

SGF Overtime Policy

Article 11 of the Labor Agreement describes what overtime (OT) is and indicates the manner in which it will be paid. The Company and the Local Union are establishing the following policy for the selection of OT for Title I (Aviation Maintenance). All Springfield (SGF) work shall be granted to SGF employees covered under the TWU labor agreement, provided qualified employees are available and willing to work the OT. All Transport Workers Union (TWU) represented maintenance employees working at SGF will adhere to this policy.

Article I. Selection

Overtime work shall be distributed among employees qualified to perform the work necessitating OT as equitably as practicable.

The master OT list will be maintained in the Supervisor's office. There will be a combined tech crew chief (TCC/crew chief (CC) list and a mechanic list for reasons of call out order explained later in the policy.

The Union will call in employees signed up in the OT book for that shift and date according to job classification and in inverse order of accrued OT. If a CC is needed, a CC sign-up list will be called first and then upgrade from floor.

During the call process, a message will be left including a description of the OT and a number where the employee can call back. If the employee calls back before the required number of employees is reached, that person will be offered the OT.

In the interest of safety, to be eligible for OT, the employee must have a minimum of seven (7) hours of rest since the end of their last shift. If the sign-up list is exhausted without any volunteers, the Company is not bound by the OT policy and can call anyone.

Restrictions/Guidelines

An OT sign-up list will be located in the hangar OT board. An OT sign-up list will be posted one (1) week in advance to allow personnel to sign up. The completed list will be secured behind the OT board on the Friday before the week begins and will remain in effect for two (2) weeks. Personnel on vacation the previous week will be allowed to access the secured OT list under supervision oversight and allowed to sign up for OT desired on their first day back from vacation.

The OT list will include the employee's name, contact telephone number, occupation, and OT hours worked. The order of the list will be by OT hours worked and then by seniority.

If an employee **accepts overtime and then later declines it**, they will have hours added to their running total of OT on the OT call list equal to the hours offered them or the amount worked by another employee who accepted the OT (whichever is less). (Revised: effective 1/1/16).

Year-to-date OT hours will be published bi-weekly by the Company. The Company will be responsible for any and all errors on the OT list including how the list is called. All OT call-ins are to be conducted by a Union steward if available. In the absence of a Union steward, any Union personnel can perform the OT call-in.

If special qualifications are required, only those with the needed qualifications will be called from the sign-up sheet or OT list (i.e. taxi/run-up to towing or RVSM release).

TCC OT will only be offered to qualified TCC's that are on the sign up sheet for that day.

CC OT will be offered to both CC's and TCC's that are on the sign up sheet for that day. To be considered eligible for the overtime the CC/TCC must be able to work the entire scheduled shift. (example: If a CC is needed for the third shift, then they must be able to work as 3rd shift CC for the entire timeframe 2100-0730). In the event no one on the combined CC and TCC sign up lists accepts the overtime, a mechanic may be upgraded from the floor at management's discretion. (Revised 11/6/09).

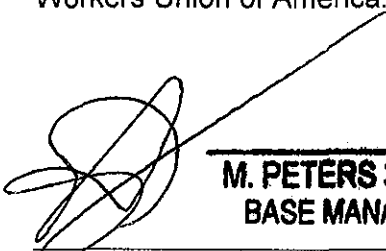
For maintenance issues, mechanics will be considered first then followed by a combined CC/TCC sign-up list, while still adhering to the sign-up list (i.e., if four (4) mechanics are signed up and two (2) CCs, the four (4) mechanics will be offered the OT first, followed by the CCs).


New hire/transferee will assume the station average as far as OT accrued when placed on the OT list.

All OT accrued by an employee will be computed and added to the OT accumulation list within five (5) business days of the end of the pay period.

No employee will sign up for OT on a vacation day or holiday off, including during a regularly scheduled shift when on a CSO.

In the event that all other resources have been exhausted in SGF, the Company reserves the right to institute mandatory OT or bring in employees from another base. This will be in accordance with Article 11 of the contract between American Eagle Airlines and the Transport Workers Union of America.


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