

AEROJET – GENERAL CORPORATION
SACRAMENTO FACILITY
&
INTERNATIONAL ASSOCIATION
OF
MACHINIST AND AEROSPACE WORKERS
LOCAL 946
2011 Negotiations

715. The Company will offer overtime to the employees in the classification who are capable and qualified to perform the tasks scheduled for overtime, as follows:

- a. To the employees in the work group who normally perform the work.
- b. To other qualified employees in the work group.
- c. To other qualified employees.
- d. Probationary employees and employees assigned per Article XVI, Section 16105, will be asked to work overtime only after all employees covered by a., b., and c above have been asked for overtime except in those situations that present an opportunity for learning and training-
- e. When overtime is necessary, employees will be given as much advance notice as possible. Overtime for the weekend will be asked for no later than the end of shift on Thursday. If asked later than that, the employee will not be charged if the overtime is refused.
- f. It is the intent of this article to assign overtime to the employees who normally work on the shift on which overtime exists. However, in the event that it is necessary to work overtime on a daily basis for the continuation of work assignments in excess of the employee's regularly scheduled shift or workweek the Company may work the employee who normally performs the work up to a maximum of four (4) hours into the next populated or unpopulated shift and/or the Company may assign an employee on the other shift within the proper classification to perform the work.
- g. Crew Chiefs/Lead workers will be scheduled for overtime in accordance with the provisions of this agreement and treated the same as all other employees except where shift change requirements prevail. It is understood that there will be instances of

overtime charges for Crew Chief/Lead workers where shift change overlap work flow continuity, communications between Crew Chief/Lead workers are necessary.

The parties have tentatively agreed to the above modification to the 2008 - 2011 labor agreement.

For the Company

Date

For the Union