

District 12

Winter 2010 - 2011

Shifts for Snow & Ice Operations

8-hour Snow & Ice Shifts:

- 24-hour operations at all District 12 maintenance facilities, Monday – Friday
- These 8-hour shifts are the normal Winter Shifts for all HTs, Clerks/Radio and Mechanics
- These 8-hour shifts also apply to minor Snow & Ice events on weekends, as needed
- Shifts will be picked, by Maintenance HTs/Clerks/Mechanics, on the day of their Dry Run or earlier
- Management reserves the right to determine Shift staffing and times based on operational need
- Shifts begin on the following dates, unless weather conditions require to begin earlier:
 - Cuyahoga: Shift #2 on Sunday, December 5 @ 8:00pm
 - Geauga: Shift #1 on Monday, December 6 @ 12:00am (Sunday at midnight)
 - Lake: Shift #3 on Sunday, December 5 @ 8:00pm

Cuyahoga (HTs only)

#HTs(ave./yd)

TMs

Shift #1: 8:00am – 4:30pm	8	Shift #1: 10:00pm – 6:30am
Shift #1a: 12:00pm – 8:30pm	2	Shift #2: 6:00am – 2:30pm
Shift #2: 8:00pm – 4:30am	8	Shift #3: 2:00pm – 10:30pm
Shift #2a: 12:00am – 8:30am	2	

Mechanics: Shift #1 and Shift #2

Clerks/Radio: Shift #2a, Shift #1, and 3:30pm – 12:00am

Gauga (HTs, Mechanics & Clerk/Radio)

#HTs(ave.)

TMs

Shift #1: 12:00am – 8:30am	12	Shift #1: 11:30pm – 8:00am
Shift #2: 7:30am – 4:00pm	12	Shift #2: 7:30am – 4:00pm
Shift #3: 3:30pm – 12:00am	12	Shift #3: 3:30pm – 12:00am

Lake (HTs, Mechanics & Clerk/Radio)

#HTs(ave.)

TMs

Shift #1: 4:00am – 12:30pm	13	Shift #1: 12:00am – 8:30am
Shift #2: 12:00pm – 8:30pm	13	Shift #2: 7:30am – 4:00pm
Shift #3: 8:00pm – 4:30am	5	Shift #3: 3:30pm – 12:00am

12-hour Snow & Ice Shifts Agreement

- Agreement applies only to details provided on this page, not on page 1
- Goal is to provide 24 hours advance notice to all employees prior to initiating 12-hour shifts
- Shift numbers listed below refer to normal 8-hour shifts shown on page 1, as picked by seniority

Cuyahoga (HTs & Mechanics)

Shift #1 & #1a: 8:00am – 8:30pm

Shift #2 & #2a: 8:00pm – 8:30am

TMs & Clerks

Stay on Normal 8-hour Snow & Ice Shifts, as shown above

Examples of what may initiate 12-hour Shifts

- Weather forecast calls for >48 hour storm duration
- Weather forecast calls for >12" total accumulation

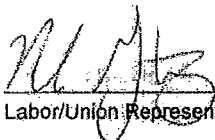
Management may determine a need to utilize twelve (12) hour shifts for snow and ice operations. This decision may be made by each County Manager or their designee for each facility within their county.

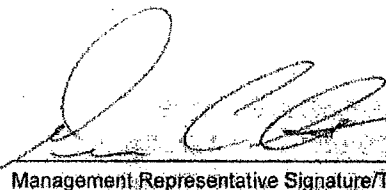
Each County Manager or designee shall notify their employees for each facility, which shift they are assigned. The County Manager or designee may solicit employees for shift preference. However, the County Manager or designee reserves the right to make final shift assignment. If more employees are needed than available for each facility, auxiliary employees may be used to fill each shift.

A County Manager or their designee may determine a need to work employees up to sixteen (16) hours to roll into and out of twelve (12) hour shifts. For example, it is determined that the 12 hour shift will begin at 12:00 midnight and the facilities regular shift ends at 4:00 pm. The County Manager or their designee may send the employees who will report for their first 12 hour shift at midnight home to rest at 4:00 pm. The remaining employees shall continue to work until 12:00 midnight. If more employees are needed from 4:00 to midnight, the auxiliary employees may be utilized.

Furthermore, the County Manager or their designee may determine a need to work employees up to sixteen (16) hours to roll out of twelve (12) hour shifts. For example, a County Manager or designee may determine that a snow and ice event is coming to an end at 10:00 pm. The employees who are to report at midnight may be notified to report for their regular shift the next day. The employees currently working shall continue to work until the event has ended, not to exceed 16 hours.

Accepted by:

 - Chairman, 1804 president 10/1/10
Labor/Union Representative Signature/Title/Date

 HMA 10/1/10
Management Representative Signature/Title/Date