~~SECTION~~ **ARTICLE** NINETEEN

SHIFT TRANSFERS

~~1.~~ **Section 1.** Employees on the second or third shift will be rotated with employees in the same classification and program on the first shift in the manner provided below subject to the provisions of ~~Paragraph~~ **Section** 3.

~~2.~~ **Section 2.** Each year during the period of **1** October ~~1~~ through **31** October ~~31~~, an employee’s request for assignment to a different shift shall be filed with Labor **and Employee** Relations. Seniority shall be considered by the Company when making shift changes. Subject to the provisions of ~~Paragraph~~ **Section** 3 below, shift transfer requests will be approved provided the employee is qualified to successfully perform the assignment and assigned to the program requiring support on the requested shift~~s~~. If the volunteers do not provide coverage for the production needs, least senior employees on the program will be assigned by seniority.

~~3.~~ **Section 3.** The Company reserves the right to transfer an employee at any time, to or from any shift, or to retain an employee on any shift when, in the opinion of the Company, it is necessary due to the training or skill, or lack of training or skill of the employee, or is necessary for the maintenance or creation of a proper distribution of versatility and skill, or of personnel on the respective shifts.

~~4.~~ **Section 4.** Shift transfers shall take place between 1 January and the third business Monday of January.

~~5.~~ **Section 5**. Employees who are in their probationary period will not be eligible to request a shift transfer.

~~6.~~ **Section 6.** The Local Union President, **the Local** Union Vice President, Union Grievance Committee Chief Steward, and Union Grievance Committee Alternate Chief Steward will be exempt from shift transfer during their term of office, but may submit a shift transfer request for shift transfer consideration under the provisions of this ~~Section~~ **Article**.

~~7.~~ **Section 7.** Area Steward(s) will be assigned to their respective shift and area of representation during their term of office, subject to the provisions of ~~Section~~ ~~11~~ **Article** **Eleven** (Union Representatives).

~~8.~~ **Section 8.** Exceptions to the above provisions may be made in cases of hardship by mutual agreement between the Company and the Union. Such cases will be reviewed on a case-by-case basis.

**Section 9. The provisions of this Article shall not be applicable for employees on Business Travel as provided in Article Twenty.**