

Our press crews work three shifts during the workweek. In order to have a crew in place for (potential) weekend overtime, we have a prewritten weekend schedule for the year including each crew on a rotating basis. Therefore, each crew could potentially work weekends once every three weeks, if it's "their" weekend to work and if the work volume is available.

We don't determine whether there is enough weekend work until Thursday prior. This is a little difficult for the web crews due to the short notice, but it's the best we have arrived at, considering jobs don't always arrive when they are scheduled to etc., and it requires a decent amount of volume to justify a weekend crew in the first place. The prewritten schedule at least lets them know they may be working on their weekend.

We've tried the volunteer method in the past, but there were too many times when it didn't work out or it required too much time spent on asking for volunteers. Does any other member have a different way of prescheduling or of determining which crew would work the weekend if the work volume is available?

1. We're still on the "voluntary" system. We tried to get the union to approve the rotating schedule outlined below during our last contract negotiation sessions, but were not successful. Another thought might be some sort of incentive for working the weekend – perhaps a drawing for those who worked the weekend?
2. That is the same thing we do at our facility. We try to schedule weekends by Wednesday but it is not always possible. We let people know when they are hired that we have a weekend schedule and if they know they cannot work a specific weekend for which they are scheduled they should try to switch with someone or try to take vacation the previous Friday or following Monday (we allow a limited number of employees off for their weekend if they use vacation the day before and/or after). Otherwise they should plan on working.
3. We do the same thing, but we try to make that call 2 weeks ahead if we clearly won't work, to make up for those times when we have to wait until Wednesday.
4. We have these same issues...
5. First off, my response to the party that asked this question is that they need to go back to their pressroom employees and let them know that they are fortunate to be asked to work weekends in the first place. There are a lot of printers that are doing everything they can to fill the week let alone the weekend. That being said, we are on a volunteer basis for weekends. We start asking on Wednesday for the upcoming weekend to see who is available. If we find that we aren't getting enough volunteers we ask again and stress the importance of meeting our customers' expectations. I hope this helps.
6. Good question! We usually have enough volunteers. Perhaps see if there is a way to forecast sooner about the weekend or provide more of an incentive to working the weekend (or at least holding the weekend open). I like the prewritten schedule!

7. We have a labor union that requires that all employees sign up for at least half of all the overtime available so essentially, our overtime is mandatory. This year we contacted former employees with experience and offered a fixed rate for weekend work. We will utilize a temporary agency to payroll them as a back-up plan for labor shortages on the weekend.
8. IMO, the way they are currently scheduling it makes the most sense. We just do the voluntary, and have had good luck with that scenario for us.
9. We are a 2 shift operation M - F. When workload requires us to work Saturdays we use a rotating basis, if 1st shift worked the last Saturday, 2nd shift crew will work the next Saturday. There are times that we run into conflicts and someone may have plans to be out of town, but we are able to work through those as they occur. We generally have at least one guy from the opposite shift that is happy to pick up the overtime hours.
10. We currently use the Volunteer method for OT work on the weekends. We have had and will have mandatory weekend OT during the election season to meet the fast and furious direct mail pieces. We do plan to adopt the prescheduled weekend plan for 2015.
11. Our press crews are on 12 hour shifts, 6 days a week so we have not had this issue. However, at my previous employer who had 3 shifts during the week, we handled the weekend OT exactly as described.