

OVERTIME ROTATION SCHEDULE
Memorandum of Agreement
Between
569 AMXG (Paint and De-Paint) and AFGE Local 916

This Memorandum of Agreement (MOA) provides direction and guidance for weekend overtime rotation for the Paint and De-Paint sections in 569 AMXG. This memorandum is for weekend overtime and does not change or alter the scheduling of weekday overtime. Weekday overtime will continue to be proffered in accordance with Article 8 of the 2019 Local Supplement Agreement.

Management will divide all paint and de-paint employees into two work crews based on requisite skill and qualification, known as Crew A and Crew B. Each work crew will include employees from Day shift, Swing shift and Grave shift and will be split evenly, when possible. The work crews will alternate working weekend overtime and each employee will be directed to work both Saturday and Sunday, every other weekend. This will allow each employee to work weekend overtime twice each month on a set schedule and be free from working overtime twice each month on a set schedule.

At no time will an employee be directed to work weekend overtime on their scheduled free weekend. However, when workload permits a volunteer roster will be initiated to fill additional overtime slots. This roster will include employees from the work crew not directed for the weekend overtime and will be maintained in accordance with Article 8 of the Local Supplement Agreement. Management will post the number of overtime slots available for volunteers.

Employees have the right to request a hardship exemption for the directed weekend overtime. All requests must be in writing. Management will consider the requests on a case-by-case basis and provide a written decision to the employee. Approved hardship requests will not influence an employee's assigned weekend overtime. Unless a valid reason exists, all hardship requests must be sent to management in writing for approval before close of business on Tuesday prior to the directed overtime. All hardship requests will be considered on a case-by-case basis. Management will provide a response to the employee in writing normally not later than the close of business the next workday. No swapping of directed overtime assignments will be approved.

Management will post the list of A and B crews for employee awareness and once posted the crew assignment will be final. The Union and Management reserve the right to reopen or cancel this MOA at any time, however, both parties will provide a two-week notice in writing to the other party before cancellation. Employees will be provided a two-week notice prior to any changes or cancellation.

KRISTOPHER CAMIL (date)
AFGE Local 916

NIKKI FRAZIER (date)
Labor Relations Specialist