

SHIFT PREFERENCE

1. Shift preference will be determined in line with company service.
2. In cases where a transfer is made because of "lack of work" the transferred employee may displace an employee on the new job on the shift he prefers, if he has more company service.
 - (a) Before the new man comes into the group, the spot vacated by the man leaving the group will be considered a vacancy and can be claimed by any of the men on the job.
 - (b) If the transferred employee has the same company service as the lowest man on the most desirable shift, the employee on the job will be given the preference.
 - (c) These rules do not apply to employees returning to a previous job unless they are on lack of work.
3. It should be distinctly understood, however, that none of the rules give an employee the right to bump another employee off a shift anytime he wishes. The Union can't go along with employees who prefer difference shifts at different times of the year, or employees who wish to make changes because of some personal reason.
4. If two employees wish to make an agreement to change shifts temporarily, they must first get the approval of all the men on the job and even then the Union won't step in if at some future time one of the employees reneges on the agreement.
5. If an employee leaves a job and returns within TWO WEEKS he shall not lose his shift.
6. The Union and the Company will not recognize any shift preference grievance if the employee has slept on his rights over 60 days.

SHIFT EQUALIZATION

1. Shift equalization will be determined in line with company service.
2. When a shift or part of a shift is eliminated, those affected may displace employees on the remaining shifts in line with company service.
3. If two employees have the same company service, the foreman will make the choice.

(more)

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The Union recommended that rule 2A be changed so that when a man bumps into the group, all the men on the job be reshuffled in line with the company service with the man with the most service given the choice of the most desirable shift.

THE COMPANY WOULD NOT AGREE WITH THE UNION'S PROPOSAL,
HOWEVER.

The Union also recommended that rule 2C be altered so that the men on lack of work or taking an upgrade be allowed to choose their shift in line with their company service.

THE COMPANY WOULD NOT AGREE WITH THIS PROPOSAL BY THE UNION.

Under shift equalization, the Union proposed that where two employees have the same company service date that the man on the job be given preference. The company would not agree. In cases of this nature where no seniority exists, the foreman will make the choice.

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