

ARTICLE 16: SHIFT ASSIGNMENTS

The parties recognize that shift assignments are made on the basis of seniority. Employees desiring to change shifts may make a written application once a year for reassignment to another shift. Shift transfers shall normally be made during the spring of each year. The only exception shall be a hardship, which is within the sole discretion of the employer.

The parties recognize that it is necessary, from time to time, to reassign employees between sites and among shifts to balance staffing levels, maintain efficiency, for unforeseen emergencies or for training purposes, without regard to seniority.

During the probationary period, new employees will be assigned to an appropriate shift by the Employer.