~~SECTION~~ **ARTICLE** SIXTEEN

JURY DUTY

~~1.~~ **Section 1.** When an employee is absent to serve as a juror, or to serve on a Grand Jury, or to report to the court in person in response to a jury duty summons, or when an employee has been legally subpoenaed as a witness in a case in a court of law to which the employee is not a party directly or indirectly or as a member of a class, or to report for jury examination, they shall be granted pay for those hours for which they are absent from work during their regularly assigned work schedule for such reason, with respect to jury duty service or subpoenaed witness duty.

~~However,~~ ~~i~~ **I**f an employee is subpoenaed to testify against the Company or the Union, the employee will not be eligible for ~~such~~ **the** pay. Upon mutual agreement between the Company and the Union, exceptions to the exclusions for subpoenaed wit­ness pay may be made in cases of employees subpoenaed by the District Attorney to testify for the prosecution in criminal cases. Pay for work time lost shall not exceed two hundred forty (240) hours in any one calendar year, with respect to jury duty. Pay for ~~such~~ work time lost shall be computed at the employee’s regular base rate of pay at the time of absence excluding any overtime, shift differential, or any other premium. In no case will payment be made for jury duty performed ~~on the sixth or seventh day~~ **for an off day** of an employee’s regular**ly** assigned workweek or for hours in excess of the employee’s regular workday. Employees will not be compensated for subpoenas issued as a result of other employment.

~~2.~~ **Section 2.** ~~In the event~~ **If** an employee is required to be absent from work to serve as a juror for more than two hundred forty (240) hours in a calendar year, the employee’s situation will be reviewed by the Company for payment consideration.

~~3.~~ **Section 3.** If an employee assigned to second shift or third shift is absent from their work on such shift on the calendar day they serve as a juror, the absence shall be deemed to be an absence from work in order to serve as a juror.

~~4.~~ **Section 4.** Employees will be entitled to jury duty pay as provided above on those days that they are scheduled to work.

~~5.~~ **Section 5.** To receive pay for work time lost, an employee must promptly notify their supervisor of any notice they receive to report for jury examination or to report for jury duty and must provide the Company with a statement filed by an official of the court certifying the employee’s service as a juror or appearance in court for that purpose, and the date or dates of attendance.