IAM-Boeing Contract Rules Regarding Overtime

Union Reps have received a lot of questions on overtime limits, overtime pay, etc. Below is a brief summary of language regarding overtime. Check with your Steward if you have a question or believe a contract violation has occurred. Remember: Members can always volunteer to work overtime; however, there are limits on the mandatory overtime management can assign.

OVERTIME SCHEDULING:

- The company must first try to find volunteers from among the people who normally do the work within the shop and shift.
- If more volunteers are needed, the next step is to ask other qualified employees in the same job classification.
- If still more people are needed, management can then designate any employee to fill the requirement. NOTE: “any employee” does not mean anyone outside of our bargaining unit, including management.
- Management can assign six- or seven-day work weeks to everyone working in a shop, crew or functional area on a particular shift, except when an employee has previously scheduled the use of vacation, bereavement leave or military leave on Friday preceding the weekend or an employee has reached their overtime limits (quarterly or for consecutive weekends).
- When no one has a specific right to the weekend overtime assignment, it is known as discretionary overtime - so management can use their discretion in assigning the work. In this instance, some shops have opted to use “overtime wheels” or “fairness lists,” which are non-contractual.
- NOTE: When designating mandatory overtime on weekends, management can call it a Manufacturing Day or anything else they choose since they have the right to assign mandatory overtime up to contractual limits.
- Management may exclude an employee from overtime if:
  - employee has been absent during the week, except for sick leave, jury duty, witness service, bereavement leave, authorized Union business, previously scheduled vacation or absence due to industrial injury or illness.
  - an employee’s schedule performance or work quality is currently documented as being deficient.

OVERTIME PAY RATES:

- Time worked outside assigned shift on first or second shift shall be paid at 1.5 times base rate for first two hours and double time base rate thereafter (6.10c2).
- Time worked outside assigned shift on third shift shall be paid 1.5 base rate for first one and one-half hours and double time thereafter (6.10c3).
- First day of rest (Saturday), first and second shift shall be paid 1.5 times base rate for 8 hours and double time thereafter (6.10d2). Third shift on first day of rest shall be paid 1.5 times base rate for first six and one-half hours and double time thereafter (6.10d3).
- Any time worked on second day of two consecutive days of rest (Sunday) shall be paid at double time (6.10d4).
- Double time shall also be paid for all overtime (6.10e):
  - more than 160 overtime hours in a budget quarter
  - on the fourth consecutive weekends

DESIGNATED OVERTIME:

We would prefer that all overtime be voluntary; however, our contract does allow Boeing to designate or assign mandatory overtime with certain constraints.

Notification of designated weekend overtime will be no later than the first rest break on Friday. When emergent situations arise following first break, notification of such overtime will be provided as soon as possible (LOU #16, paragraph 3).

No employee shall be required to work overtime in excess of the following limits (LOU #11):

- 128 overtime hours in any budget quarter (for 2014 next budget quarter ends Sept. 25; final budget quarter ends Dec 18).
- The limit for designated overtime on a Saturday or Sunday shall be eight hours.
- Two consecutive weekends.
- All overtime in excess of the above limits shall be strictly on a voluntary basis and no employee shall suffer retribution for his/her refusal or failure to volunteer. An employee may be required to perform overtime work beyond the above limits where necessary for delivery of an airplane which is on the field, for customer-requested emergency repair of delivered products, or for Government DX or Government DO rated orders.

HOLIDAY OVERTIME (LOU #11):

All overtime on a contractual holiday or on the weekend which immediately precedes a Monday holiday or immediately follows a Friday holiday shall be voluntary. The only exception to voluntary overtime on a holiday weekend in LOU #11 is “where necessary for facilities maintenance.”

If you should volunteer and work on a holiday, you are paid double time for hours worked plus 8-hours holiday pay. Members can always volunteer for overtime on holiday weekends and the actual holidays, but our contract language ensures you have the option to spend the holiday weekends with family and friends.

Approved for posting,

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