INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS LOCAL LODGE 754

OVERTIME RULES
EFFECTIVE
January 1st , 2025

In accordance with Article K, section 3 of the Grand Lodge Constitution, members shall discourage the working of overtime in order to further opportunities for full employment, a living wage and a fourty hour work week. However, when needed, the following overtime policies that have been approved by the executive board, and ratified by the local lodge membership at the November 2022 meeting for that purpose shall prevail.

1) The Incumbents work first.
2) All overtime is to be controlled by the union in accordance with rule #44 Paragraph C of the controlling agreement.
3) All overtime amendments are to be submitted to the executive board before the October meeting of each year. The executive board will then discuss the proposed amendments to their legality in accordance with the controlling agreements and the approved amendments will be posted on the November regular monthly meeting notice that is posted at the shop locations and will be voted on at the regular monthly union meeting that November.
4) The local lodges overtime hours will start on January 1st of each year.
5) The overtime list is not to be posted on the shop floor or bulletin boards. The overtime book is available from your shop steward or committeeman.
6) The shop stewards and committeemen can dispense overtime, exercising flexibility not to exceed 8 hours.
7) The shop stewards and committeemen must make every effort to cover all open positions at all times. (Amended 1/1/2024)
8) All shop stewards and committeemen will dispense overtime as equally as possible for each gang on each shift.
9) Vacation Day's/Week's, PD's, Relief Day's and Holiday's start when your shift starts. As a courtesy, any member who wants to be asked to work overtime after a Vacation Shift or a PD shift must notify the shop steward or committeeman of their intention prior to taking off, and the list being run. (Amended/in effect 1/1/2022)
10) Press the carrier for a minimum of 1 hour notice of the required overtime needed. No member will be charged with a refusal 1 hour prior to the end of the shift unless the shop steward starts to ask for overtime prior to the one hour of the end of the shift and continues into the last hour.

11) Any machinist who is assigned overtime by the carrier must notify the shop steward or the committeeman as soon as possible of the amount of hours worked and the job performed. A failure to do so will result in the member being charged triple the overtime hours worked.

12) Any member who accepts overtime and then cancels will be charged double the hours asked, unless the job is filled (Except in Emergencies).

13) No member shall be charged overtime for the day when attending a union meeting or any authorized union business with the permission of the Local Lodge President. (Amended 1/1/2016)

14) Any machinist who does not “exercise their right to bid or bump or remove themselves off a position” will not be asked to work overtime, even if said machinist is last to be asked due to job going blank. At this point stewards and committeemen must exercise the rotation in overtime rules for locations and go outside the gang to cover said job with a qualified machinist. If no machinist outside the gang can fulfill the job then said machinist who did not bump, bid, or removed themselves from a position can be asked. (Amended 1/1/2019)

15) Any machinist who, through no fault of their own, gets bumped off their position and has no one else to bump and is placed in an open position will be asked to work overtime in the gang and be treated accordingly.

16) When it becomes necessary to calculate overtime hours for members who bid, bump, or are open through no fault of their own into a gang, the member will be given an average of the overtime hours of that gang eliminating the highest and lowest members hours of that list rounding up to the next increment of eight and will work accordingly. (Amended/in effect 1/1/2023)

17) Any machinist who “bumps or bids into the same gang” will keep their overtime hours in that gang, provided the job description is the same.

18) When a machinist is awarded a temporary position they will be given an average of overtime hours, unless that position is in their original gang. If it is, their overtime hours will remain the same. When a machinist returns to their original position from a temporary position, from other than their original gang, they will be given an average of overtime hours, provided they were below average when they left the gang. If the temporary job was in their original gang, their overtime hours will remain the same.

19) Any machinist, who is an extra in any gang and has been initiated into the union, has the right to share in the overtime in the gang, after the incumbents are asked first. This rule does not apply to any machinist who the carrier has blanked from their position and put into the gang.

20) Any overtime on a P/I engine will be performed by the machinists in the Richmond Hill Locomotive Facility regardless of the location of the engine.

21) All drop pit machinists will be included in the regular overtime roster and they will be asked to work all drop pit work provided that the work consists of wheel and motor change outs.

22) All federal inspectors will be included in the regular overtime roster within the gang and treated accordingly. The federal inspectors will be asked for overtime for all work considered federal inspectors work.

23) All machinist welders in Morris Park, Richmond Hill Facility and H.M.C. will be on their own separate list from Machinists and share overtime equally in their gang.

24) All spray welders will be asked to work overtime first for all spray welding work. They will be included in the regular overtime list in their gang and treated accordingly.

25) When a machinist returns to duty from D/S or D/A there will be no adjustments made to their overtime hours. (Amended 1/1/2021)

26) Any machinist who accepts a high rated position, other than a machinist position, will be charged 2 hours overtime per day, they can work overtime only after the entire gang is asked, or open house. Any machinist who returns to a machinist position from a high rated position other than a machinist position, after 5 or more days will be given an average of overtime hours in that gang, provided their hours were less than average when they left, or when they come back.

27) Any machinist who wishes to be on an extra duty list will be put on the list in seniority order, per location. All overtime hours worked will be kept on the extra duty list, and that persons regular overtime list.

28) Conditions of Employment: A machinist who returns to work under any kind of conditions will not be exempt from being asked to work overtime. They will be charged accordingly.

29) A machinist cannot be asked to work overtime while attending school/training if the hours of school/training conflict with the hours of overtime.

30) Any machinist who is asked to work overtime in other than their bulletined position will not be given a refusal. A machinist who accepts overtime will be charged on their bulletined gangs overtime list. This rule does not apply to any machinist who is on any other list voluntarily.

31) Any machinist who is asked to work on a paid union holiday and does not accept the overtime will not be given a refusal. You will only be charged if you work.

32) When there is a change in company policy and or contractual change that unfairly affects equalization of overtime to a machinist due to a preexisting overtime rule, the executive board may accept a proposal to change the rule at any time. The executive board will read and discuss the change in accordance with the controlling agreement. If approved the change will be posted and voted on by the membership at the next monthly meeting.

33) When attending a wake or a funeral for a fellow machinist or his or her spouse, child or parent, you will not be charged overtime for that day. It will be treated as union business. (Amended 1/1/2016)

34) You will be given a courtesy (asked but not charged a refusal for not working) for all shifts after your last straight time shift worked before vacation, and personal day(s) unless the job is going blank. Then you will be notified and re-asked, and charged refusals accordingly.

35) If a member donates blood at a LIRR blood drive you will not be given a refusal for denying overtime that day. (Rule made effective 01/2013)

36) If company standard prescription safety glasses are needed (every two years as per Long Island Railroad Agreement) and you must leave two hours early for exam, on said day of examination appointment, a reprieve shall be given if asked for overtime for any shift on same day of said appointment examination until next normal shift worked. Same reprieve shall go for the final exam (pickup) of safety glasses as per you must leave an hour early for said day of examination appointment. (Rule made effective 01/2015)

37) A machinist that is awarded a welders position must be prepared to attend the next scheduled welding class. In the event a machinist does not attend they will be ineligible for overtime until such time as they vacate the position or begin welding school. On the condition of hardship, the machinist may ask the Local Lodge President permission to attend the next executive board meeting at which time the machinist must establish a reasonable hardship. A quorum of the executive board will the determine if a waiver should be granted.(Rule made effective 1/2017)

38) In Outlying Points East, Port Jefferson, Ronkonkoma.,Oyster Bay, and Speonk, a machinist on vacation relief jobs are incumbent to the locations that they are covering vacations, until they clock into the next location they are scheduled to cover.(Rule made effective 1/2017)

39) In Outlying Points East, Port Jefferson, Ronkonkoma, Oyster Bay, and Speonk vacation relief machinists when covering a machinist on vacation will carry their own overtime hours.(Rule made effective 1/2017)

40) A machinist who is asked to work past 16 straight hours will be given the option to clockout without being charged a refusal. When authorized by the carrier the machinist will stay on the clock until it is decided by the carrier to send him or her home with pay. If and when the machinist decides it is time for him or her to rest he or she will not be given a refusal for deciding to go home. (Rule made effective 1/1/2019)

41) “Richmond Hill Backshop and P.I. Only” If a conflict under an hour difference occurs, the person in conflict should be asked in the regular rotation.(Rule made effective 1/1/2020)

42) Anonymous overtime proposals will not be accepted for consideration. (Rule made effective 1/1/2021)

43) All overtime proposals will be read aloud at the referendum meeting. At that time the author will have an opportunity to justify the merits of the proposal. If the author is unable to attend the referendum meeting, any member in good standing may advocate for the proposal to the membership. If no one stands to justify the proposal it will be disqualified. (Rule made effective 1/1/2021)

H.M.C.
OVERTIME POLICY

AIR BRAKE SHOP ROTATION

(Air Brake machinists are incumbent to all air brake overtime.)

1. AIR BRAKE SHOP
2. MACHINE SHOP
3. COMPRESSOR GANG

COMPRESSOR GANG ROTATION

(Compressor Gang machinists are incumbent to all compressor gang overtime.)

1. COMPRESSOR GANG
2. MACHINE SHOP
3. AIR BRAKE SHOP

MACHINE SHOP ROTATION

(Machine Shop machinists are incumbent to all machine shop overtime.)

1. MACHINE SHOP
2. COMPRESSOR GANG
3. AIR BRAKE SHOP

Maintenance Department Overtime Policy

M1) In maintenance only: when called for overtime, you will have "ample time" to respond. If you do not respond, you will be charged with a refusal. With the exception of your relief day's. On those two day's you will be exempt from refusal's, except in rare cases that a shift is going to go blank. In that case, the people on relief day's will be called again in order, and refusal's will be issued to all that refuse to take the shift.
M2) "Maintenance Rule Only" Odd Shift/Even Shift Overtime Call. Even shift's consist of 7:30a.m. to 3:30p.m., 3:30p.m. to 11:30p.m., 11:30p.m. to 7:30a.m. and 6:30 a.m. to 2:30p.m. Odd shift's consist of 2:00a.m. to 10:00a.m., 10:00a.m. to 6:00p.m., and 6:00p.m. to 2:00a.m. If you are asked to work an overtime shift that does not correspond to your regular bid shift you will be given a courtesy. You will only be charged if accepted.(Rule made effective 1/1/2019)

MAINTENANCE OVERTIME CALLING ROTATION

Maintenance Machinists:

1) Maintenance Machinist in seniority by hours
2) Maintenance Welders (Certified & Uncertified) in seniority by hours
3) Lab Tech

Maintenance Welders:

1) Certified Maintenance Welders in seniority by hours.
2) Certified Welder's outside the Maintenance Department on a Welders Job.
3) Certified Welders outside the Maintenance Department not on a Welders Job.
4) Uncertified Maintenance Welders in seniority by hours.
5) Maintenance Machinists in seniority by hours.
6) Lab Tech

Lab Tech:

1) Lab Tech
2) Lab Tech Vacation Relief
3) Maintenance Machinists & Maintenance Welders (Certified & Uncertified) capable of the work, in seniority by hours.

Out Of Gang Calling Rotation:

1) Wheel Shop
2) Motor Shop
3) Truck Shop

(Rule made effective 1/1/2022)

TRUCK SHOP ROTATION

The truck shop machinists will be asked to work all overtime for truck shop work.

1. WHEEL SHOP REL/MAN
2. CAR SHOP MACHINIST
3. WHEEL SHOP MACHINISTS
4. MOTOR SHOP

MOTOR SHOP ROTATION

The motor shop machinists will be asked for all motor shop overtime first.

1. WHEEL SHOP RELIEF MAN
2. TRUCK SHOP

WHEEL SHOP ROTATION

Wheel shop machinists are incumbents to all wheel shop overtime. The wheel shop federal inspector and wheel shop borers will work inspectors work and wheel boring work first, and be asked to work wheel shop overtime according to there O.T. hours after the floor overtime list is exhausted.

1. MOTOR SHOP
2. TRUCK SHOP

Morris Park
Running Repair

On all holiday overtime 1st, 2nd and 3rd trick running repair machinists are incumbent to their shifts overtime. The incumbent with the lowest hours is asked first.

1 . The first shift vacation relief machinist will be put on the first shift overtime roster according to their own seniority within the gang. The vacation relief machinist, when covering a machinist on vacation, will carry their own overtime hours.

2. When a machinist is covering a vacation in other than their own gang the machinist will assume the overtime hours of the person they are covering, a record of those overtime hours worked or refused will be kept, in order to keep the vacation relief machinist in regular rotation with the rest of the gang, any overtime hours worked or refused will be added to their original gangs overtime list..

3. The outlying points [truck position] machinist will be included on the first shift running repair overtime roster, and be treated accordingly, the machinist will be asked for all truck work first.

4. The Machinist F.I. and Machinist Drop Pit will be combined on one overtime list, and work in seniority order by hours.

5. In Morris Park only: when called for overtime, you will have “ample time” to respond. If you do not respond, you will be charged with a refusal.
(Rule made effective 1/2025)

Morris Park Rotation

1. Running Repair 1st, 2nd, 3rd shift combined.
2. Morris Park Wheel Truers.
3. Running Repair Welders.
4. Blacksmith Shop.

Morris Park
Out of Gang Rotation

4.1. Richmond Hill Yard.
4.2. Richmond Hill Advance Yard. (PN-39)
4.3. Richmond Hill Locomotive Facility.
4.4. West Side Yard.
4.5. Long Island City Passenger Yard.

POINTS WEST
(RH,WSY,LIC)

RICHMOND HILL YARD ROTATION

The machinists at Richmond Hill Yard are incumbents to all Richmond Hill Yard overtime. All holiday overtime on the shift that is working, the incumbent with the lowest hours will be asked first.

1. Advance Yard.
2. Richmond Hill Locomotive Facility.
3. Morris Park Running Repair. (all shifts combined)
4. Long Island City Passenger Yard.
5. West Side Yard.

RICHMOND HILL LOCOMOTIVE FACILITY ROTATION

The machinists at the Richmond Hill Locomotive Facility are the incumbents to all Richmond Hill Locomotive Facility overtime.

1. Richmond Hill Yard.
2. Advance Yard.
3. Morris Park Running Repair. (all shifts combined)
4. Long Island City Passenger Yard.
5. West Side Yard.

WEST SIDE YARD ROTATION

The machinists at West Side Yard are the incumbents to all West Side Yard overtime.

1. Long Island City Passenger Yard
2. Richmond Hill Yard
3. Advance Yard.
4. Richmond Hill Locomotive Facility.
5. Morris Park Running Repair (all shifts combined)

LONG ISLAND CITY PASSENGER YARD ROTATION

The machinists at the Long Island City Passenger Yard are the incumbents to all Long Island City Passenger Yard overtime.

1. West Side Yard
2. Richmond Hill Yard.
3. Advanced Yard
4. Richmond Hill Locomotive Facility
5. Morris Park Running Repair. (All shifts combined)

OUTLYING POINTS (OB,KO,PJ,SK)

ALL HOLIDAY WORK IS TO BE CALLED BY THE SHIFT THAT IS WORKING

PORT JEFFERSON INCUMBENTS

1. 5:00 P.M. – 1:00 A.M Saturday/Sunday
2. 12:01 A.M. – 8:01 A.M Wednesday/Thursday
3. RELIEF #4 Sunday/Monday (Is incumbent at Speonk on relief days) and is included in rotation at Speonk Location when covering relief job in Speonk.
4. RELIEF #5 Tuesday/Wednesday is included in rotation at Oyster Bay location when covering relief job in Oyster Bay. And is included in Port Jefferson O.T. rotation on his relief days.

MONTAUK SEASONAL MACHINIST #3 JOB IS INCUMBENT TO ALL MONTAUK WORK!

SPEONK

12:01 A.M. – 8:01 A.M. Friday/Saturday
7:30 P.M. – 3:30 A.M Saturday/Sunday Relief #4 – covers Speonk Friday/ Saturday 12:01 A.M.-8:01 A.M. (Sunday/Monday Relief Days) and is incumbent to overtime in Speonk till he punches back in at Port Jeff on Tuesday 12:01 A.M.)

OYSTER BAY

12:01 A.M. – 8:01 A.M Saturday
12:01 A.M – 8:01 A.M Sunday

5. RELIEF #5 covers Oyster Bay Saturday/Sunday 12:01 A.M.- 8:01 A.M. (Tuesday/ Wednesday Relief Days)
6. MOBILE TRUCK UNIT

Ronkonkoma Unit 265 Incumbents

THE MOBILE TRUCK MACHINIST IS INCUMBENT TO ALL MOBILE TRUCK WORK, AND IS TO BE INCLUDED IN THE OVERTIME ROSTER AT PORT/JEFF.(On the day that he works)

ALL HOLIDAY WORK IS TO BE CALLED BY THE SHIFT THAT IS WORKING.

8:01 A.M.- 4:01 P.M Saturday/Sunday
4:01 P.M. – 12:01 A.M. Thursday/Friday
Ronkonkoma (Unit 265) 12:01 A.M. – 8:01 A.M.
Relief #3 (Monday/Tuesday) is incumbent at K.O. on relief day.

THEN GO TO ROSTER

ROTATION:

1. RICHMOND HILL
2. WEST SIDE YARD
3. LONG ISLAND CITY PASSENGER YARD
4. RICHMOND HILL LOCOMOTIVE FACILITY
5. MORRIS PARK (running repair all 3 shifts combined)