

## Article 4 Premium Payments

The term '**voluntary**' and '**mandatory**' define how overtime premiums are paid. The Agreement provides for premium rates of pay for **hours worked** in excess of:

**Section 4.3 Daily Premium** – time and one-half for all hours worked after 8 in a calendar day<sup>7</sup>,

**Section 4.4 Forty Hour Premium** – time and one-half for all hours worked beyond 40 in a calendar week<sup>8</sup>,

**Section 4.5 Forty Nine Through Fifty Five Hours** – double time after 49 hours worked for non-volunteers, time and one-half for volunteers between 49 and 55 hours worked in a calendar week.

**4.6 Fifty Five Hour Premium** – double time for all hours worked by a volunteer after 55 hours worked in a calendar week.

### **Section 4.5. Forty Nine (49) through Fifty Five Hours**

A Premium shall be paid at the rate of two (2) hours pay for each hour worked after working forty nine (49) hours in a calendar week. The premium rate of pay for each hour worked shall be determined based on whether the time worked is considered voluntary or mandatory overtime, subject to the following:

1. Voluntary: Employees who voluntarily work overtime shall be paid premium at the rate of one and one-half (1 1/2) hours pay for each hour worked on a voluntary basis after working forty nine (49) hours in a calendar week.
2. Mandatory: Employees who are required to work mandatory overtime shall be paid premium at the rate of two (2) hours pay for each hour worked on a mandatory basis after working forty nine (49) hours in a calendar week.

Employees who initially accept a voluntary overtime work assignment may subsequently decline the opportunity when a minimum of twenty-four (24) hours notice is provided to the Company prior to the start of the scheduled overtime. Under extenuating circumstances, the Company may, at its discretion, release the employee from working the voluntary overtime work assignment when less than twenty-four (24) hours notice is provided.

Table 1 (below) outlines the times reported that “count”, or accumulate, toward each of the three additional hours situations. It also describes several typical time reporting provisions in which the time does not count toward premium payments. Table 2 (below) reflects the rates of pay for each of the three additional hours situations, as well as the premium rates for hours worked on specific bargained-for days of the year.

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<sup>7</sup> Calendar Day – Shall be one which starts during the period of time at or after midnight and ends prior to midnight of that calendar day.

<sup>8</sup> Calendar Week – Seven (7) consecutive days, Sunday through Saturday

For purposes of this Section, all actual work time, except time worked for which employee received a premium payment under Sections 4.3 (Daily), 4.8 (Sunday), and 4.10, shall be included in computing the forty (40) hours worked in a calendar week:

**Table 1 - Computing Premiums**

| <b>Time Considered in Computing Premiums</b> | <b>Daily Calculation</b> | <b>40 Hour Calculation</b> | <b>49 Hour Calculation</b> | <b>55 Hour Calculation</b> |
|--|--------------------------|----------------------------|----------------------------|----------------------------|
| Actual Work Time                             | YES                      | YES                        | YES                        | YES                        |
| Paid, Not Worked --                          | NO                       | YES                        | YES                        | YES                        |
| Holiday Worked                               | YES                      | NO                         | YES                        | YES                        |
| Christmas Eve/ New Year's Eve                | YES                      | NO                         | YES                        | YES                        |
| Company Designated Personal Days             | NO                       | YES                        | YES                        | YES                        |
| Paid Time - Union/Mgmt (UAP)                 | YES                      | YES                        | YES                        | YES                        |
| Paid Time -- Sickness                        | NO                       | NO                         | NO                         | NO                         |
| Paid Time - Grievance Meetings (UAP)         | YES                      | YES                        | YES                        | YES                        |
| Paid Personal Time                           | NO                       | YES                        | YES                        | YES                        |
| Daily Overtime                               |                          | NO                         | YES                        | YES                        |
| Vacation                                     | NO                       | NO                         | NO                         | NO                         |
| Sunday Work Time                             | YES                      | NO                         | YES                        | YES                        |
| Jury Duty                                    | YES                      | YES                        | YES                        | YES                        |