

**PG and E**

**FOR INTRA—COMPANY USES**

DIVISION OR DEPARTMENT SAN FRANCISCO DIVISION - LOCAL INVESTIGATING COMMITTEE  
741.1

FILE NO.

RE LETTER OF Review Committee File No. 1393-75-22  
SUBJECT San Francisco Division Grievance L.I.C. #2-75-29  
Relief Shift Employee's Workweek

**RECEIVED**

**JUL 24 1976**

**CU 12451 B.E.W.**

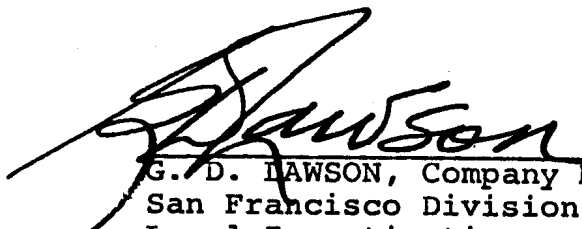
July 13, 1976

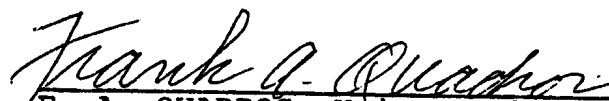
MR. D. J. BERGMAN, Chairman  
Review Committee

MR. L. N. FOSS, Secretary  
Review Committee

In accordance with the Review Committee's Letter of Instructions dated April 16, 1976, the Division Local Investigating Committee has reviewed the schedules in question, applying the relief supplement as last amended and found that no adjustments are required.

This case is considered closed.

  
G. D. DAWSON, Company Member  
San Francisco Division  
Local Investigating Committee

  
F. A. QUADROS, Union Member  
San Francisco Division  
Local Investigating Committee

cc: Division Manager  
Division Personnel Manager  
Division Department Head  
Chairman, Division Joint Grievance Committee  
L.I.C. Members

# REVIEW COMMITTEE

**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94108  
(415) 781-4211, EXTENSION 1125

L.V. BROWN, CHAIRMAN

**IBEW**



INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(415) 933-6060  
L.N. FOSS, SECRETARY

☐ DECISION  
☒ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

Review Committee File No. 1393-75-22  
San Francisco Division Grievance No. LIC 2-75-29  
Relief Shift Employee's Workweek

April 16, 1976

MR. G. D. LAWSON, Company Member  
San Francisco Division  
Local Investigating Committee

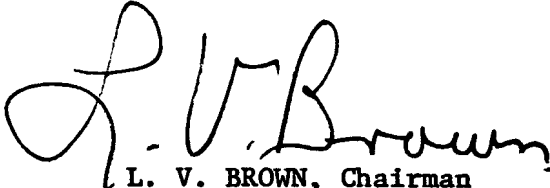
MR. F. A. QUADROS, Union Member  
San Francisco Division  
Local Investigating Committee

The above-subject grievance has been discussed by the Review Committee and is being returned to the Division for settlement in accordance with the following:

The primary issue in dispute is the application of the Labor Agreement Clarification, Titles 202 and 208, Hours of Relief Shift Employees and its Supplement, dated November 1, 1967. The Division, late in 1974, instituted relief assignments and regular hours of work of Relief Operators that are not contained in either the Agreement or various possible assignments provided for in the Relief Supplement. However, in reviewing the Relief Agreements, there appears to be an answer at hand, specifically, the Company can assign employees designated as relief classifications, relief schedules and regular hours of work as long as the assignments are in accordance with Sections A through E of the Labor Agreement Clarification, Titles 202 and 208, Hours of Relief Shift Employees, dated November 1, 1967. Section A of the Clarification is not clear as to the possible combinations of workweek schedules for relief employees, which could lead to an interpretation that only those schedules listed in the Agreement are proper. This is not the case in that the Labor Agreement Clarification, Title 202, Hours, dated April 1, 1965, permits the Company to schedule Relief Operators a regular schedule of ten days on and four days off with three different combinations of workweeks - Saturday-Friday, Sunday-Saturday, Monday-Sunday - providing that two of the four days off are on Saturday-Sunday, pursuant to Section B-3 of the Labor Agreement Clarification. The examples contained in the Agreement are not all inclusive, and as long as the Relief Operators' hours of work are scheduled in such a manner as to conform with the above-mentioned sections of the Relief Agreements and comply with the Fair Labor Standard Acts, the assignments in question would then be proper.

April 16, 1976

In view of the above and the recently negotiated examples, Pages 8 through 13 (attached) of the Supplement to the Labor Agreement Clarification, Titles 202 and 208, Hours of Relief Shift Employees, the Review Committee is of the opinion that the Local Investigating Committee should review the schedules in question, apply the relief supplement as last amended and accordingly make the necessary adjustments, if any. When the Local Investigating Committee has reached a final disposition in the case, the Review Committee should be notified of the results.



L. V. BROWN, Chairman  
Review Committee



L. N. FOSS, Secretary  
Review Committee

DJBergman:rto

cc: JHBlack  
IWBonbright  
JAFairchild  
PMatthew  
Personnel Managers

Attachments

#2167

# PACIFIC GAS AND ELECTRIC COMPANY

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

December 30, 1975

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

The Company has recently determined a need for assigning Relief Operators regular schedules of ten days on and four days off with a work-week of Monday through Sunday relieving employees' workweeks of Sunday through Saturday and Monday through Sunday.

In order to assist Operating personnel in the application of the Hours Agreement, Company proposes to add the attached examples, Pages 8 through 13 to the Labor Agreement Clarification, Titles 202 and 208, Hours of Relief Shift Employees, dated November 1, 1967.

If you are in accord with 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   
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

April 12, 1976, 1975

By   
Business Manager

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

Page 8

Days Off of Relieved Employee	A'	C'	D'	E'	F'	G'
	Sat-Sun	Mon-Tue	Tue-Wed	Wed-Thu	Thu-Fri	Fri-Sat
	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
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
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 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
	ex mon & wed	no	ex mon & wed	ex mon & wed	ex mon & wed	ex mon & wed
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 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
	resched	no	ex mon & wed	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 8 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
	resched	no	ex mon & wed	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 V 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 8 X X 8
	resched	no	ex mon & wed	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 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
	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 8 X X 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
	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 V X X 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
	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 V X X 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
	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 V X X 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
	no/6th tue	no	no	no/6th tue	no/6th tue	no/6th tue

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

Page 9

Days Off of Relieved Employee	A'	C'	D'	E'	F'	G'
	Sat-Sun	Mon-Tue	Tue-Wed	Wed-Thu	Thu-Fri	Fri-Sat
	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
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	8 8 8 8 8 X	8 8 8 8 8 X	8 8 8 8 8 X	8 8 8 8 8 X
	no	no/6th sat	no/6th sat	no/6th sat	no/6th sat	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 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
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 - 10-on and 4-off Schedule with Saturday and Sunday off.  
 Relieved Employee's Workweek: Sunday through Saturday

Page 10

Days Off of Relieved Employee	C	D	E	F	G	A+C
	Sun-Mon S M T W T F S S	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 and Sun S M T W T F S 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/
1. Schedule of Employee Relieved	/X X V 8 8 8 8/8/					
Revised Relief Schedule	/8 8 8 8 8 X X/ no					
2. Schedule of Employee Relieved	/X X V V 8 8 8/8/	/V 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/X/
Revised Relief Schedule	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no
3. Schedule of Employee Relieved	/X X V V V 8 8/8/	/V X X V V 8 8/8/	/V V X X V 8 8/8/	/V V V X X V 8/8/	/V V V 8 X X 8/8/	/V V V 8 8 X X/X/
Revised Relief Schedule	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no
4. Schedule of Employee Relieved	/X X V V V V 8/8/	/V 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/X/
Revised Relief Schedule	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no	/8 8 8 8 8 X X/ no
5. Schedule of Employee Relieved	/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 V/8/	/V V V V X X V/8/	/V V V V V X X/X/
Revised Relief Schedule	/8 8 8 8 8 8 X/ no/6th sat	/8 8 8 8 8 8 X/ no/6th sat	/8 8 8 8 8 8 X/ no/6th sat	/8 8 8 8 8 8 X/ no/6th sat	/8 8 8 8 8 8 X/ no/6th sat	/8 8 8 8 8 X X/ no
6. Schedule of Employee Relieved	/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/V/	
Revised Relief Schedule	/X 8 8 8 8 8 8/ resched/6th sun	/X X 8 8 8 8 8/ resched	/8 X X 8 8 8 8/ resched	/8 8 X X 8 8 8/ resched	/8 8 8 X X 8 8/ resched	
7. Schedule of Employee Relieved	/X X 8 8 8 8 8/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/V/	
Revised Relief Schedule	/8 8 8 8 X X 8/ ex fri & sun	/8 8 8 8 X X 8/ ex fri & sun	/8 8 8 8 X X 8/ ex fri & sun	/8 8 8 8 X X 8/ ex fri & sun	/8 8 8 8 X X 8/ ex fri & sun	
8. Schedule of Employee Relieved	/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 V/V/	/8 8 8 8 X X V/V/	/8 8 8 8 V X X/X/
Revised Relief Schedule	/X 8 8 8 8 8 8/ resched/6th sun	/X X 8 8 8 8 8/ resched	/8 X X 8 8 8 8/ resched	/8 8 X X 8 8 8/ resched	/8 8 8 X X 8 8/ resched	/8 8 8 8 X X/ no
9. Schedule of Employee Relieved	/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/V/	/8 8 8 V V X X/X/
Revised Relief Schedule	/X 8 8 8 8 8 8/ resched/6th sun	/X X 8 8 8 8 8/ resched	/8 X X 8 8 8 8/ resched	/8 8 X X 8 8 8/ resched	/8 8 8 X X 8 8/ resched	/8 8 8 8 X X/ no
10. Schedule of Employee Relieved	/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/V/	/8 8 V V V X X/X/
Revised Relief Schedule	/X 8 8 8 8 8 8/ resched/6th sun	/X X 8 8 8 8 8/ resched	/8 X X 8 8 8 8/ resched	/8 8 X X 8 8 8/ resched	/8 8 8 X X 8 8/ resched	/8 8 8 8 X X/ no
11. Schedule of Employee Relieved	/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/V/	/8 V V V V X X/X/
Revised Relief Schedule	/X 8 8 8 8 8 8/ resched/6th sun	/X X 8 8 8 8 8/ resched	/8 X X 8 8 8 8/ resched	/8 8 X X 8 8 8/ resched	/8 8 8 X X 8 8/ resched	/8 8 8 8 X 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  
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 6th = Sixth day worked in workweek is (day)

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

Page 11

Days Off of Relieved Employee	C	D	E	F	G	A+C
	Sun-Mon	Mon-Tue	Tue-Wed	Wed-Thu	Thu-Fri	Fri-Sat and Sun
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
1. Schedule of Employee Relieved	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 8 X X
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 X 8 8 8 8 8	X X 8 8 8 8 8	X X 8 8 8 8 8
	no/6th tue	no	no	no	no	no
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 8 X X
Revised Relief Schedule	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 8 8
	no/6th tue	no	ex mon & wed	ex mon & wed	ex mon & wed	ex mon & wed
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 8 X X
Revised Relief Schedule	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 8	8 8 8 8 X X 8
	no/6th tue	no	ex mon & wed	resched	resched	resched
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	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 8	8 8 8 8 X X 8
	no/6th tue	no	ex mon & wed	resched	resched	resched
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	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 8	8 8 8 8 X X 8
	no/6th tue	no	ex mon & wed	resched	resched	resched
6. Schedule of Employee Relieved	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/V	V V V V V X X/X
Revised Relief Schedule	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 8	8 8 8 8 X X 8
	no/6th tue	no	ex mon & wed	resched	resched	resched
7. Schedule of Employee Relieved	X X 8 8 8 8 8/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/V	8 8 8 8 8 X X/X
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
	no	no	no	no	no	no
8. Schedule of Employee Relieved	X X 8 8 8 8 V/V	8 X X 8 8 8 8 V/V	8 8 X X 8 8 V/V	8 8 8 X X 8 V/V	8 8 8 8 X X V/V	8 8 8 8 V X X/X
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
	no	no	no	no	no	no
9. Schedule of Employee Relieved	X X 8 8 8 V V/V	8 X X 8 8 8 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/V	8 8 8 V V X X/X
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
	no	no	no	no	no	no
10. Schedule of Employee Relieved	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/V	8 8 V V V X X/X
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 8 8 8 8 8 8	X 8 8 8 8 8 8	X 8 8 8 8 8 8
	no	no	no	no/6th tue	no/6th tue	no/6th tue
11. Schedule of Employee Relieved	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/V	8 V V V V X X/X
Revised Relief Schedule	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 8	8 8 8 8 X X 8
	no	no	ex mon & wed	resched	resched	resched

Legend: 8 = Work day  
 X = Non-work day  
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 6th = Sixth day 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: Monday through Sunday

Page 12

Days Off of Relieved Employee	A'	A'+C'	D'	E'	F'	G'
	Sat-Sun	Sun and Mon-Tue	Tue-Wed	Wed-Thu	Thu-Fri	Fri-Sat
	SMTWTFSS	SMTWTFSS	SMTWTFSS	SMTWTFSS	SMTWTFSS	SMTWTFSS
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 8 X X /	X / X X 8 8 8 8 8 /	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 /	/ 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 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 /	/ 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 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 /	/ 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 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 /	/ 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	no
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 /	/ 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 /	/ 8 8 8 8 8 X X /
	no	resched	resched	resched	ex thu & sat	no
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 /	/ 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 /	/ 8 8 8 8 8 X X /
	no/6th fri	resched	resched	resched	ex thu & sat	no
7. Schedule of Employee Relieved	/ 8 8 8 8 V X X /	X / X X 8 8 8 8 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 V /
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/6th fri	no	no	no	no	no
8. Schedule of Employee Relieved	/ 8 8 8 V V X X /	X / X X 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 V V /	/ 8 8 8 V X X 8 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 8 X X /
	no/6th fri	ex thu & sat	ex thu & sat	ex thu & sat	ex thu & sat	no
9. Schedule of Employee Relieved	/ 8 8 V V V X X /	X / X X 8 8 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 V /
Revised Relief Schedule	/ 8 8 8 8 8 X X /	/ 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 /	/ 8 8 8 8 8 X X /
	no/6th fri	resched	resched	resched	ex thu & sat	no
10. Schedule of Employee Relieved	/ 8 V V V V X X /	X / X X 8 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 V /
Revised Relief Schedule	/ 8 8 8 8 8 X X /	/ 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 /	/ 8 8 8 8 8 X X /
	no/6th fri	resched	resched	resched	ex thu & sat	no
11. Schedule of Employee Relieved	/ V V V V V X X /	X / X X 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 V /
Revised Relief Schedule	/ 8 8 8 8 8 X X /	/ 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 /	/ 8 8 8 8 8 X X /
	no/6th fri	resched	resched	resched	ex thu & sat	no

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

Page 13

Days Off of Relieved Employee	A'	A'+C'	D'	E'	F'	G'
	Sat-Sun	Sun and Mon-Tue	Tue-Wed	Wed-Thu	Thu-Fri	Fri-Sat
	SMTWTFSS	SMTWTFSS	SMTWTFSS	SMTWTFSS	SMTWTFSS	SMTWTFSS
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/
1. Schedule of Employee Relieved	V/8 8 8 8 X X/	X/X X 8 8 8 8 8/	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 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/
	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 8 X X/	X/X X V 8 8 8 8 8/	V/V X X 8 8 8 8 8/	V/V 8 X X 8 8 8 8/	V/V 8 8 X X 8 8 8/	V/V 8 8 8 X X 8 8/
Revised Relief Schedule	/8 8 8 8 8 X/	/X X 8 8 8 8 8/	/8 8 X X 8 8 8 8/	/8 8 8 X X 8 8 8/	/8 8 8 8 X X 8 8/	/8 8 8 8 X X 8/
	resched/6th fri	no	resched	resched	resched	resched
3. Schedule of Employee Relieved	V/V V 8 8 8 X X/	X/X X V V 8 8 8 8/	V/V X X V 8 8 8 8/	V/V V X X 8 8 8 8/	V/V V 8 X X 8 8 8/	V/V V 8 8 X X 8 8/
Revised Relief Schedule	/8 8 8 8 8 X/	/X X 8 8 8 8 8/	/8 8 X X 8 8 8 8/	/8 8 8 X X 8 8 8/	/8 8 8 8 X X 8 8/	/8 8 8 8 X X 8/
	resched/6th fri	no	resched	resched	resched	resched
4. Schedule of Employee Relieved	V/V V V 8 8 X X/	X/X X V V V 8 8 8/	V/V X X V V 8 8 8/	V/V V X X V 8 8 8/	V/V V V X X 8 8 8/	V/V V V 8 X X 8 8/
Revised Relief Schedule	/8 8 8 8 8 X/	/X X 8 8 8 8 8/	/8 8 X X 8 8 8 8/	/8 8 8 X X 8 8 8/	/8 8 8 8 X X 8 8/	/8 8 8 8 X X 8/
	resched/6th fri	no	resched	resched	resched	resched
5. Schedule of Employee Relieved	V/V V V V 8 X X/	X/X X V V V V 8 8/	V/V X X V V V 8 8/	V/V V X X V V 8 8/	V/V V V X X V 8 8/	V/V V V V X X 8 8/
Revised Relief Schedule	/8 8 8 8 8 X/	/X X 8 8 8 8 8/	/8 8 X X 8 8 8 8/	/8 8 8 X X 8 8 8/	/8 8 8 8 X X 8 8/	/8 8 8 8 X X 8/
	resched/6th fri	no	resched	resched	resched	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 X 8 8 8 8 8/	/8 8 X X 8 8 8 8/	/8 8 8 X X 8 8 8/	/8 8 8 8 X X 8 8/	/8 8 8 8 X X 8/
	resched/6th fri	no	resched	resched	resched	resched
7. Schedule of Employee Relieved	/8 8 8 8 V X X/	X/X X 8 8 8 8 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 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/
	no	no	no	no	no	no
8. Schedule of Employee Relieved	/8 8 8 V V X X/	X/X X 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 V V/	/8 8 8 V X X 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/
	no	no	no	no	no	no
9. Schedule of Employee Relieved	/8 8 V V V X X/	X/X X 8 8 V V V/	/8 X X 8 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 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
10. Schedule of Employee Relieved	/8 V V V V X X/	X/X X 8 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 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/
	no	no	no	no	no	no
11. Schedule of Employee Relieved	/V V V V V X X/	X/X X 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 V/
Revised Relief Schedule	/X 8 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/6th mon	no/6th mon	no/6th mon	no/6th mon

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