

ARTICLE 22: ANCILLARY PAY

A. Pay for Non-standard Work Schedules

Unit members assigned to shift 2 or shift 3 receive a higher base rate than employees assigned to a standard work schedule (shift 1). The shift differentials are as follows:

- 7.5% for shift 2;
- 15% for shift 3.

1. Non-Standard Work Schedule Base Rates While on Leave with Pay

Employees assigned shift 2 or shift 3 are paid at the applicable base rate during all leaves with pay.

2. Non-Standard Work Schedule Base Rates for Termination Vacation Pay

Employees assigned shift 2 or shift 3 at the time of termination are paid for unused, accrued vacation credits at the applicable base rate, unless the assignment was temporary and less than 90 days.

B. Call-Back Pay

1. Eligibility:

Unit members are eligible for Call-Back Pay in the following circumstances:

- When called back in to a Lawrence Livermore National Security, LLC work site without prior notice.
- When prior notice of the need to return to a Lawrence Livermore National Security, LLC work site is given but the work is scheduled to begin at least three (3), but not more than twelve (12), hours after completion of the employee's assigned work schedule on the day notice is given. In these circumstances, Call-Back Pay stops when the employee's next assigned work schedule starts.
- When in on-call status (see Section C below) and called back in to a Lawrence Livermore National Security, LLC work site after the completion of the employee's assigned work schedule.

2. "Lawrence Livermore National Security, LLC Work Site" Defined

"Lawrence Livermore National Security, LLC work site" includes LLNS, LLC sites such as Site 300 and other sites required by the Lawrence Livermore National Security, LLC but does not include the employee's home.

3. Call-Back Minimum Period

The call-back minimum period starts when the employee reports for work at the required Lawrence Livermore National Security, LLC work site and ends three (3) hours later.

4. Amount of Pay

Employees who are called back will be paid for all hours worked at one and one-half (1-1/2) times their straight time rate or for a minimum of three (3) hours at one and one-half times (1-1/2) their straight time rate, whichever is greater. If, at the commencement of the call-back period, the employee has more than forty (40) hours for the workweek that

are considered hours worked for overtime purposes, the time actually worked on call-back is paid at the rate of one and one half (1-1/2) times straight time pay.

5. Non-standard Work Schedule Base Rate

The non-standard base rate applicable to the shift on which the call-back work is performed is included in the Call-Back Pay (see Section B.4 above).

6. Effect on On-Call Compensation

On-call payments cease when the employee reports to work at the required Lawrence Livermore National Security, LLC work site and do not resume until the three-hour call-back minimum period or greater number of call-back hours actually worked have elapsed (see Section C below).

7. Repeat Call Back

If called back within a three (3) hour call-back minimum period, the employee is not eligible for another minimum.

8. Time Reporting

Employees who are called back report actual call-back hours worked onsite as "Call-Back Overtime." If the employee is called back again within the three-hour call-back minimum period, the employee totals the time actually worked during the two call-backs and reports it as one instance of call-back.

C. On-Call Compensation

On-Call is scheduled time during which an employee is not required to be at the work location but is required to restrict their activities so as to be readily available and able to report for work at a LLNS work site within the time specified by their organization (usually one (1) hour) if called. Employees on a "call-out" list who are not scheduled by management to be in on-call status are not covered by this policy. On-call status is a planned management action that can be used in both emergency and long-term continuing operational situations. Except for exceptions, employees are not eligible for on-call pay on any workday that they are on other paid leave status. (The process for obtaining an exception is described in a separate letter at the back of this contract). Eligible employees will receive on call pay on Laboratory holidays.

1. On-Call Rate

Unit employees assigned to on-call status will be paid 14% of their hourly base rate for each on-call duty hour.

2. Call Back to a LLNS Work Site

If the employee is called back in to a LLNS work site from on-call status, the employee receives Call-Back Pay as provided in Section B. On-call payments cease when the employee departs for work at the required LLNS work site. On-call payments do not resume until the conclusion of call-back time (that is, until after the greatest of the three-hour call-back minimum or actual call-back hours worked has elapsed).

D. Reporting Pay

If a unit employee reports to work on a scheduled workday, they must be paid for the greater of one-half (1/2) their scheduled day's work (up to four (4) hours) or two (2) hours of their regular rate of pay.

E. Pay for Travel Time

Unit employees on official travel outside their scheduled work hours are paid for the travel time.

F. Termination Pay

Upon termination, employees are paid for work done through the last day of work, plus any accrued, unused vacation credits.

1. Non-standard Work Schedule Base Rates and Termination Vacation Pay

Employees assigned to shift 2 or shift 3 at the time of termination from LLNS employment are paid for unused, accrued vacation credits at the applicable base rate, unless the assignment was temporary and less than ninety (90) days.