

Inquiry about time off for operators between shifts

Information compiled on February 9, 2009

The Question: How many hours off between shifts does your agency give for operators? Is it the same for extra board drivers? Is that an internal policy or set by union contract?

Ben Franklin Transit says...As a policy we try to give **all** drivers 8 hours off between the end of service 7:00 PM to the start again in the morning 5:30 AM. We have 8 & 10 hour shifts. Some are straight; some are split, so everyone gets time off to rest.

C-Tran says...See attached for our policy. The "8 hours off duty" mentioned in the policy is also a part of our labor agreement.

CUBS says....Some of our shifts are from 6:36 am – 7:12 pm. The operators that work these shifts do get a 2 hour break in the middle of the day. So if an operator works 2 of these shifts back to back, they would have off from 7:12 pm – 6:36 am the next morning. This is an internal policy and is not set by a union contract. The operators like working the long shifts as it allows them to have 4 day work weeks.

Grays Harbor Transit says...Per labor agreement with ATU 1765 "Operators must have eight (8) hours off between shifts."

Intercity Transit says...Eight hours between shifts and it is **not** in the contract.

Island Transit says...Operators can drive no more than 10 hours with no less than 8 hours off before driving again.

Kitsap Transit says... We follow the 8 hour refresh rule. As such, unless there is a bona fide emergency, nobody comes back within 8 hours. We have contract language that says anything over 15 hour spread will be paid at 1.5 times for that amount, per day. So, the penalty can add up quickly. Most of our bids do not have any spread penalty built in. If they do, it is limited to no more that 15:15 for the day - giving the driver a minimum of 8:45 off. We follow the philosophy, per union desires, that if it can be scheduled to the extra-board, then create it as a FT piece of work if possible, so the rules apply to all.

Pacific Transit says...We do not have any split shifts at Pacific Transit.

Pullman Transit says...We do not have a set time off between shifts; however we do try to keep it at a minimum usually no more then 5 hours. However, if a driver works until 1:00 am or 3:00

am or a 10 hour day, for safety reason we will not let them come back to work for at least 8 hours.

Skagit Transit says...7.5 hours between shifts. It is not set by a union contract or an internal policy at this time.

Spokane Transit says...In the contract, regular Operators get 8 hours off, extra board 9 hours off unless they work day-off overtime, then 8 hours off.

Twin Transit says....For Twin Transit: Drivers have off 13 – 14 hours between shifts. E.G. – 4:30 AM – 1:30 PM, M – F, or 9 AM – 5 PM, M – F. Relief drivers are scheduled so that they do not finish an evening shift one day, and then start an early morning shift the next day.

Valley Transit says...We follow the Federal / State required minimum of 8 hours off between shifts. All our regular full-time runs have at least 12 hours. Our Part-time Operators work any shift, so we have to be careful and make sure they are off at least the 8 hours minimum. Our Labor Agreement does not address this issue.

Yakima Transit says... Yakima Transit does not have any restrictions on split time between shifts. However, if the shifts are less that 1/2 hour apart, the operator is paid for the split time.

C-TRAN

Effective Date: March 10, 2003

Issued: March 10, 2003

PERSONNEL POLICY

Policy No.: 314

Approved By: _____

SUBJECT: Maximum Drive Time – Commercial Driver’s License (CDL) Drivers

1 PURPOSE

To ensure public safety and control liability to the agency, C-TRAN limits employees who hold CDL’s to a total daily CDL drive time of ten hours.

2 APPLICABILITY

This policy applies to all C-TRAN employees who hold CDLs as a job requirement.

3 PROVISIONS

CDL drivers are limited to ten hours of total CDL drive time after eight hours off duty and no more than 70 hours in eight days. This includes both drive time as a C-TRAN employee and drive time in other outside CDL driving positions.

An employee with ten hours of drive time may resume driving duties after a minimum of eight hours off duty.

A C-TRAN CDL driver’s primary employment responsibility is to C-TRAN. For this reason, a CDL driver should not take on extra CDL driving responsibilities with another employer that would interfere with the hours committed to C-TRAN.

It is the CDL driver’s responsibility to report any potential conflicts pertaining to on-duty CDL driving hours to the dispatcher/supervisor prior to going into service. The CDL driver is not responsible to report any extracurricular work which does not impact available driving hours.

When employment outside of C-TRAN reduces the CDL driver’s available hours to the point of interfering with the completion of his/her C-TRAN assignment, the employee will not be entitled to any compensation or benefits lost due to his/her inability to work.

Employees who allow other CDL drive time to interfere with the completion of their C-TRAN driving duties, or fail to meet their reporting responsibilities, may be subject to discipline up to and including discharge from their position.

These drive time limitations may be waived under emergency situations as determined by the Department Director.