

ARTICLE 5 – SHIFT DIFFERENTIAL AND TEST HOP BONUS

(a) An employee assigned to a shift, which begins at or after 12:00 noon and before 5 8:00 p.m. will receive a shift differential of one (1) cent per hour.

(1) An employee assigned to a shift, which begins at or after 5 8:00 p.m., and before 6 4:00 a.m. will receive a shift differential of two (2) cents per hour.

(2) No shift differential will be received by an employee assigned to a shift which begins at or after 6 4:00 a.m. and before 12:00 Noon.

Example Start Times:

12:00 noon to	4 7:59 p.m.	1¢
5 8:00 p.m. to	5 3:59 a.m.	2¢
6 4:00 a.m. to	11:59 a.m.	None

(b) An employee will receive the shift differential applicable to the shift to which he is regularly assigned. The applicable shift differential will be included with the employee's base hourly rate in the calculation of pay for overtime, vacation, holiday, sick leave benefit, and benefits paid for absence due to an occupational illness or injury compensable under the applicable Workmen's Compensation law.

(c) An employee may be required to rotate on shifts during a workweek in which event he will receive, for all shifts worked, two (2) cents per hour shift differential if he rotates through a shift to which a one (1) cent per hour shift differential would otherwise be applicable and a shift for which no shift differential is applicable; or three (3) cents per hour shift differential if he rotates through a shift to which a two (2) cents per hour shift differential is applicable and any other shift or shifts. Rotating shifts will be filled first by seniority among qualified employees who volunteer for the shifts. In the event that an insufficient number of employees volunteer to fill the necessary rotating shifts, the unselected shifts will be filled by assignment of the most junior qualified employees.

(d) An employee who is required by the Company to fly on a test hop will receive one (1) hour's pay at his base hourly rate in addition to the regular pay for each hour or fraction thereof spent on the test hop. The Company will provide a maximum of ~~\$100,000~~ \$150,000 Test Flight and Observer Aviation Accident Insurance under the conditions outlined in the American Airlines' liability policy for employees covered by this Agreement.