

## SIDEBAR TO ARTICLE 17

The following policy is established for compensation of employees who are either in a temporary duty status or permanently assigned to the Offshore Islands, for work performed during the weekend and/or holidays.

Personnel will be compensated at the appropriate overtime rate for time spent in a duty status at their work site. Employees scheduled to remain on the Offshore Islands after completion of their regular work week or who are called back to the islands to perform work on a weekend and/or holiday will be compensated in accordance with the following provisions:

a. Transportation will be provided in accordance with the published airlift schedule for the Offshore Islands. If, at the end of the scheduled work week, transportation cannot be provided due to mechanical difficulties or inclement weather, employees will be paid two (2) hours of "call-back" overtime if the delay exceeds two (2) hours from their regularly scheduled time of departure. A delay of transportation due to mechanical difficulties or inclement weather of less than two hours will not be compensated. Delays within the control of the Employer, i.e., due to scheduled operations, will be compensated. In order to receive compensation for delays in transportation, employees must have manifested and used the transportation.

### Example(s):

(1) A flight is regularly scheduled to depart SNI at 1700 hours on Friday afternoon. Due to inclement weather the flight is delayed and departs at 1820. The transportation delay is less than two (2) hours, therefore, employees are not compensated for awaiting transportation.

(2) A flight is regularly scheduled to depart SNI at 1600 on Thursday (short week). Due to a mechanical problem the flight is delayed and does not depart SNI until 1910. The transportation delay exceeds two (2) hours from the scheduled time of departure and the employees are paid two (2) hours of call-back overtime.

b. In addition to the above, if delays in transportation extend through a weekend and/or holiday, employees who are unable to be transported off the islands will be provided up to nine (9) hours of meaningful work and compensated at the appropriate overtime rate for each day they remain on the island. The workshift would commence at approximately the same time of the beginning of their regularly scheduled workshift, i.e., 0730 hours, and would end either when they were transported from the island or at the end of their nine (9) hour shift, whichever occurs first. If transportation is not provided for that day employees will be compensated for nine (9) hours of work and will not receive two (2) hours of callback overtime for that day.

Examples(s):

(1) The employees remain on SNI Friday night to support scheduled operations from 0600 through 1000 hours on Saturday. The employees depart SNI at 1030 hours after completion of the scheduled operation. The employees are entitled to the following compensation: two (2) hours callback overtime for remaining on SNI Friday; two (2) hours of callback for Saturday; and four and one-half (4.5) hours of overtime worked (0600-1030) for Saturday.

(2) The employees remain on SNI Friday night to support scheduled operations from 0500 through 1000 hours and 1300 through 1700 on Saturday. The employees depart SNI at 1730 hours after completion of the scheduled operations. The employees are entitled to the following compensation: two (2) hours callback overtime for remaining on SNI Friday; and nine and one-half (9.5) hours of overtime worked (0500-1000 and 1300-1730) for Saturday. The employees would not receive any callback overtime for Saturday because they worked in excess of nine (9) hours on Saturday.

(3) The employees return to SNI at 1800 hours Sunday night\*\* to support operations scheduled for Monday morning (0400-0700). The employees are entitled to the following compensation: two (2) hours of callback overtime for Sunday night; two (2) hours of callback overtime for Monday; and three (3) hours of overtime worked (0400-0700) for Monday.

(4) The employees remain on SNI Friday night to support scheduled operations from 0500 through 1000 hours and 1300 through 1700 on Saturday. The employees remain on SNI Saturday night to support scheduled operations on Sunday (0600-1300) and remain overnight to support scheduled operations on Monday (0400-0730). The employees are entitled to the following compensation: two (2) hours callback overtime for remaining on SNI Friday; nine and one-half (9.5) hours of overtime worked (0500-1000 and 1300-1730) for Saturday; seven (7) hours of overtime for Sunday (0600-1300) plus two (2) hours of call back for staying over Sunday night; three and one-half (3.5) hours of overtime for Monday plus two (2) hours callback overtime for Monday for a total of twenty-six (26) hours of overtime compensation.

\*\*Air transportation to return employees to SNI to perform scheduled operations on Monday morning will depart Pt. Mugu at 1800 hours Sunday night unless scheduled operations or inclement weather requires an earlier departure time.

Example(s)

(1) Transportation cannot depart SNI on Friday due to mechanical difficulties. On Saturday, employees will report to the work site at their regularly scheduled time, 0730 hours, to perform work. Transportation is available and the employees depart SNI at 1100 hours later that same morning. The employees are entitled to the following compensation: two (2) hours callback overtime for Friday's delay; two (2) hours of callback for Saturday's delay; and three and one-half (3.5) hours of overtime worked (0730-1100) for Saturday.

(2) Transportation cannot depart SNI on Friday due inclement weather. On Saturday, the employees will report to the work site at their regularly scheduled time, 0730 hours, to perform work. Transportation is available and the employees depart SNI at 1700 hours later that day. The employees are entitled to the following compensation: two (2) hours callback overtime for Friday's delay; and nine (9) hours of overtime worked (0730-1700) for Saturday. The employees will not receive any callback overtime for Saturday because they worked the full nine (9) hours.

(3) Transportation cannot depart SNI on Friday due inclement weather. On Saturday, employees will report to the work site at their regularly scheduled time, 0730 hours, to perform work. Transportation is available and the employees depart SNI at 1530 hours later that day. The employees are entitled to the following compensation: two (2) hours callback overtime for Friday's delay; and seven and one-half (7.5) hours of overtime worked (0730-1530) for Saturday. The employees would only receive one and one-half (1.5) hours of callback overtime\*\* for Saturday in order not to exceed nine (9) hours of overtime compensation.

\*\*In cases where the employees are entitled to less than two (2) hours "callback" overtime, timesheets should reflect an extension of overtime hours vice "callback" overtime.

c. Employees who remain on the islands after the end of their regularly scheduled work week, or who return to the islands, in order to perform scheduled overtime will be compensated for work performed at the appropriate overtime rate for the scheduled overtime. In addition to the scheduled overtime, the employees will receive two (2) hours of callback overtime for each day assigned to the islands if the scheduled overtime is less than nine (9) hours. If the employee performs scheduled overtime in excess of nine (9) hours in one day they will not receive two (2) hours of callback overtime for that day.