

shall be the 24-hour period commencing at the employees' regular scheduled starting time.

Employees assigned to the paper machine operation will normally work on the following shift basis: first shift - 7:00 A.M. to 3:00 P.M., second shift - 3:00 P.M. to 11:00 P.M., third shift - 11:00 P.M. to 7:00 A.M., all others will start their first shift at 7:00 A.M. to 3:30 P.M., and the second shift from 3:30 P.M. to midnight.

The Company agrees to pay its employees weekly, on the Friday following the end of the previous work week effective October 23, 1967.

Section 3-2. Employees On An Available Guarantee Work Hour Basis. (a) Effective October 2, 1967, employees on an available guarantee of 48 work hours per week shall be reduced to an available guarantee of 44 work hours per week. (b) Effective October 7, 1968, employees on an available guarantee of 44 work hours per week shall be reduced to an available guarantee of 42 work hours per week. (c) Effective October 6, 1969, employees on an available guarantee of 42 work hours per week shall be reduced to a normal work week with no guarantee of work per day or per week.

Section 3-3. Overtime Premium. Pay for overtime premium shall be based on the employees' regular straight time hourly

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