

XNA Overtime Policy

Article 11 of the Labor Agreement describes what overtime is and indicates the manor in which Mechanics shall be paid. The Company and Union are establishing the following policy for the selection of Aircraft Mechanics for overtime.

Selection

1. The Supervisor / Union Member will call Mechanics / Crew Chiefs signed up in the overtime book for that shift and date, for overtime in inverse order of accrued overtime.
2. If no Mechanics are signed up or all signed up have been called, the Supervisor / Crew Chief may call for volunteers in order of seniority.
3. If the Company requires a Mechanic to work after their shift ends for more than two (2) hours, the Company, at the Supervisors discretion, will attempt to contact volunteers who signed up for overtime on their days off to relieve those persons asked to stay.

Restrictions/Guidelines

1. An overtime sign up book will be located in the Supervisor / Crew Chief office. This book will be maintained by the employees.
2. All Mechanics / Crew Chiefs wishing to be considered for overtime shall sign up in the overtime book, enter a phone number to be called at and their preferred shift to work.
3. No employee is to sign up for overtime 7 ½ hours prior to or after a scheduled shift, on a vacation day or a regular scheduled workday.
4. Bi-Weekly the Company will make available an overtime accumulation log of overtime accrued by all station Mechanics and Crew Chiefs.
5. A new hire or transferee will assume the station average as far as overtime accrued when placed on the overtime accumulation log.
6. All overtime accrued by an employee will be computed and added to the overtime accumulation log.
7. If an employee accepts overtime and does not show up, this will be considered as a "No Show" and be tracked on their attendance record.
8. To document overtime work call outs, there will be a call out log maintained for fourteen (14) days. This log will include the employee's name, date, time and the employee's answer or reason they could not be contacted. A Supervisor and a Union Member will sign this log. If Mechanic calls back prior to the required number of Mechanics accepting the work, it will be offered to them.
9. Provisions of the TWU contract remain applicable unchanged and are not in any way deemed to be voided or amended by this policy.