

April 6, 2011

Overtime Policy

1. Any overtime at the end of the shift, or prior to the start of shift, will first be offered to the incumbent operator (the person doing the job that day), provided there is at least 15 minutes of work available. If the incumbent refuses, the senior qualified operator on that shift will be offered the overtime. Management may elect to use employees that are already on site at straight time over using a worker at overtime rate.
2. Additional overtime production shifts shall be posted and vacancies filled by the senior qualified operator.
3. Scheduled overtime work for the maintenance will be awarded based on seniority and competency. A sign up sheet will be posted weekly to determine who will be available on Saturday and/or Sunday. In order for a maintenance worker to be paid DT for Sunday work, he must have worked, or been available to work on the Saturday as well.
4. All efforts will be made to avoid any instances where double shifting will occur.
5. Any overtime shift posted will be treated as a regularly scheduled shift. If an employee signs up to work an overtime shift, he is agreeing that he will be available for that shift. Further, an employee who fails to attend the overtime shift once agreed to work will be considered absent without leave.
6. For instances of emergency overtime, the Company will call in senior qualified trades persons whose place of residence are within one hour surface travel time of the Chasm Operation.