

LOCAL LODGE 706 OVERTIME RULES

AS REVISED:

04/09/1970	02/10/1977	08/15/2017
09/09/1971	04/19/1989	05/21/2024
06/14/1973	12/15/1998	
01/10/1974	02/17/2015	
01/09/1975	06/23/2015	

MACHINIST AND MACHINIST HELPER OVERTIME CALL RULES:

ARTICLE I

Section 1. Overtime

When overtime is required to complete a job, the employee performing the work may be held not more than two (2) hours and 40 minutes beyond the close of his shift to complete the work without calling an employee from the overtime roster as per rule 8 (g), and arrangements made with the Overtime Caller to work such employee.

ARTICLE I

Section 2, Overtime request:

Overtime will be called as per request of Local Management to fill known vacancies of two or more days due to sickness and or vacations by specifying the job or position to be filled. Overtime may be used for unexpected vacancies and additional manpower. This is to say that the distribution of overtime shall be governed by the number of vacancies that local management may elect to fill by calling in overtime Machinists.

* A ("known vacancy") is defined as a job called by the carrier prior to the start of the shift.

* An ("unexpected vacancy") is defined as a job called at the time or after the shift line up.

ARTICLE I

Section 3. Shift Overtime equalization:

When the shop is overloaded with work, such work defined as:

- A) Back log of locomotives waiting to get into the shop for repairs.
- B) Project work requiring additional manpower.

All overtime for the aforementioned work shall be equally divided among all three shifts.

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ARTICLE I

Section 4. Blanking of Overtime..

If the request by Local Lodge No. 706 as identified in Section 3 (a), (b) of this Article 1 is not honored by Local Management and the overtime call is not equalized on all three shifts, then the overtime shall be blanked by this Local Lodge. At the discretion of the board.

ARTICLE I

Section 5. Exclusions:

The calling of Machinists to work a specified job (e.g. Wheel Truing, Drop Pit, Leadmen, Welder, Federal, and all Rule 56 jobs) in which the Machinist accepting such overtime must be fully qualified as per Rule 8 (b) of the Controlling Agreement shall not be affected by the provisions of Sections 2, 3 (a), (b), and 4 of this Article.

ARTICLE II

Section-1 Overtime Roster

Each shift shall make up their own overtime roster, which shall be kept up to date by Overtime Caller of that shift. Each shift overtime roster shall be arranged by rest days in shop seniority order. Overtime callers who do not perform duties correctly are subject to removal by the Local Lodge.

ARTICLE II

Section 2. Bumping and Bidding

A Machinist will carry their overtime numbers with them when bidding or bumping from one shift to another. The overtime record sheet for any Machinist so bidding or bumping from one shift to another will be transferred with the Machinist from one shift record book to another. New hires/new Journeymen (to include apprentices coming out of their time), and those returning from LOA, MLOA, will be assessed the average number of turns for a gang or set of rest days plus one turn not to include any penalty turns or relief Foreman turns.

ARTICLE III

Section 1. Calling Overtime

Overtime Callers, when calling overtime or Holiday Overtime shall call Machinists by their overtime number (Turns) according to shop seniority from the shift overtime roster starting with the low number first and calling up through the overtime numbers until all Machinists are exhausted.

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ARTICLE III

Section 2. Calling daily Overtime

Overtime shall be called from Machinists on their sixth day, after exhausting all sixth day Machinists from the roster and the overtime quota has not been filled, the Overtime Caller shall call seventh day Machinists who are on the job unless informed by the Machinist to call them for overtime at home.

- A) This rule does not prevent the Overtime Caller from calling overtime two days in advance when circumstances will allow.

ARTICLE III

Section 3. Double Over Roster

In the event that Overtime Caller have COMPLETELY EXHAUSTED all Machinists on their sixth day and seventh day as listed on the shift overtime roster, the Overtime Caller may call Machinists from another shift as follows:

- A) Overtime Callers may call Machinists to fill overtime quota from a special list of Machinists who are available to work a double shift or another shift. The Machinists whose names appear on this list shall be called by low overtime numbers first in shop seniority order. The special list of names shall be posted in the Union Locker at the shop and shall be kept current by the Committee, showing machinists' name, shift assigned, overtime turns rest days, and shift available to work. Overtime Caller shall notify the Machinist when their name has been logged in the General Foreman's overtime book. Choice of days to be called for Overtime Shall be allowed and notated on the card, however No Job preferences choices shall be allowed.
- B) A Machinist who is called three (3) consecutive times from the Double Over Roster with no answer, may be removed from the Double Over Roster signed up for by the Overtime Caller. It is the Machinist's responsibility to reapply their name to the Double Over Roster, once it is removed.
- C) Shift Overtime Caller shall see that the Local Chairman or their Assistant are properly notified of all overtime being called on their shift. They shall also advise management that they should confirm the overtime call for their shift with the Local Chairman.
- D) The Local Chairman or his Assistant, or the Overtime Caller, shall be notified whenever it is necessary to call overtime Machinists from the Double Over Roster, as per Article III Section 3 (a).

ARTICLE III

Section 4. Apprentice daily Overtime

In the event that Overtime Caller have COMPLETELY EXHAUSTED all Machinists from the

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double list, the Overtime Caller may call Apprentice Machinists as follows:

- A) Remaining overtime shall be called from Apprentice Machinists on their sixth day, after exhausting all sixth day Apprentice Machinists from the roster and the overtime quota has not been filled, the Overtime Caller shall call seventh day Apprentice Machinists who are on the job unless informed by the Apprentice Machinist to call them for overtime at home.

ARTICLE III

Section 5. Double Over Roster

In the event that Overtime Caller have COMPLETELY EXHAUSTED all Apprentice Machinists on their sixth day and seventh day as listed on the shift overtime roster, the Overtime Caller may call Apprentice Machinists from another shift as follows:

- A) Overtime Callers may call Apprentice Machinists to fill overtime quota from a special list of Apprentice Machinists who are available to work a double shift or another shift. The Apprentice Machinists whose names appear on this list shall be called by low overtime numbers first in shop seniority order. The special list of names shall be posted in the Union Locker at the shop and shall be kept current by the Committee, showing machinists' name, shift assigned, overtime turns rest days, and shift available to work. Overtime Caller shall notify the Apprentice Machinist when their name has been logged in the General Foreman's overtime book.
- B) An Apprentice Machinist who is called three (3) consecutive times from the Double Over Roster with no answer, may be removed from the Double Over Roster signed up for. It is their responsibility to reapply their name to the Double Over Roster, once it is removed.

ARTICLE III

Section 4. Overtime

The term Overtime shall be defined to mean a Machinist called to work (an) overtime (vacancy). They (may) be utilized by the carrier where needed. All Overtime Machinists will be assigned from the Overtime area called for.

Assignment: Overtime may be required to fill any vacancy with the understanding that the Regular Gang Machinists have 1st choice on positions that need to be filled, per area called for. (LMB, RRB, DSF, etc.) Shop Seniority shall control such assignment. Thereafter all remaining open positions shall be filled by machinists called to work overtime by shop seniority.

- A) Example: If Carrier elects to call three overtime jobs, (three vacancies), and said vacancies are filled with overtime machinists, and at the time of assignments (line up), two (2) more jobs (farm outs) need to be filled, it is understood that the regular gang machinists will have preference of jobs needing to be filled by seniority. If no

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regular gang machinist elects to fill remaining jobs, those machinists on overtime will be required to fill them.

- B) Backfilling: It is further understood that an Overtime Machinist may not be used to backfill a Regular Gang position unless such position was vacated by voluntary means. (It is understood that this excludes Regular Gang & Overtime machinists working specified jobs, e.g.: Wheel Truing, Drop Pit, Leadmen, Tool Room, Welder, Federal, Rule 56 jobs etc.) Any regular Gang Machinist that voluntarily vacates a specified job will be assessed 5 penalty turns. The specified job was bid upon and must therefore be protected by said Machinist.

ARTICLE III

Section 5. Late Job Assignments:

When it becomes necessary to fill additional positions after the main daily shift line up has ended, such positions shall be filled as outlined and in the order listed below:

- A) By voluntary assignment from the Regular Gang or Overtime Machinists.
- B) By the youngest Overtime Machinist assigned to work the Regular Gang.
- A) By the youngest Regular Gang Machinist after all Overtime Machinists removed from the Regular Gang.

NOTE: This rule does not require the Regular Gang Foreman to reassign his original job line up in order to fill such additional positions.

ARTICLE III

Section 6. Late for work

Employees who are late for work, and do not attend initial line up at the start of the shift will be assigned to work such positions as may be open. It is further understood that a Overtime may not be used to backfill a Regular Gang position unless such position was vacated by voluntary means.

ARTICLE III

Section 7. Forced OT

It may be necessary for the carrier to require or "force" craft to come in on overtime, after all call lists, to include Apprentice Lists, have been exhausted. This includes Holidays, which are considered days of rest, as well as regular assigned rest days. In that event, the following method shall be used:

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- A) Force from the bottom of Seniority Roster for “6th Day Force Days”.
- B) Force from the bottom of Seniority Roster for “Holiday Force Days”.
- C) New Journeymen still in their 60 day probationary period , and all Apprentices will not be forced for either “6th Day Force Days” or “Holiday Force Days”.

ARTICLE IV CHARGING TURNS TO THE OVERTIME RECORDS:

Section 1. One Turn

The following situations shall constitute one turn on the overtime record.

- A) Asked to work overtime, answered yes or no: (Indicate on record W for Worked. R for refused and date called.)
- B) Asked to work overtime from the Double Over Roster, answered yes or no, shall be charged one Turn. Unless asked to be skipped prior to being asked, or they take their name off the double list prior to being asked.
- C) Asked to work Holiday, answered yes or no: (Indicate H on record and date called.)
- D) Asked to Double on Holiday, answered yes or no: (Indicate H on record and date called.)
- E) Absent for any reason on day of overtime call except:
 - 1. Rest Days
 - 2. On Formal leave of absence of 10 days or more as per Rule of the controlling agreement: (Indicate LOA on record and date)
 - 3. On light duty due to an off duty injury or illness: (Indicate LOA on record and date)
 - 4. On block vacation: (Indicate VAC on record and date)
 - 5. On a vacation floater(s): (Indicate VF on record and date)
 - 6. On Union Business: (Indicate UB on record and date)
 - 7. On Job Training: (Indicate JT on record and date)
 - 8. On Jury Duty: (Indicate JD on record and date)
 - 9. On Bereavement Leave: (Indicate BL on record and date)
 - 10. On Paid Sick Days: (Indicate PS on record and date)
 - 11. On Paid FMLA Days: (Indicate FMLA PD on record and date)
 - 12. A Machinist called to work a qualified overtime position, shall **only** get a turn if they work that specified position called for. If not qualified as per the qualifications list in the overtime locker (Indicate NQ for “Not Qualified” and date with no turn assessed). If qualified and refusing to work qualified position called for, (Indicate Q for “Qualified” and date with no turn assessed).

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IT IS THE RESPONSIBILITY OF EVERY MACHINIST DESIRING TO WORK OVERTIME TO NOTIFY THE OVERTIME CALLER WHAT "SPECIFIED JOBS" THEY ARE QUALIFIED ON. WITH THE VERIFICATION ON THE QUALIFIED LISTS BY THE OVERTIME CALLER.

ANY OTHER REASONS FOR BEING ABSENT SHALL CONSTITUTE ONE TURN ON THE OVERTIME CALL RECORD. (Indicate A for absent and date.)

- F) A Machinist working foreman's position, charge one turn for each day they work foreman's position: (Indicate F for foreman and date.)
- G) When a Machinist has requested to be in "No Overtime Requested" status: (Indicate R for refused and date.) The words "No Overtime Requested" will be written on their overtime log sheet. However, a turn will still be assessed for ever 6th day the said Machinists would be able to work but would have refused, because they have requested not to be called for overtime.

ARTICLE IV

Section 2. Overtime Over Two Hours.

Any Machinist working overtime more than two hours and 40 minutes as per rule 8 (g) of the Controlling Agreement shall be charged one turn on his overtime record except for situations covered by Article IV Section 4 which in this event will be controlling.

ARTICLE IV

Section 3. Penalty Turns for (A. W.O.L) or cancelation.

The following situations shall constitute Penalty Turns on the overtime record of a Machinist called to work a Holiday or overtime day and is A.W.O.L. or cancels.

A Machinist canceling overtime shall be assessed 5 penalty turns for each time they cancel or are A.W.O.L.

In addition to being assessed 5 Penalty Turns: They shall also forfeit the right to be called for overtime from their sixth (6th) and/or seventh (7th) day roster until all Machinists on their (6th) and seventh (7th) day have been called; in other words: They shall be "LAST OUT", but not to the machinists called from the double list.

So the next weekend they are called for their sixth (6th) and/or seventh (7th) day, they will be called from the seventh (7th) day roster after the sixth (6th) and seventh (7th) day rosters have been exhausted. (They may get to work, if enough jobs are called to reach them at the end of their seventh (7th) day roster.)

(Indicate P for penalty on their overtime record sheet, place +5 and date.)

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ARTICLE IV

Section 4. Five Turns. Unauthorized Run Around

Any member of Local Lodge 706 I.A.M.A.W. accepting overtime called by a supervisor that has not been called according to the overtime roster or otherwise okayed by the Local Chairman/Overtime Caller shall be assessed Five (5) Turns on their overtime record.

ARTICLE IV

Section 5. Trading Overtime

When a Machinist is called to work a qualified position and trades that position with another Machinist, both participants will have five (5) turns added to their overtime record.

ARTICLE V

Section 1. Reverting Back of Overtime Turns

Effective January 1 of each year, all overtime numbers or turns shall revert back to "0" with exception of Penalty Turns assessed in the Month of November and December. These penalty turns will be carried over to the next year.

A) New Years Day Holiday will be called by shop seniority from each shift or overtime roster. The old year's overtime number shall not be used to call the New Year's Day Holiday with exception of Penalty Turns assessed in the Month of December.

THESE RULES HAVE BEEN ADOPTED TO PROTECT THE OVERTIME RIGHTS OF ALL MEMBERS. IT IS THE REPOSIBILITY OF EACH OVERTIME CALLER TO SEE THAT THESE RULES ARE FOLLOWED AND APPLIED IN A FAIR AND IMPARTIAL MANNER