (9) hour rule. Operators will only be relieved if manpower is available and on duty. Operators being relieved will only be paid for the actual work performed, and if doing a run, it shall be classified a partial fill.
7. Operators working the Extra-Board filling the work of Operators invoking the nine (9) hour rule will do all the pre-scheduled work (i.e., tripper, show-up, run, etc.)

F. GUARANTEES

1. All run and pay guarantees can be found in Article 48 of the Collective Bargaining Agreement.
2. When the Company issues guarantee time, the Operators with the earliest start time, still at the garage shall be first. (This guarantee time will not be considered time physically worked for the purposes of calculating overtime.)
3. Run and pay guarantees do not apply to operators working on their day off, or vacation.
4. In the event an operator takes an authorized absence, any applicable guarantee time shall be reduced by the amount of time taken. (Example: An operator takes four (4) hours of personal time, the operator shall still be entitled to guarantee of four (4) hours of pay for that day).

G. POSTING OF DAILY ASSIGNMENTS

1. An Extra-Board seniority roster shall be posted daily, by four (4:00) PM, showing their work assignments for the following day. The work assignments for Saturday, Sunday and Monday shall be posted by four (4:00) PM on Friday. Should an addition or change in work assignments be made after posting time, the involved Operator or Operators shall be contacted and notified of such change.
2. In the event the Operator cannot be contacted, and reports for the assignment, he shall be notified of the change at that time, placed on show-up and placed on to the "Open Extra-Board" at the time that assignment checked in.

Operators who could not be contacted during normal business hours due to a change in their assignment and two Operators show-up for the same assignment the Operator working the Extra Board will be placed on show-up as identified in Section 3E.

3. Attempts to contact the Operator will be made during normal office business hours. (8:00 AM to 5:00 PM).

SECTION 3 WINDOW DISPATCHING

A. ASSIGNMENT OF WORK

1. All extra work will be given to the Extra-Board to work by seniority, guarantee and availability (not necessarily in this order). Extra work is defined as: charters, daily open runs, vacations runs, sick runs, show-up, unassigned trippers, etc.
 - a. Assignments will be given out based on the time the assignment is scheduled to report.
2. Operators working the Extra-board who are assigned show-up will be used in the order they are placed on show-up (by time). Any assignments given to show-up Operators that do not remove them from the garage will not be considered a piece of work for rotational purposes.
3. Operators working the Extra-Board returning to the garage from a piece of work shall report to the dispatcher, and if needed, may be placed at the bottom of the rotation at that time. The Operator with the most seniority will be scheduled first. If two pieces start at the same time, the Operator with the most seniority shall have the option of selecting his next piece of work.
 - a. If two pieces of work start at the same time, the Operator, just beginning his day, shall be assigned the piece with the latest end time.
4. Outstation runs, shall be filled by show-up operators who are assigned to the outstation holding areas. Outstation holding areas that become vacant shall be considered a piece of work and assigned in rotation if needed.
5. In yard work (moving and starting buses, etc.) will not be used for rotational purposes. The Operator on the bubble will not be utilized for any of this work.
6. Operators assigned to AM trippers must contact dispatch at the completion of their tripper for possible further assignments. If two or more trippers end at the same time, the Operator with the most seniority shall sign in first.
7. Window dispatched assignments will be assigned based on the time they are scheduled to report using a thirty (30) minute window. Operator working the Extra board that are on show-up that enter the thirty (30) minute window will be assigned the work in the order they are signed in with the dispatcher prior to receiving a holding area assignment, guarantee time or being sent home for the day.
8. When work becomes available after pre-scheduled work is assigned, dispatchers shall make available all known work upon request.

B. BUBBLE OPERATORS

1. The bubble Operator is considered to be the next Operator in line for an assignment. The Operator will have a bus prepared and must remain in the dispatch area. Once this Operator is given an assignment, the next Operator in line for work will become the bubble Operator. Bubble Operators will not be excluded from the daily rotation.
2. The standby (hot) bus will be located as close to the dispatch door as possible at each facility.

C. REGULAR OPERATORS & EXTRA BOARD MISSOUTS

1. In the event a regular Operator has a miss-out, and the show-up Operator is told that the assignment will only be a partial fill, the show-up Operator will work the assignment until the regular Operator relieves him. The show-up Operator, under these conditions, is entitled only to the actual time worked, and not pay for the full run.
2. Operators working the Extra-Board, having a miss-out on a pre-assigned run, may also be brought in and placed back on their original assignment, and could forfeit any run and pay guarantee under Article 48 of the Collective Bargaining Agreement.

D. EMERGENCY WORK/OUT OF PEOPLE

1. Emergency work is any work that becomes known after the daily schedules have been posted. Open Extra-Board Operators shall be called in by seniority and availability to do this work.
2. Open Extra-Board Operators who know that they will be in the drivers' lounge and would like to work in case of an emergency, must sign in with dispatch.
3. In the event there is not enough lead time for the dispatcher or Operator to utilize the above procedures, dispatch will use the closest available Operator to perform the emergency work.
4. If an Extra-Board Operator is brought in for work, under these conditions, he shall retain his regular scheduled assignment provide no conflicts exist.
5. Dispatch will contact the dispatcher at the other facility to see if there are any "Open Extra-Board" Operators available, prior to using day off or regular Operators. Operators assigned any work at another facility shall be paid travel time to and from the other facility.

When shuttling Operators between the garages the shuttle will be considered a piece of work. If two or more Operators are using the shuttle, the Operator driving the shuttle will be place at the bottom of the rotation.

E. OPEN EXTRA-BOARD AND REGULAR OPERATORS ASSIGNED SAME WORK

1. In the event an open Operator working the Extra-Board is assigned, bid, or is forced on a piece of work, and the regular Operator reports for the same piece of work, the regular Operator will be placed on the assignment. The Operator working the Extra-Board shall be placed on show-up at the start-time of the assignment and shall be guaranteed pay, equal to the assigned piece of work. In addition, the Operator will be entitled to two (2) additional hours of straight pay for that day.

F. HOLDING AREA PROCEDURES

1. Assignments to the holding area will be based on the Operator's show-up times. Dispatchers will begin sending Operators to the holding areas after the first pull out every day provided Operators are available and all known work up to this point has been assigned.
2. Operators working the Extra-Board in the holding area, at the end of the day, shall be sent back by their earliest report times for that day. The Operator who has the earliest report time for that day shall be sent back first. For example: there are three Operators in the holding area, one Operator started their day at 4:30 AM, another at 1:30 PM, and another at 2:30 PM. The Operator with the 4:30 AM, report time would be sent back first, then the 1:30 PM, and finally, the 2:30 PM, regardless of seniority.
3. Any vacation, regular, or day-off Operators working overtime, shall be sent back to the garage first, in that order. If, at the end of the day, the only Operators left in the holding area are vacation, regular, or day off Operators, they will be sent back in reverse seniority order. Vacation Operators will always be sent back first.

SECTION 4 CHARTERS/SPECIAL EVENTS

A. REQUEST CHARTERS

1. Open Operators working the Extra-Board assigned to requested charters will not fall into the normal days' rotation, but may be assigned work prior to or after their requested charter.
2. Operators, at any time, have the right to refuse to operate a requested charter, however, they shall surrender that particular charter for the remainder of the year.
3. Operators off on time off granted by contract (including sick) will not be required to operate requested charters unless they so choose and will not forfeit their charter.

SECTION 5 GENERAL RESPONSIBILITIES

A. UNDERSTANDING OF EXTRA-BOARD WORK RULES

All Operators working the Extra-Board are responsible to know and understand the rules pertaining to the Extra-Board. Any questions pertaining to these procedures should be addressed to the Company and/or Union official.

B. BUS CHANGES

It is the responsibility of the Operators working the Extra-Board to perform bus changes. In the event while doing a partial fill for a shut-down bus and the Extra-Board Operator meets up with the regular Operator in route the Operator's shall exchange buses at that time and the Operator working the Extra-Board shall stay with the bus that is out of service.

SECTION 6

GENERAL

A. REGULAR OPERATORS RETURNING TO WORK

When regular Operators return to work, Operators working the Extra-Board who are working those Operators sick runs or other runs, shall be placed on the Open Extra Board and will be given the option of keeping the same days off as originally assigned, or they may elect to have Saturday/Sunday off, provided the day off hasn't already been taken. This Operator will work at the same facility for the remainder of the week.

B. TIMESLIPPING

1. Time slipping is an Operator's way of claiming they feel a misunderstanding has occurred.
2. Before submitting a time slip, Operators should review the Extra-Board Work Rules & Procedures and then check with the dispatch office or the Union official to see if, indeed, a misunderstanding has occurred.
3. All time slips must be submitted on the proper time slip form. Forms may be obtained from dispatch.
4. The dispatch office will review the time slip form with the Operator or a Union representative within forty-eight (48) hours, excluding time off granted by contract.

C. VACATION

When an Operator working the Extra-Board takes his vacation, he shall be paid according to Article 13, Vacations, in the Collective Bargaining Agreement.

D. EXTRA-BOARD DAY OFF

Operators working the Extra Board, on their days off, will be considered as other day off Operators.

E. MODIFICATIONS TO WORK RULES

Any change to the Extra Board Work Rules and Procedures must be done in compliance with the Collective Bargaining Agreement.

F. FOUR DAY-TEN HOUR SCHEDULE

1. Assignments can range between 8:00 and 10:00 hours. Assignments less than ten (10) hours will have make-up time to ensure at least ten (10) hours pay per day is guaranteed. Assignments exceeding ten (10) hours will pay 1 ½ hourly rate for all time exceeding ten (10) hours.
2. Show-up Operators are eligible to perform eight (8) hour runs (Refer to section one (1) for guarantees).
3. The maximum spread time on four (4) day-ten (10) hour assignment is twelve (12) hours, unless the run was pre-assigned (see Section 2.B.9).
4. A four (4) day-ten (10) hour assignment can carryover between two (2) working days. (i.e., a straight assignment can go past midnight, and a split assignment can start on one day and finish on the next day. All other rules still apply.)

5. Operators working the Extra Board who bid a five (5) day work week will be paid overtime after eight (8) hours if they do a ten (10) hour run on a daily basis. If they do the ten (10) hour run on a weekly basis, they will be paid as to the run time listed in the bid book. Operators working the Extra-Board who bid a four (4) day workweek will be paid overtime after ten (10) hours.
6. Vacation time for Operators working the Extra-Board on a four-day workweek shall be shall be paid according to Article 13, Vacations, of the Collective Bargaining Agreement.
7. Operators working the Extra-Board holding down a four-day workweek shall be paid ten (10) hours for those holidays outline in (Article 36 Holiday Pay).
8. All four (4) day-ten (10) assignments will have at least two (2) consecutive days off. The Company will strive to make as many ten (10) assignments with three (3) consecutive days off whenever possible.
9. Should a controversy arise that cannot be resolved by discussion between the Union and the Company, they can agree to go through the grievance policy or if either side so desires they may, in writing, demand that this whole section on the four (4) day-ten (10) hour work week be discontinued and we would go back to the traditional eight (8) hour-five (5) day work week.

If this demand is made by either party, it is agreed that this change would not take place until the next bid with at least ninety (90) days for the Scheduling Department to make changes. If there are not ninety (90) days available, the Scheduling Department may elect to go one more bid if the time is needed to make these changes.