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1 (4) For time worked in excess of eight (8) hours on other than a day of  
2 rest, the employee shall be paid at his or her regular rate for one  
3 and one-half times the hours worked through the first two (2) hours  
4 and double the hours continuously worked thereafter.

5 (5) For time worked on the first day of rest the employee shall be paid  
6 at his or her regular rate for one and one-half times the hours  
7 worked through the first eight (8) hours of work and twice the hours  
8 continuously worked thereafter.

9 (6) For time worked on the second day of rest the employee shall be  
10 paid at his or her regular rate for twice the hours continuously  
11 worked.

12 (7) For Company holidays which occur during a travel assignment  
13 employees shall receive eight (8) hours' holiday pay, and in  
14 addition, for time worked on a holiday, the employee shall be paid  
15 at his or her regular rate for twice the hours worked.

16 (8) Employees will receive pay for all hours spent traveling from their  
17 permanent place of residence until arrival at the assigned  
18 destination. If employees are required to depart for a travel  
19 assignment after reporting to work, the time spent traveling shall  
20 include the retroactive travel time from their permanent place of  
21 residence, until arrival at the assigned destination.

22 (9) While on travel assignment, employees will receive pay beginning  
23 at the time that the employee is assigned to report for transportation  
24 to the assigned work location until the arrival time back at the  
25 lodging location.

26 (10) Employees will receive pay for all hours spent on return travel from  
27 their temporary lodging location (or assigned work location) until  
28 their arrival at their permanent place of residence.

29 The following telephone and laundry allowance will be authorized:

30 (1) An employee will be authorized to telephone his or her home at  
31 Company expense in accordance with applicable Company policy.  
32 Where available, the Company's BTN system will be used. When  
33 necessary to use conventional long-distance service, the employee  
34 will be reimbursed for the cost of the call, provided the call is of  
35 reasonable duration.

36 (2) An employee on a travel assignment will be reimbursed for the cost  
37 of any laundry service which is reasonable and necessary in  
38 accordance with applicable Company policy.

1 The Union may designate, from among the employees on an assignment  
2 covered by this Letter of Understanding, one (1) employee as a steward;  
3 however, the provisions of Article 4 of the Agreement shall not apply to such  
4 steward. The Union shall notify the Company in writing of such  
5 designation. The Company shall not assign non-bargaining unit employees  
6 to perform AOG jurisdictional work assignments.

7 Employees returning from such a travel assignment will be allowed ~~twelve~~  
8 ~~(12)-sixteen (16)~~ hours between time of arrival at the home terminal, or  
9 clearance from U. S. Customs in the case of employees returning from  
10 international locations, and the start of their next regular shift assignment.  
11 Employees will be granted leave with pay for any unworked portion of their  
12 assigned shift which falls within this ~~twelve (12)~~sixteen (16)-hour period  
13 provided they report for work at the applicable time so described in this  
14 provision. Exception to the above provision will be in the case where the  
15 ~~twelve (12)~~sixteen (16)-hour period extends beyond the end of the  
16 employee's regularly scheduled lunch period, in which case the employee  
17 will not be required to report for work and will be paid for the entire shift.

18 Employees on travel assignments for which time enroute exceeds eight (8)  
19 continuous hours will not be required to work their regular shift on the date  
20 of departure and will receive ~~a minimum of eight (8) hours pay for that day~~  
21 all wages pursuant to section 8 – 10 of the above. When travel time enroute  
22 to a customer work location exceeds twelve (12) continuous hours, a  
23 minimum of twelve (12) hours rest will be provided prior to beginning work  
24 whenever possible within customer required schedules.

25 Employees returning from travel assignment on other than the assigned  
26 return date, as requested by the employee, will be compensated at the  
27 assigned return date rate.

28 Dated: ~~November 2, 2008~~September 13, 2024