

ARTICLE 3  
OVERTIME

Article 3

SECTION A - Regular Men

Regular Men: Except when changing off where it is the practice to work alternately days and nights for certain periods, working through two shifts to change off; or where exercising seniority rights from one assignment to

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another, all time worked in excess of 8 hours continuous service in a 24-hour period shall be paid for as overtime, on the minute basis, at one and one-half times the hourly rate. This Sec. A applies only to service paid on an hourly or daily basis and not to service paid on mileage or road basis.

SECTION B

EXTRA MEN

(Taken from Article 3, Section 8, of Agreement "A" May 25, 1951.)

Except as indicated below or when changing off where it is the practice to work alternately days and nights for certain periods, working through two shifts to change off, or where exercising seniority rights, all time worked in excess of eight hours continuous service in a twenty-four hour period shall be paid for as overtime on a minute basis at one and one-half times the hourly rate.

In the application of this Sec. B, the following shall govern:

(1) This Sec. B applies only to service paid on an hourly or daily basis and not to service paid on mileage or road basis.

(2) A tour of duty in road service shall not be used to require payment of such overtime rate in yard service. (The term "road service", as used in this Paragraph 2, shall not apply to employes paid road rates, but governed by yard rules.)

(3) Where an extra man commences work on a second shift in a twenty-four hour period he shall be paid at time and one-half for such second shift except when it is started twenty-two and one-half to twenty-four hours from the starting time of the first shift.

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A twenty-four hour period, as referred to in this Sec. B, shall be considered as commencing for the individual employe at the time he started to work on the last shift on which his basic day was paid for at the pro rata rate.

(4) An extra man changing to a regular assignment or a regularly assigned man reverting to the extra list shall be paid at the pro rata rate for the first eight hours of work following such change.

(5) Except as modified by other provisions of this Sec. B, an extra employe working one shift in one grade of service and a second shift in another grade of service shall be paid time and one-half for the second shift, the same as though both shifts were in the same grade of service, except where there is another man available to perform the work at pro rata rate.

NOTE (1): (Seniority Boards - not reproduced - not applicable)

NOTE (2): The adoption of this Sec. B shall not affect any existing rule in the schedule of any individual carrier relating to service performed on a succeeding trick when an employe's relief fails to report at the fixed starting time.

NOTE (3): (Not reproduced - not applicable)

SECTION C

WEEKLY OVERTIME

(Taken from Article 3, Section 8 of Agreement "A" May 25, 1951.)

Employees worked more than five straight time eight-hour shifts in yard service in a work week shall be paid one and one-half times the basic straight time rate for such excess work except:

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(1) Where days off are being accumulated under Part 4 of Article 32, Section A;

(2) When changing off where it is the practice to work alternately days and nights for certain periods;

(3) When working through two shifts to change off;

(4) Where exercising seniority rights from one assignment to another;

(5) Where paid straight time rates under existing rules or practices for a second tour of duty in another grade or class of service.

In the event an additional day's pay at the straight time rate is paid to a yard service employee for other service performed or started during the course of his regular tour of duty, such additional day will not be utilized in computing the five straight time eight-hour shifts referred to in this Section C.

### SECTION D

#### NO OVERTIME ON OVERTIME

(Taken from Article 3, Section 8 of Agreement "A" May 25, 1951)

There shall be no overtime on overtime; neither shall overtime hours paid for, nor time paid for at straight time rate for work referred to in Section C above, be utilized in computing the five straight time eight-hour shifts referred to in such Section C, nor shall time paid for in the nature of arbitraries or special allowances such as attending court, inquests, investigations, examinations, deadheading, etc., be utilized for this purpose, except when such payments apply during assigned working hours in lieu of pay for such hours, or where such time is now included under existing rules in computations leading to overtime. Existing rules or practice

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regarding the basis of payment of arbitraries or special allowances such as attending court, inquests, investigations, examinations, dead-heading, etc., also for calls, basic day, transfer time, stand-by time, and compensation therefor, preparatory time, starting time (except as otherwise provided in Part 3 of Article 32, Section A and similar rules are not affected by the provisions of Article 32, Section A.

SECTION E

NO YARD OVERTIME BECAUSE OF ROAD SERVICE

(Taken from Article 3, Section 8 of Agreement "A" May 25, 1951.)

Any tour of duty in road service shall not be considered in any way in connection with the application of the provisions of Sections B, C and D above and Article 32, Section A, nor shall service under two agreements be combined in any manner in the application of those provisions.

SECTION F

EXCESS OVERTIME

In yards where more than one engine is in service, yardmen will not be compelled to work more than two hours overtime, except in case of wreck in yard in which case they will clear up wreck if required.

Article 3 (C)