

**MEMORANDUM OF AGREEMENT**  
*Between*  
**Alcoa Corporation Warrick Power Plant**  
**& Local Union 702 of the IBEW**

AVERAGING OVERTIME HOURS FOLLOWING ABSENCE

1. An employee who has been on short term disability, long term disability, unable to work overtime due to a worker's compensation injury, military leave, jury duty, or special assignment outside of their normal schedule rotation, will qualify to be averaged back in on the overtime list.
2. An employee who chooses to be averaged must notify supervision within three (3) working days of their return to work.
3. The employee will be placed in the same position on the list that they were in at the time they started their leave.
  - a. If they were at the bottom (least hours) or top (most hours) of the list when they left, they will be placed back in that position with the same number of hours between them and the next employee (either higher or lower) that existed at the time they left.
  - b. If they were in another position on the list when they left, they will be added back in that position and given the average of the number of hours separating the employees they are placed between. (Add the hours for the next higher employee and the next lower employee and divide by two (2)).
4. Employees who do not notify supervision of their desire to be averaged will continue to have the number of overtime hours charged to them when they started their leave.

The parties agree to review this agreement on an annual basis during the month of October. This agreement may be cancelled by either party giving notice to the other in writing of its intent to cancel the agreement in thirty - (30) days.

DATE: 7-11-18

**FOR THE COMPANY**

Miguel P. Stepard  
Adam J. Wink  
W. Dan  
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**FOR THE UNION**

Jamie L. Hatfield  
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