

6. Minimum Calls

(a) The minimum call is a guarantee of employment for the number of hours of the minimum call indicated in the wage schedules.

The parties hereby confirm the following: The guaranteed length of employment shall be daily or weekly. A guarantee for a longer term shall be specifically set forth in writing. An employee may be replaced following completion of the guaranteed period of employment.

(b) Employees shall hold themselves in readiness to serve the Producer during the period of the minimum call and such additional time as the Producer may require.

(c) Minimum calls for Daily Schedule employees are subject to the provisions of Paragraph 14.

(d) Minimum calls for Weekly Schedule employees are guaranteed for five (5) consecutive days out of seven (7) consecutive days, commencing with the first of such five (5) days worked, including holidays, during the period of employment.

(e) (1) Prior to November 21, 2021, a four (4) hour minimum call shall apply for any day on which an employee, at the request of an individual Producer, reports for safety training. A daily "on call" employee who reports for safety training shall be paid one-half ($\frac{1}{2}$) of the daily "on call" rate for each such day; a weekly "on call" employee shall be paid one-tenth ($\frac{1}{10}$) of the weekly "on call" rate for each such day.

(2) Effective November 21, 2021, a four (4) hour minimum call shall apply for any day on which an employee does not work and reports for training at the request of an individual Producer. A daily "on call" employee shall be paid one-half ($\frac{1}{2}$) of the daily "on call" rate for each such day; a weekly "on call" employee shall be paid one-tenth ($\frac{1}{10}$) of the weekly "on call" rate for each such day. The foregoing does not apply to a day that is within the weekly guarantee of a weekly employee or a weekly "on call" employee.