



# THE TRUTH ABOUT ALTERNATIVE WORK SCHEDULES (AWS) FOR OUR BAKERIES

**Alternative Work Schedules (AWS) won't replace all 8-hour shifts.**

- The intent of AWS is to enable incremental volume for growth while providing employees with more predictable time off for work / life balance.
- Our traditional M-F (5x8) schedule does not work for our high demand lines. This leads to unpredictable needs for overtime and weekend runs.
- To allow for greater predictability in schedules, better work / life balance, and to meet the needs of our customers / consumers, we want to run **a small number of lines** on a 12-hour schedule.
- To accomplish this, we would need to hire a 4<sup>th</sup> crew on these lines so that we can support 24/7 coverage. Employees assigned to these lines would have a 3-day weekend off every other week.
- **The majority of employees would remain on M-F (5x8) traditional schedules.**

## WHAT'S IN IT FOR YOU?

- Scheduled fewer days with opportunity to pick up more hours on days off
- Greater predictability in schedules
- Better work / life balance
- 3-day weekend off every other week

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# ALTERNATIVE WORK SCHEDULES (AWS) WHAT IT COULD LOOK LIKE

		Week 1							Week 2							Week 3							Week 4						
		M	Tu	W	Th	Fr	Sa	Su	M	Tu	W	Th	Fr	Sa	Su	M	Tu	W	Th	Fr	Sa	Su	M	Tu	W	Th	Fr	Sa	Su
Team A	Day	■			■	■				■	■			■	■	■			■	■				■	■			■	■
Team B	Night	■			■	■				■	■			■	■	■			■	■				■	■			■	■
Team C	Day		■	■			■	■	■			■	■				■	■			■	■	■			■	■		
Team D	Night		■	■			■	■	■			■	■				■	■			■	■	■			■	■		

- **MONDAY – SUNDAY = WORK WEEK; SHADED DAYS ARE SCHEDULED WORKDAYS**
- **CONVERT TO 12-HOUR WORKDAYS ON A 2-2-3 PATTERN (2D ON, 2D OFF, 3D ON; FOLLOWED BY 2D OFF, 2D ON, 3D OFF)**
- **TOTAL OF 4 CREWS COVERING THE AREA/LINES ON 24/7 BASIS (WE WOULD NEED TO HIRE A 4<sup>TH</sup> CREW)**
- **PROVIDES FOR A 3-DAY WEEKEND EVERY OTHER WEEKEND**
- **SHIFTS COULD RUN FROM 6 AM TO 6 PM AND 6 PM TO 6 AM**
- **TWO VACATION DAYS OFF CAN RESULT IN 7-DAYS CONSECUTIVELY OFF**