

**Article 20A - Staffing Adjustments** *Section A: no change*

B. During periods of low census or lack of work due to technical failures or other reasons, the normal workday and/or workweek may be decreased. The below priority will be used. For bargaining unit employees, unless otherwise stated below, cancellation will be by seniority, subject to maintaining staff of necessary skill and ability.

1. **Traveler/Agency Employees Float:** ~~Agency employees~~ Travelers/Agency Employees will be floated if a need has been identified and the traveler has the necessary skill and ability.

2. **Urgent Shifts Canceled:** Bargaining unit employees working urgent pay shifts will be canceled. Prior to being canceled, an employee may choose to forego urgent pay and remain at work for the appropriate pay category. This may be straight pay, but could also be overtime or another pay category. Cancellation will then continue as described in the sections below. If no volunteers, cancel returns to this step.

Employees who do not receive a cancellation notice and show up to work the urgent shift will be paid two (2) hours of courtesy urgent pay.

3. **Other Incentive Shifts (if in effect):** Employees working any other incentive shift will be canceled. Prior to being canceled, an employee may choose to forego urgent pay and remain at work for the appropriate pay category. This may be straight pay, but could also be overtime or another pay category. Cancellation will then continue as described in the sections below. If no volunteers, cancel returns to this step.

Employees who do not receive a cancellation notice and show up to work the incentive shift will be paid two (2) hours of courtesy incentive pay.

*No change to Sections 3-11, except renumber as 4-12*