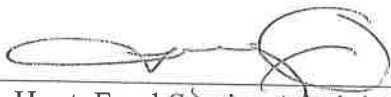


Negotiation of Food Service Overtime Procedures

Effective: September 14, 2012

1. Prior to filling any vacant shift due to a staff member's absence, management agrees to utilize the established Food Service Overtime List to fill overtime. Staff members that are listed on the Food Service Overtime List must be available to work the full shift that is vacant.
2. Management will attempt to fill overtime shifts one day prior to the vacant shift. If this is not possible, management will fill the overtime shift as closely as reasonably possible to the allotted one day before the vacant shift.
3. In the event that management is unable to fill overtime utilizing the Food Service Overtime List during their first attempt, management will go through the Food Service Overtime List a second time filling the overtime with staff working on duty during the same day as the vacant shift. If management is still unable to fill the overtime, management will utilize the MOU concerning Mandatory Overtime Procedures to fill the vacant shift.
4. Staff will not be permitted to exchange or switch any overtime hours for which they have agreed to work. If there are any staff members that are unable to work the overtime for which they were hired, management will revert back to the Food Service Overtime List and proceed to the next available qualified staff member for hire. The staff member that was unable to work the shift for which they were hired will be dropped down on the Food Service Overtime List due to a refusal.

FOR THE EMPLOYER:



T. Hunt, Food Service Administrator (Acting)

9-17-12

Date

FOR THE UNION:



Rick Lahodny, Steward, Local 171

17 Sept 12

Date