

REVIEW COMMITTEE DECISION

Review Committee File No. 1045
San Francisco Division Grievance No. D.Gr/C 2-70-23

Statement of the Case

The facts upon which the grievance is predicated are set forth by the Division's Joint Statement of Facts:

"On September 21, 1970 (21st watch), the two Relief Shift employees at the Potrero Gas Plant were not available for the shift--one was on vacation, and the other one was off sick. Rather than calling in the Compressor Engineer who was on his day off, Company upgraded the Shift Helper on watch."

The correction asked for by the Union is to pay the Compressor Engineer who was on his days off time and one-half for the shift that he should have covered.

Discussion

The grievance concerns the temporary filling of a Compressor Operator vacancy. The question of the proper relief assignment in such a case, for the 21st shift, is adequately covered by the Labor Agreement Clarification of Titles 202, 205 and 208, which is dated October 23, 1967.

The Joint Statement of Facts, submitted by the Division and the Union, stipulates that the relief was to occur on a 21st shift. Relief in this instance is covered by Item C 3(c)(1), which provides that the grievant, who was on his non-work days, should have been called in for the required relief.

Decision

In view of the foregoing, and as this was the second occurrence, it is the decision of the Review Committee that the grievant is entitled to pay at one and one-half times his regular rate for the day in question.

FOR UNION:

W. H. Burr
E. Sheldon
L. N. Foss

By



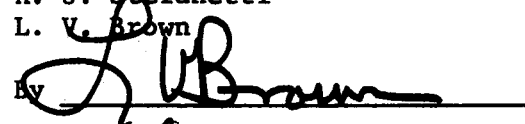
Date

8-20-71

FOR COMPANY:

J. A. Fairchild
H. J. Stefanetti
L. V. Brown

By



Date

8-20-71

#235

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

October 23, 1967

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Attached is the completed revision of the Clarification of Titles 202 and 208 of the Agreement dated September 1, 1952, entitled "Hours of Relief Shift Employees." This Clarification will be used as the basis of settling future grievances which may occur on this subject. It is proposed that the Clarification, as revised, be effective November 1, 1967, and that it continue in effect until amended by mutual agreement or until either party has given to the other 30 days' written notice of its termination. We are also enclosing a supplement to the Clarification which gives examples of the proper use of the Clarification. It is understood that in the event that a grievance relating to the provisions covered by the Clarification is referred to arbitration, the specific language of the Agreement of September 1, 1952, shall govern.

If you are in accord with the foregoing and the attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *[Signature]*
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

November 21, 1967

By *[Signature]*
Business Manager

LABOR AGREEMENT CLARIFICATION
TITLES 202 and 208
HOURS OF RELIEF SHIFT EMPLOYEES

A - REGULAR SCHEDULES

1. Section 208.20 states that an employee who is classified to perform the duties of relief shall be available for duty in revolving shifts on any day of the week, and may be assigned for the relief of any watch without advance notice. Nevertheless, Relief shift employees have regularly scheduled work hours, work days and workweeks.

The regularly scheduled work days and nonwork days may be either of the following arrangements:

(a) 10 and 4 arrangement with two-week cycle.

S M T W T F S / S M T W T F S /
8 8 8 8 8 X X X X 8 8 8 8 8

(b) 5 and 2 arrangement with one-week cycle.

S M T W T F S / S M T W T F S
X 8 8 8 8 8 X X 8 8 8 8 8 X

Other arrangements may be established by agreement between Company and Union. Once an arrangement is established as a regular schedule, agreement between the Company and Union is required to change it (Section 202.8).

2. A Relief shift employee reports as regularly scheduled unless called upon to provide a relief assignment for another shift employee, or unless he is required to assume the hours of a nonshift employee. Special conditions allowing the change of schedule to nonshift hours are outlined in the job definitions for Electric Operating Classifications. The rescheduling of days off is clarified in paragraphs D and E hereof. The conditions regarding changes of hours are outlined in Section 208.20.

B - RELIEF ASSIGNMENTS

1. When providing relief necessitated by the absence of a shift employee, Section 208.20 provides for the assignment of a Relief shift employee at the straight rate of pay to any one watch of the watches in the 24-hour day period. Such assignment does not require the 24-hour advance notice which is given to other shift employees under Section 208.18.

2. However, if an assignment is such that it requires a Relief shift employee to report for duty without having had 12 hours off since the end of his last preceding work period, he is paid at the overtime rate for any time worked until 12 hours have elapsed from the end of his last preceding work period. (A work period is an 8-hour watch plus any extensions of such watch.)

Example:

A Relief shift employee works his regularly scheduled 0700 to 1500 watch on Tuesday; in addition, he is held over and worked on an overtime basis until 2100; on Wednesday morning, he reports as scheduled for operating duties at 0700 but since he has not had 12 hours off, he is paid 2 hours at the overtime rate between 0700 and 0900.

3. The regular work hours of a Relief shift employee may be changed by reason of a relief assignment. In such case, his regular work hours are those of the first full watch relieved by him in the 24-hour day period, even though all or part of such watch may be compensated at the overtime rate of pay.

Example:

The employee, after having worked the 0700 to 1500 watch on his regular schedule may be called upon to work the following 2300 to 0700 watch. In such case he would be entitled to the overtime rate for the first four hours of the 2300 to 0700 watch by reason of not having had 12 hours off, and such watch would be considered as his regular work hours for that day. Therefore, he would not report to work for his regularly scheduled 0700 to 1500 watch that day, unless otherwise instructed.

4. A situation may occur where the Relief shift employee is needed for relief but he cannot be contacted before reporting to work on his regular schedule or where the need for a relief assignment arises after he has been working for a period of time on his regular daily schedule. In such cases he may be assigned to the relief of another watch and have his regular hours rescheduled, provided he will have had at least six hours off between his release from duty and the starting time of the watch to which he is being reassigned. The time involved in reporting for work at his regular hours as originally scheduled is then paid at the overtime rate and treated as an emergency call outside of work hours under Section 208.8. Should he not have six hours off between the time he is notified that he will be needed for the next watch and the time he reports for such watch, he works his regular schedule and the relief assignment is paid at the overtime rate.

C - TRAVEL TIME

1. Occasionally, questions arise concerning the payment of travel time from home to headquarters for a Relief shift employee.

- (a) Where he is assigned to start work at the straight rate of pay, no travel time is involved.
- (b) However, if he starts work at the overtime rate, travel time from home to the headquarters is to be included as time worked.

2. A Relief shift employee may be called upon for a relief assignment without having had 12 hours off after his last preceding work period. When this occurs he is paid overtime compensation for actual travel time in connection with the assignment except that if such 12-hour period elapses prior to the completion of the work for which he has been called, the employee is paid overtime compensation for actual travel time only from his home.

3. Travel time from a Relief shift employee's headquarters to his home is paid where he performs work at the overtime rate of pay on a nonwork day or wholly outside of his regular work hours for that work day.

D - REDESIGNATION OF NONWORK DAYS

1. A Relief shift employee may be assigned to relieve on his regular nonwork days. Where this occurs, a regular nonwork day may be redesignated as a work day and a new nonwork day scheduled in the workweek. In rescheduling a nonwork day, it is done in such manner as to provide consecutive nonwork days in the workweek and the provisions of Section 202.3 shall be observed. The situations which can be encountered are as follows:

- (a) On a 5 and 2 schedule, the employee relieves on Sunday, a regular nonwork day. Sunday may be redesignated as a work day and Friday would then be redesignated as a nonwork day.

	S	M	T	W	T	F	S	/	S	M
Regular Schedule							X		X	8 etc.
Revised Schedule							X	X		8 etc.

- (b) On a 10 and 4 schedule, the employee relieves on Sunday, a regular nonwork day. Sunday may be redesignated as a work day and Tuesday would then be redesignated as a nonwork day.

	S	M	T	W	T	F	S	/	S	M	T	W	T	F	S
Regular Schedule			X	X											
Revised Schedule															

- (c) On a 5 and 2 schedule, where it is known in advance that relief is required on Saturday, a regular nonwork day, Monday may be redesignated as a nonwork day and Saturday would then be redesignated as a work day.

	S	M	T	W	T	F	S	/	S	M
Regular Schedule							X		X	8 etc.
Revised Schedule							X	X		8 etc.

- (d) On a 10 and 4 schedule, where it is known in advance that relief is required on Saturday, a regular nonwork day, Thursday may be redesignated as a nonwork day and Saturday would then be redesignated as a work day.

12/12

S M T W T F S / S M T W

Regular Schedule 8 8 8 8 8 X X X X 8 8 etc.

Revised Schedule 8 8 8 8 X X 8 X X 8 8 etc.

2. If a situation arises where the Company cannot provide a relief in accordance with the schedules in D-1 hereof, the Relief shift employee works his regular schedule and is assigned the nonwork day relief at the overtime rate as an extra watch in the workweek.

E - VACATION OR OTHER EXTENDED RELIEF

1. For vacation relief, or for other extended periods of relief, a relief shift employee may be assigned to the schedule of the employee being relieved, including the nonwork days of such schedule, on the basis of a workweek or series of workweeks. He shall be compensated at the overtime rate of pay for any time worked during the first watch of the assignment which is within 12 hours of the end of his last preceding work period. During the course of the assignment he is not subject to the conditions of a Relief shift employee, and except for his rate of pay assumes the conditions of the employee being relieved.

Example:

- (a) The employee who was relieved took vacation for the entire period shown. The Relief shift employee whose regular schedule is a 10 and 4 takes the schedule of the relieved employee including his days off (Tuesday and Wednesday and Wednesday and Thursday in the first two workweeks shown in this example).

	S	M	T	W	T	F	S	/	S	M	T	W	T	F	S	/	S	M	T	W	T	F	S
Schedule of Employee Relieved	V	V	X	X	V	V	V		V	V	V	X	X	V	V		V	V	V	V	X	X	
Regular ER Schedule	8	8	8	8	8	X	X		X	X	8	8	8	8	8		8	8	8	8	X	X	
Revised ER Schedule	8	8	X	X	8	8	8		8	8	8	X	X	8	8		8	8	8	8	X	X	

2. In situations where the duration of an absence is known in advance, more than one Relief shift employee may be assigned to the schedule of the employee who is being relieved on an extended basis. Such assignments will be made on the basis of full workweeks, that is, that the first Relief shift employee may be relieved by the second Relief shift employee at the break in the workweek involved in the schedule of the employee who is absent.

In situations when the duration of an absence is known, the assignment of relief shift employees will be scheduled in advance of the absence and the person or persons so assigned will provide the relief in accordance with the prearranged schedule.

3. Relief assignments for periods of less than a workweek may be made as follows:

- (a) When the days on which relief is to be provided are the regular work days of the Relief shift employee, he retains his regular schedule of work days and nonwork days, but assumes the regular work hours of the employee being relieved, if they are other than his own.

Example:

	S	M	T	W	T	F	S
Schedule of Employee Relieved	X	X	V	V	V	V	8
Regular ER Schedule	X	8	8	8	8	8	X

- (b) When the relief assignment includes only one of the Relief shift employee's regular nonwork days, but does not include the day, if any, in conjunction with his other regular nonwork day, his regular nonwork day on which relief is to be provided may be redesignated as a work day and the day in conjunction with his other regular nonwork day may be redesignated as a nonwork day.

Example:

	S	M	T	W	T	F	S
Schedule of Employee Relieved	8	8	X	X	V	V	V
Regular ER Schedule	X	8	8	8	8	8	X
Revised ER Schedule	X	X	8	8	8	8	8

- (c) When the relief assignment includes only one of the Relief shift employee's regular nonwork days and also includes the day, if any, in conjunction with his other regular nonwork day, he shall work his regular schedule and be assigned the nonwork day relief at the overtime rate as an extra watch in the workweek.

Examples:

	S	M	T	W	T	F	S
Schedule of Employee Relieved	V	X	X	V	V	V	8
Regular ER Schedule	X	8	8	8	8	8	X
Revised ER Schedule	<u>8</u>	8	8	8	8	8	X

S M T W T F S

Schedule of Employee Relieved	X X 8 V V V 8
Regular ER Schedule	8 8 8 8 8 X X
Revised ER Schedule	8 8 8 8 8 <u>8</u> X

(d) When the relief assignment includes both of the Relief shift employee's regular nonwork days, he may be assigned to the schedule of the employee being relieved, including the nonwork days of such schedule, for the workweek. On the day, or days, on which relief is not required, he shall work his own regular work hours.

Example:

S M T W T F S

Schedule of Employee Relieved	8 V X X V V V
Regular ER Schedule	8 8 8 8 8 X X
Revised ER Schedule	8 8 X X 8 8 8

(e) If it is not known, in advance of the regular nonwork days in the schedule of the employee being relieved, on which day the relief assignment may be completed (such as may be the case in sick leave relief) the Relief shift employee may be assigned to the schedule of the employee being relieved, including the nonwork days of such schedule, although this may result in his working one or both of his regular nonwork days at other than relief.

Example:

S M T W T F S

Schedule of Employee Relieved	S S X X S 8 8
Regular ER Schedule	8 8 8 8 8 X X
Revised ER Schedule	8 8 X X 8 8 8

F - DISTRIBUTION OF OVERTIME

Distribution of overtime is provided for in Sections 208.16 and 212.1. However, since the primary purpose of the Relief shift classification is for relief duty, employees so classified should be assigned such duty, when available, and such overtime worked by them shall not be equalized in the distribution of overtime for other employees.

November 1, 1967

Supplement to
 Labor Agreement Clarification
 Titles 202 and 208
Hours of Relief Shift Employees

The attached examples showing the various possible assignments of Relief Shift Employees have been compiled for use with the Labor Agreement Clarification, "Hours of Relief Shift Employees."

Each page of examples is based on one set of workweeks for the employee relieved and one for the Relief Shift Employee. For example, page 2 contains the examples based on the relieved employees being scheduled on a Sunday through Saturday workweek and the Relief Shift Employee being on the same workweek with a 5-days-on and 2-days-off schedule.

The letters at the top of each column correspond to the one's used to designate the basic workweeks in the table below.

BASIC WORKWEEKS

Sun-Sat workweek:

	S	M	T	W	T	F	S
A	8	8	8	8	8	X	X
B	X	8	8	8	8	8	X
C	X	X	8	8	8	8	8
D	8	X	X	8	8	8	8
E	8	8	X	X	8	8	8
F	8	8	8	X	X	8	8
G	8	8	8	8	X	X	8

Mon-Sun workweek:

	M	T	W	T	F	S	S
A'	8	8	8	8	8	X	X
B'	X	8	8	8	8	8	X
C'	X	X	8	8	8	8	8
D'	8	X	X	8	8	8	8
E'	8	8	X	X	8	8	8
F'	8	8	8	X	X	8	8
G'	8	8	8	8	X	X	8

Relief Shift Employee's Workweek: Sunday through Saturday - 5-on and 2-off Schedule
 Relieved Employee's Workweek: Sunday through Saturday

Days Off of Relieved Employee	A	C	D	E	F	G
	Fri-Sat off	Sun-Mon off	Mon-Tue off	Tue-Wed off	Wed-Thu off	Thu-Fri off
Relief Employee's Regular Schedule	S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S
	X 8 8 8 8 8 X	X 8 8 8 8 8 X	X 8 8 8 8 8 X	X 8 8 8 8 8 X	X 8 8 8 8 8 X	X 8 8 8 8 8 X
1. Schedule of Employee Relieved	V 8 8 8 8 X X	X X V 8 8 8 8	V X X 8 8 8 8	V 8 X X 8 8 8	V 8 8 X X 8 8	V 8 8 8 X X 8
Revised Relief Schedule	8 8 8 8 8 X X	X 8 8 8 8 8 X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X
	ex sun & fri	no	ex sun & fri	ex sun & fri	ex sun & fri	ex sun & fri
2. Schedule of Employee Relieved	V V 8 8 8 X X	X X V V 8 8 8	V X X V 8 8 8	V V X X 8 8 8	V V 8 X X 8 8	V V 8 8 X X 8
Revised Relief Schedule	8 8 8 8 8 X X	X 8 8 8 8 8 X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X
	ex sun & fri	no	ex sun & fri	ex sun & fri	ex sun & fri	ex sun & fri
3. Schedule of Employee Relieved	V V V 8 8 X X	X X V V V 8 8	V X X V V 8 8	V V X X V 8 8	V V V X X 8 8	V V V 8 X X 8
Revised Relief Schedule	8 8 8 8 8 X X	X 8 8 8 8 8 X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X
	ex sun & fri	no	ex sun & fri	ex sun & fri	ex sun & fri	ex sun & fri
4. Schedule of Employee Relieved	V V V V 8 X X	X X V V V V 8	V X X V V V 8	V V X X V V 8	V V V X X V 8	V V V V X X 8
Revised Relief Schedule	8 8 8 8 8 X X	X 8 8 8 8 8 X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X
	ex sun & fri	no	no/6th sun	no/6th sun	no/6th sun	no/6th sun
5. Schedule of Employee Relieved	V V V V V X X	X X V V V V V	V X X V V V V	V V X X V V V	V V V X X V V	V V V V X X V
Revised Relief Schedule	8 8 8 8 8 X X	X X 8 8 8 8 8	8 X X 8 8 8 8	8 8 X X 8 8 8	8 8 8 X X 8 8	8 8 8 8 X X 8
	reached	reached	reached	reached	reached	reached
6. Schedule of Employee Relieved	8 8 8 8 V X X	X X 8 8 8 8 V	8 X X 8 8 8 V	8 8 X X 8 8 V	8 8 8 X X 8 V	8 8 8 8 X X V
Revised Relief Schedule	X 8 8 8 8 8 X	X X 8 8 8 8 8	X X 8 8 8 8 8	X X 8 8 8 8 8	X X 8 8 8 8 8	X X 8 8 8 8 8
	no	ex mon & sat	ex mon & sat	ex mon & sat	ex mon & sat	ex mon & sat
7. Schedule of Employee Relieved	8 8 8 V V X X	X X 8 8 8 V V	8 X X 8 8 V V	8 8 X X 8 V V	8 8 8 X X V V	8 8 8 V X X V
Revised Relief Schedule	X 8 8 8 8 8 X	X X 8 8 8 8 8	X X 8 8 8 8 8	X X 8 8 8 8 8	X X 8 8 8 8 8	X X 8 8 8 8 8
	no	ex mon & sat	ex mon & sat	ex mon & sat	ex mon & sat	ex mon & sat
8. Schedule of Employee Relieved	8 8 V V V X X	X X 8 8 V V V	8 X X 8 V V V	8 8 X X V V V	8 8 V X X V V	8 8 V V X X V
Revised Relief Schedule	X 8 8 8 8 8 X	X X 8 8 8 8 8	X X 8 8 8 8 8	X X 8 8 8 8 8	X X 8 8 8 8 8	X X 8 8 8 8 8
	no	ex mon & sat	ex mon & sat	ex mon & sat	ex mon & sat	ex mon & sat
9. Schedule of Employee Relieved	8 V V V V X X	X X 8 V V V V	8 X X V V V V	8 V X X V V V	8 V V X X V V	8 V V V X X V
Revised Relief Scheduled	X 8 8 8 8 8 X	X X 8 8 8 8 8	X X 8 8 8 8 8	X 8 8 8 8 8	X 8 8 8 8 8	X 8 8 8 8 8
	no	ex mon & sat	ex mon & sat	no/6th sat	no/6th sat	no/6th sat

Legend: 8 = Work Day
 X = Non-work day
 V = Vacation, sick leave, etc.
 8 = Non-work day worked at overtime rate

| = Break in the workweek
 no = No schedule change for Relief Shift Employee
 Resched = Reschedule Relief Shift Employee for the week
 ex = Exchange Relief Shift Employee's workday and non-work day
 6th = Sixth day worked in workweek is (day)

Relief Shift Employee's Workweek: Sunday through Saturday - 5-on and 2-off Schedule
 Relieved Employee's Workweek: Monday through Sunday

Days Off of Relieved Employee	A'	A'+C'	D'	E'	F'	G'
	Sat-Sun S M T W T F S S	Sun + Mon - Tue S M T W T F S S	Tue-Wed S M T W T F S S	Wed-Thu S M T W T F S S	Thu-Fri S M T W T F S S	Fri-Sat S M T W T F S S
Relief Employee's Regular Schedule	(X 8 8 8 8 8 X)	(X 8 8 8 8 8 X)	(X 8 8 8 8 8 X)	(X 8 8 8 8 8 X)	(X 8 8 8 8 8 X)	(X 8 8 8 8 8 X)
1. Schedule of Employee Relieved	V 8 8 8 8 8 X X		V 8 X X 8 8 8 8	V 8 8 X X 8 8 8	V 8 8 8 X X 8 8	V 8 8 8 8 X X 8
Revised Relief Schedule	8 8 8 8 8 X X ex sun & fri		8 8 8 8 8 X X ex sun & fri	8 8 8 8 8 X X ex sun & fri	8 8 8 8 8 X X ex sun & fri	8 8 8 8 8 X X ex sun & fri
2. Schedule of Employee Relieved	V 8 8 8 8 8 X X	X X X V 8 8 8 8	V V X X 8 8 8 8	V V 8 X X 8 8 8	V V 8 8 X X 8 8	V V 8 8 8 X X 8
Revised Relief Schedule	8 8 8 8 8 X X ex sun & fri	(X 8 8 8 8 8 X) no	8 8 8 8 8 X X ex sun & fri	8 8 8 8 8 X X ex sun & fri	8 8 8 8 8 X X ex sun & fri	8 8 8 8 8 X X ex sun & fri
3. Schedule of Employee Relieved	V V V 8 8 8 X X	X X X V V 8 8 8	V V X X V 8 8 8	V V V X X 8 8 8	V V V 8 X X 8 8	V V V 8 8 X X 8
Revised Relief Schedule	8 8 8 8 8 X X ex sun & fri	(X 8 8 8 8 8 X) no	8 8 8 8 8 X X ex sun & fri	8 8 8 8 8 X X ex sun & fri	8 8 8 8 8 X X ex sun & fri	8 8 8 8 8 X X ex sun & fri
4. Schedule of Employee Relieved	V V V V 8 8 X X	X X X V V V 8 8	V V X X V V 8 8	V V V X X V 8 8	V V V V X X 8 8	V V V V 8 X X 8
Revised Relief Schedule	8 8 8 8 8 X X ex sun & fri	(X 8 8 8 8 8 X) no	8 8 8 8 8 X X no/6th sun	8 8 8 8 8 X X no/6th sun	8 8 8 8 8 X X ex sun & fri	8 8 8 8 8 X X ex sun & fri
5. Schedule of Employee Relieved	V V V V V 8 X X	X X X V V V V 8	V V X X V V V 8	V V V X X V V 8	V V V V X X V 8	V V V V V X X 8
Revised Relief Schedule	8 8 8 8 8 X X ex sun & fri	(X X 8 8 8 8 8) ex mon & sat	8 8 X X 8 8 8 resched	8 8 8 X X 8 8 resched	8 8 8 8 X X 8 resched	8 8 8 8 8 X X resched
6. Schedule of Employee Relieved	V V V V V V X X	X X X V V V V V	V V X X V V V V	V V V X X V V V	V V V V X X V V	V V V V V X X V
Revised Relief Schedule	8 8 8 8 8 X X no/6th sun	(X X 8 8 8 8 8) ex mon & sat	8 8 X X 8 8 8 resched	8 8 8 X X 8 8 resched	8 8 8 8 X X 8 resched	8 8 8 8 8 X X resched
7. Schedule of Employee Relieved	V 8 8 8 8 V X X					
Revised Relief Schedule	X 8 8 8 8 8 X no					
8. Schedule of Employee Relieved	V 8 8 8 8 V V X X	X X X 8 8 8 V V	V 8 X X 8 8 V V	V 8 8 X X 8 V V	V 8 8 8 X X V V	V 8 8 8 V X X V
Revised Relief Schedule	X 8 8 8 8 8 X no	(X X 8 8 8 8 8) ex mon & sat	X X 8 8 8 8 8 ex mon & sat	X X 8 8 8 8 8 ex mon & sat	X X 8 8 8 8 8 ex mon & sat	X X 8 8 8 8 8 no
9. Schedule of Employee Relieved	V 8 8 8 V V V X X	X X X 8 8 V V V	V 8 X X 8 V V V	V 8 8 X X V V V	V 8 8 V X X V V	V 8 8 V V X X V
Revised Relief Schedule	X 8 8 8 8 8 X no	(X X 8 8 8 8 8) ex mon & sat	X X 8 8 8 8 8 ex mon & sat	X X 8 8 8 8 8 ex mon & sat	X X 8 8 8 8 8 ex mon & sat	X X 8 8 8 8 8 no
10. Schedule of Employee Relieved	V 8 V V V V X X	X X X 8 V V V V	V 8 X X V V V V	V 8 V X X V V V	V 8 V V X X V V	V 8 V V V X X V
Revised Relief Schedule	X 8 8 8 8 8 X no	(X X 8 8 8 8 8) ex mon & sat	X X 8 8 8 8 8 ex mon & fri	X X 8 8 8 8 8 ex mon & sat	X X 8 8 8 8 8 ex mon & sat	X X 8 8 8 8 8 no
11. Schedule of Employee Relieved	V 8 V V V V X X		V 8 V X X V V V V	V 8 V V X X V V V	V 8 V V V X X V V	V 8 V V V V X X V
Revised Relief Schedule	X 8 8 8 8 8 X no		X 8 8 8 8 8 8 no/6th sat	X 8 8 8 8 8 8 no/6th sat	X 8 8 8 8 8 8 no/6th sat	X 8 8 8 8 8 X no

Legend: 8 = Work day
 X = Non-work day
 V = Vacation, sick leave, etc.
 8 = Non-work day worked at overtime rate

) = Break in the workweek
 no = No schedule change for Relief Shift Employee
 Resched = Reschedule Relief Shift Employee for the week
 ex = Exchange Relief Shift Employee's workday and non-work day
 6th = Sixth day worked in workweek is (day)

Relief Shift Employee's Workweek: Sunday through Saturday - 10-on and 4-off Schedule with Sunday and Monday off.
 Relieved Employee's Workweek: Sunday through Saturday.

Days Off of Relieved Employee	A							C							D							E							F							G																				
	Fri-Sat							Sun-Mon							Mon-Tue							Tue-Wed							Wed-Thu							Thu-Fri																				
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S							
Relief Employee's Regular Schedule	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8
1. Schedule of Employee Relieved	V	8	8	8	8	X	X	X	X	V	8	8	8	8	V	X	X	8	8	8	8	V	8	X	X	8	8	8	V	8	8	X	X	8	8	V	8	8	X	X	8	8	V	8	8	X	X	8	8	V	8	8	X	X	8	8
Revised Relief Schedule	8	X	X	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8
	ex sun & tue							no							ex sun & tue							ex sun & tue							ex sun & tue							ex sun & tue																				
2. Schedule of Employee Relieved	V	V	8	8	8	X	X	X	X	V	V	8	8	8	V	X	X	V	8	8	8	V	V	X	X	8	8	8	V	V	8	X	X	8	8	V	V	8	X	X	8	8	V	V	8	X	X	8	8	V	V	8	X	X	8	8
Revised Relief Schedule	8	8	8	8	8	X	X	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8
	resched							no							ex sun & tue							resched							resched							resched																				
3. Schedule of Employee Relieved	V	V	V	8	8	X	X	X	X	V	V	V	8	8	V	X	X	V	V	8	8	V	V	X	X	V	8	8	V	V	V	X	X	8	8	V	V	V	X	X	8	8	V	V	V	X	X	8	8	V	V	V	X	X	8	8
Revised Relief Schedule	8	8	8	8	8	X	X	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8
	resched							no							ex sun & tue							resched							resched							resched																				
4. Schedule of Employee Relieved	V	V	V	V	8	X	X	X	X	V	V	V	V	8	V	X	X	V	V	V	8	V	V	X	X	V	V	8	V	V	V	X	X	V	8	V	V	V	X	X	V	8	V	V	V	X	X	V	8	V	V	V	X	X	V	8
Revised Relief Schedule	8	8	8	8	8	X	X	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8
	resched							no							ex sun & tue							resched							resched							resched																				
5. Schedule of Employee Relieved	V	V	V	V	V	X	X	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	X	X	V	V	V	V	V	X	X	V	V	V	V	V	X	X	V	V
Revised Relief Schedule	8	8	8	8	8	X	X	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8
	resched							no							resched							resched							resched							resched																				
6. Schedule of Employee Relieved	8	8	8	8	V	X	X	X	X	8	8	8	8	V	8	X	X	8	8	8	V	8	8	X	X	8	8	V	8	8	8	X	X	8	V	8	8	8	X	X	8	V	8	8	8	X	X	8	V	8	8	8	X	X	8	V
Revised Relief Schedule	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8							
	no							no							no							no							no							no																				
7. Schedule of Employee Relieved	8	8	8	V	V	X	X	X	X	8	8	8	V	V	8	X	X	8	8	V	V	8	8	X	X	8	V	V	8	8	8	X	X	V	V	8	8	8	X	X	V	V	8	8	8	V	X	X	V	V						
Revised Relief Schedule	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8							
	no							no							no							no							no							no																				
8. Schedule of Employee Relieved	8	8	V	V	V	X	X	X	X	8	8	V	V	V	8	X	X	8	V	V	V	8	8	X	X	V	V	V	8	8	V	X	X	V	V	8	8	V	X	X	V	V	8	8	V	X	X	V	V	8	8	V	X	X	V	V
Revised Relief Schedule	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8							
	no							no							no							no							no							no																				
9. Schedule of Employee Relieved	8	V	V	V	V	X	X	X	X	8	V	V	V	V	8	X	X	V	V	V	V	8	V	X	X	V	V	V	8	V	V	X	X	V	V	8	V	V	X	X	V	V	8	V	V	X	X	V	V	8	V	V	X	X	V	V
Revised Relief Schedule	X	8	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	8	8	8	8	8	8	X	8	8	8	8	8	8	X	8	8	8	8	8	8	X	8	8	8	8	8	8							
	no/6th mon							no							no							no/6th mon							no/6th mon							no/6th mon																				

Legend: 8 = Work Day
 X = Non-work day
 V = Vacation, sick leave, etc.
8 = Non-work day worked at overtime rate

| = Break in the workweek
 no = No schedule change for Relief Shift Employee
 Resched = Reschedule Relief Shift Employee for the week
 ex = Exchanged Relief Shift Employee's workday and non-work day
 6th = Sixth day worked in worked in workweek is (day)

Relief Shift Employee's Workweek: Sunday through Saturday - 10-on and 4-off Schedule with Friday and Saturday Off.
 Relieved Employee's Workweek: Sunday through Saturday

Days Off of Relieved Employee	A							C							D							E							F							G													
	Fri-Sat							Sun-Mon							Mon-Tue							Tue-Wed							Wed-Thu							Thu-Fri													
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S							
Relief Employee's Regular Schedule	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X
1. Schedule of Employee Relieved	V	8	8	8	8	X	X	X	X	V	8	8	8	8	V	X	X	8	8	8	8	V	8	X	X	8	8	8	V	8	8	X	X	8	8	V	8	8	8	X	X	8	V	8	8	8	X	X	8
Revised Relief Schedule	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X
	no							no							no							no							no							no													
2. Schedule of Employee Relieved	V	V	8	8	8	X	X	X	X	V	V	8	8	8	V	X	X	V	8	8	8	V	V	X	X	8	8	8	V	V	8	X	X	8	8	V	V	8	8	X	X	8							
Revised Relief Schedule	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X							
	no							no							no							no							no							no													
3. Schedule of Employee Relieved	V	V	V	8	8	X	X	X	X	V	V	V	8	8	V	X	X	V	V	8	8	V	V	X	X	V	8	8	V	V	V	X	X	8	8	V	V	V	8	X	X	8							
Revised Relief Schedule	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X							
	no							no							no							no							no							no													
4. Schedule of Employee Relieved	V	V	V	V	8	X	X	X	X	V	V	V	V	8	V	X	X	V	V	V	8	V	V	X	X	V	V	8	V	V	V	X	X	V	8	V	V	V	V	X	X	8							
Revised Relief Schedule	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X							
	no							no/6th fri							no/6th fri							no/6th fri							no/6th fri							no													
5. Schedule of Employee Relieved	V	V	V	V	V	X	X	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X	V							
Revised Relief Schedule	8	8	8	8	8	X	X	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8							
	no							resched							resched							resched							resched							resched													
6. Schedule of Employee Relieved	8	8	8	8	V	X	X	X	X	8	8	8	8	V	8	X	X	8	8	8	V	8	8	X	X	8	8	V	8	8	8	X	X	8	V	8	8	8	8	X	X	V							
Revised Relief Schedule	8	8	8	8	8	X	X	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8	8	8	8	8	X	X	8							
	no							ex thur & sat							ex thur & sat							ex thur & sat							ex thur & sat							ex thur & sat													
7. Schedule of Employee Relieved	8	8	8	V	V	X	X	X	X	8	8	8	V	V	8	X	X	8	8	V	V	8	8	X	X	8	V	V	8	8	8	X	X	V	V	8	8	8	V	X	X	V							
Revised Relief Schedule	8	8	8	8	8	X	X	X	X	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8								
	no							resched						resched							resched							resched							ex thur & sat														
8. Schedule of Employee Relieved	8	8	V	V	V	X	X	X	X	8	8	V	V	V	8	X	X	8	V	V	V	8	8	X	X	V	V	V	8	8	V	X	X	V	V	8	8	V	V	X	X	V							
Revised Relief Schedule	8	8	8	8	8	X	X	X	X	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8								
	no							resched						resched							resched							resched							ex thur & sat														
9. Schedule of Employee Relieved	8	V	V	V	V	X	X	X	X	8	V	V	V	V	8	X	X	V	V	V	V	8	V	X	X	V	V	V	8	V	V	X	X	V	V	8	V	V	V	X	X	V							
Revised Relief Schedule	8	8	8	8	8	X	X	X	X	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8	8	8	8	8	8	X	X	8								
	no							resched						resched							resched							resched							ex thur & sat														

Legend: 8 = Work day
 X = Non-work day
 V = Vacation, sick leave, etc.
8 = Non-work day worked at overtime rate

| = Break in the workweek
 no = No schedule change for Relief Shift Employee
 Resched = Reschedule Relief Shift Employee for the week
 ex = Exchanged Relief Shift Employee's workday and non-work day
 6th = Sixth day worked in workweek is (day)

Relief Shift Employee's Workweek: Monday through Sunday - 5-on and 2-off schedule.
 Relieved Employee's Workweek: Monday through Sunday.

Days Off of Relieved Employee	A'	C'	D'	E'	F'	G'
	Sat-Sun	Mon-Tue	Tue-Wed	Wed-Thu	Thu-Fri	Fri-Sat
	MTWTFSS	MTWTFSS	MTWTFSS	MTWTFSS	MTWTFSS	MTWTFSS
Relief Employee's Regular Schedule	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X
1. Schedule of Employee Relieved	V 8 8 8 8 X X	X X V 8 8 8 8	V X X 8 8 8 8	V 8 X X 8 8 8	V 8 8 X X 8 8	V 8 8 8 X X 8
Revised Relief Schedule	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X
	no	no	no	no	no	no
2. Schedule of Employee Relieved	V V 8 8 8 X X	X X V V 8 8 8	V X X V 8 8 8	V V X X 8 8 8	V V 8 X X 8 8	V V 8 8 X X 8
Revised Relief Schedule	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X
	no	no	no	no	no	no
3. Schedule of Employee Relieved	V V V 8 8 X X	X X V V V 8 8	V X X V V 8 8	V V X X V 8 8	V V V X X 8 8	V V V 8 X X 8
Revised Relief Schedule	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X
	no	no	no	no	no	no
4. Schedule of Employee Relieved	V V V V 8 X X	X X V V V V 8	V X X V V V 8	V V X X V V 8	V V V X X V 8	V V V V X X 8
Revised Relief Schedule	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X	8 8 8 8 8 X X
	no	no/6th sat	no/6th sat	no/6th sat	no/6th fri	no
5. Schedule of Employee Relieved	V V V V V X X	X X V V V V V	V X X V V V V	V V X X V V V	V V V X X V V	V V V V X X V
Revised Relief Schedule	8 8 8 8 8 X X	X X 8 8 8 8 8	8 X X 8 8 8 8	8 8 X X 8 8 8	8 8 8 X X 8 8	8 8 8 8 X X 8
	no	resched	resched	resched	resched	resched
6. Schedule of Employee Relieved	8 8 8 8 V X X	X X 8 8 8 8 V	8 X X 8 8 8 V	8 8 X X 8 8 V	8 8 8 X X 8 V	8 8 8 8 X X V
Revised Relief Schedule	8 8 8 8 8 X X	8 8 8 8 X X 8	8 8 8 8 X X 8	8 8 8 8 X X 8	8 8 8 8 X X 8	8 8 8 8 X X 8
	no	ex fri & sun	ex fri & sun	ex fri & sun	ex fri & sun	ex fri & sun
7. Schedule of Employee Relieved	8 8 8 V V X X	X X 8 8 8 V V	8 X X 8 8 V V	8 8 X X 8 V V	8 8 8 X X V V	8 8 8 V X X 8
Revised Relief Schedule	8 8 8 8 8 X X	X X 8 8 8 8 8	8 X X 8 8 8 8	8 8 X X 8 8 8	8 8 8 X X 8 8	8 8 8 8 X X 8
	no	resched	resched	resched	resched	ex fri & sun
8. Schedule of Employee Relieved	8 8 V V V X X	X X 8 8 V V V	8 X X 8 V V V	8 8 X X V V V	8 8 V X X V V	8 8 V V X X V
Revised Relief Schedule	8 8 8 8 8 X X	X X 8 8 8 8 8	8 X X 8 8 8 8	8 8 X X 8 8 8	8 8 8 X X 8 8	8 8 8 8 X X 8
	no	resched	resched	resched	resched	ex fri & sun
9. Schedule of Employee Relieved	8 V V V V X X	X X 8 V V V V	8 X X V V V V	8 V X X V V V	8 V V X X V V	8 V V V X X V
Revised Relief Schedule	8 8 8 8 8 X X	X X 8 8 8 8 8	8 X X 8 8 8 8	8 8 X X 8 8 8	8 8 8 X X 8 8	8 8 8 8 X X 8
	no	resched	resched	resched	resched	ex fri & sun

Legend: 8 = Work Day
 X = Non-work day
 V = Vacation, sick leave, etc.
 8 = Non-work day worked at overtime rate

| = Break in the workweek
 no = No schedule change for Relief Shift Employee
 Resched = Reschedule Relief Shift Employee for the week
 ex = Exchange Relief Shift Employee's workday and non-work day
 6th = Sixth day worked in workweek is (day)

Relief Shift Employee's Workweek: Monday through Sunday - 5-on and 2-off Schedule
 Relieved Employee's Workweek: Sunday through Saturday

Days Off of Relieved Employee	C							D							E							F							G							A+C													
	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
Relief Employee's Regular Schedule																																																	
1. Schedule of Employee Relieved	X	X	V	8	8	8	8																																										
Revised Relief Schedule																																																	
2. Schedule of Employee Relieved	X	X	V	V	8	8	8	V	X	X	V	8	8	8	V	V	X	X	8	8	8	V	V	8	X	X	8	8	V	V	8	8	X	X	8	V	V	8	8	X	X	8	V	V	8	8	X	X	8
Revised Relief Schedule																																																	
3. Schedule of Employee Relieved	X	X	V	V	V	8	8	V	X	X	V	V	8	8	V	V	X	X	V	8	8	V	V	V	X	X	8	8	V	V	V	8	X	X	8	V	V	V	8	X	X	8	V	V	V	8	X	X	8
Revised Relief Schedule																																																	
4. Schedule of Employee Relieved	X	X	V	V	V	V	8	V	X	X	V	V	V	8	V	V	X	X	V	V	8	V	V	V	X	X	V	8	V	V	V	V	X	X	8	V	V	V	V	8	X	X							
Revised Relief Schedule																																																	
5. Schedule of Employee Relieved	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X							
Revised Relief Schedule																																																	
6. Schedule of Employee Relieved	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X	V	V	V	V	V	V	X	X							
Revised Relief Schedule																																																	
7. Schedule of Employee Relieved	X	X	8	8	8	8	8	8	X	X	8	8	8	V	8	8	X	X	8	8	V	8	8	X	X	8	8	V	8	8	8	X	X	8	V	8	8	8	X	X	8	V							
Revised Relief Schedule																																																	
8. Schedule of Employee Relieved	X	X	8	8	8	8	V	8	X	X	8	8	8	V	8	8	X	X	8	8	V	8	8	X	X	8	8	V	8	8	8	X	X	8	V	8	8	8	V	X	X	V							
Revised Relief Schedule																																																	
9. Schedule of Employee Relieved	X	X	8	8	8	V	V	8	X	X	8	8	V	V	8	8	X	X	8	V	V	8	8	X	X	V	V	8	8	V	X	X	V	V	8	8	V	V	X	X	V								
Revised Relief Schedule																																																	
10. Schedule of Employee Relieved	X	X	8	8	V	V	V	8	X	X	8	V	V	V	8	8	X	X	V	V	V	8	8	V	X	X	V	V	8	8	V	V	X	X	V	8	8	V	V	V	X	X							
Revised Relief Schedule																																																	
11. Schedule of Employee Relieved	X	X	8	V	V	V	V	8	X	X	V	V	V	V	8	V	X	X	V	V	V	8	V	V	X	X	V	V	8	V	V	V	X	X	V	8	V	V	V	V	X	X							
Revised Relief Schedule																																																	

Legend: 8 = Work day
 X = Non-work day
 V = Vacation, sick leave, etc.
 8 = Non-work day worked at overtime rate

| = Break in the workweek
 no = No schedule change for Relief Shift Employee
 Resched = Reschedule Relief Shift Employee for the week
 ex = Exchange Relief Shift Employee's workday and non-work day
 6th = Sixth day worked in workweek is (day)