

## Attachment C

A scheduled work/rest cycle board may be established at \_\_\_\_\_ for employees assigned to the \_\_\_\_\_.

1. Employees will be allocated work/rest cycles by the Carrier at the Carrier's sole discretion. A work/rest cycle is defined as seven (7) consecutive days during which an employee is available for service, paid in lieu of service (PLDs, single-day vacation, Compensated company business, etc.) or performs work (the work cycle) and three (3) consecutive rest days (the rest cycle).

1.1 Unless the employee elects to not observe all or a portion of the rest cycle, mark off for scheduled rest days will occur automatically at 9:00 a.m. or upon tie up from previous duty, whichever is later, on the first scheduled rest day. Markup will occur automatically so that the employee is available to protect service on duty after 9:00 a.m. on the day following the last scheduled rest day, and the employee(s) shall be placed pursuant to Sections 1.1.1 and 1.1.2 hereof.

1.1.1 If the employee's turn is at the home terminal and not in active service, the employee shall be placed on the turn.

1.1.2 In the event the employee's turn is either in active service or at the away-from-home terminal, the employee shall be placed to the bottom of the Board and shall assume the work/rest cycle of the turn. When the turn arrives back at the home terminal it shall be removed from this pool.

1.1.3 Observed rest-cycle days must be consecutive.

1.1.4 Employees who elect to not observe any portion of the rest cycle must advise Crew Support of their intent not less than 72-hours prior to the beginning of the rest cycle.

1.1.5 An employee may observe a single vacation day(s) during his/her rest cycle and must notify Crew Support so proper payment can be made. An employee may also use personal leave day(s) in accordance with applicable agreements and will need to submit a special claim to TYE Compensation Systems to ensure proper payment.

1.1.6 Layoffs (paid or unpaid) taken outside the rest cycle (i.e. during the work cycle) may be granted under existing agreements, dependant on manpower availability, and observance of such layoffs will not negate the employee's eligibility to observe his/her scheduled rest cycle.

1.2 Employees observing the rest cycle will not be called to protect service with an on-duty time between 9:00 p.m. on the day immediately preceding the rest cycle

and 9:00 a.m. on the first day of the rest cycle. In order to insure that employees will have three full rest days available for each rest cycle, employees who do not tie-up at or before 9:00 a.m. on the first day of the rest cycle will have their scheduled rest cycle begin upon tie up at the home terminal and it shall run for 72 hours. This does not preclude an employee from marking up prior to the expiration of their scheduled rest cycle at which time placement to the board would be consistent with 1.1.1 or 1.1.2, whichever is applicable.

- 1.3 Except as provided under Section 1.2, positions going on work cycle will be available for call for assignments that begin on or after the 9:00 a.m. cycle time. Employees on rest cycles that are extended due to the 72-hour provision of Section 1.2 will be available for call for assignments that begin on or after the expiration of the 72-hour rest cycle period.
2. An employee who lays off exclusively within his/her assigned rest cycle(s) and stays marked up during his/her assigned work cycle, will not be considered to be in violation of any attendance guidelines or policies related to attendance then in effect, regardless of the number of weekend or total days absent. An employee may layoff, during the work cycle, up to two weekdays and three "Any" days, total, in a three month period without triggering a violation of the Attendance Guidelines. An employee assigned to the pool for less than a three month period will have the layoff threshold prorated.
3. Employees exercising displacement rights onto a turn in this pool must displace the junior employee and will assume the work/rest cycle of the employee or position to which they displace.
  - 3.1 In the event the turn held by the junior employee is either in active service or at the away-from-home terminal, the employee exercising seniority to this pool shall be placed to the bottom of the Board and shall assume the work/rest cycle as provided above. When the junior employee returns to the home terminal, that turn shall be removed from this pool.
  - 3.2 Employees in a work/rest pool shall not be allowed to bid or bump from one turn in the pool to another turn in the same pool.
  - 3.3 Additions to the board will be made in such a way as to keep the cycles equalized. Reductions to the board will be as follows:
    - 3.3.1 If the number of pool turns is reduced, the turn held by the junior employee will be removed. If the junior employee is not on the rest cycle that needs to be removed, the junior employee will be removed and the junior employee on the cycle that needs to be adjusted will have his cycle changed to the cycle of the junior employee that was reduced.
4. When an employee returns to this pool after having observed either a temporary or

vacation vacancy, that employee shall be placed pursuant to Sections 4.1 and 4.2 hereof.

- 4.1 If the employee's turn is at the home terminal and not in active service, the employee shall be placed on the turn.
  - 4.2 In the event the employee's turn is either in active service or at the away-from-home terminal, the employee shall be placed to the bottom of the Board and shall assume the work/rest cycle of the turn. When the turn arrives back at the home terminal, it shall be removed from this pool.
5. Employees in this service who are scheduled to observe a vacation of seven (7) days or more shall be allowed to adjust the start of that vacation to begin upon the expiration of the rest cycle.
- 5.1 Employees who desire to take advantage of this provision shall be required to notify Crew Support 24-hours prior to the start of the rest-cycle preceding the scheduled vacation period.
  - 5.2 Employees shall not be allowed to observe split vacation periods that are separated only by a rest cycle.
  - 5.3 Employees will have the option to adjust the start time of a vacation of 7 days or more to immediately follow the assigned rest days or rest cycle days of the assignment. For the 7/3 rest cycle, if the employee's vacation is due to start on the 2nd, 3rd, or 4th days of the work cycle, it will slide ahead to follow the preceding rest cycle. If the employee's vacation is due to start on the 5th, 6th, or 7th day of the work cycle, it will slide back to follow the later rest cycle.
6. Employees working under this Agreement, who have starts on four or five consecutive calendar days, must observe Smart Rest on days one thru (and including) day six of the work cycle. Once the employee has starts on four or five consecutive calendar days, the employee is required to book Smart Rest upon tie-up; this is mandatory for the employee.
- 6.1 Smart Rest is not available on day seven of the work cycle and will not be initiated immediately prior to an employee's rest cycle, so as to bridge Smart Rest into the rest cycle unless the employee is available to work during his rest cycle. An employee who desires to be available during his next rest cycle must notify the company at least 72 hours in advance of the beginning of the rest cycle. If the employee does so, Smart Rest will be available on the seventh day of the work cycle.
7. This Agreement only modifies existing agreements to the extent set forth herein, and all other schedule rules, agreements and/or other rights remain in effect.

8. These conditions may be extinguished by either party serving thirty (30) days written notice on the other party, with the understanding that the parties shall meet and address the issue(s) that caused the service of the cancellation notices. Furthermore, the parties commit to seek resolution of those issues in an effort to preserve these conditions.