

Interest: The Association believes employees should be compensated for court overtime appearances as well as court standby time. If an employee is required to spend their off-duty time at court should be compensated at time and one-half. However, those employees who are required to be on standby and available to respond, should be compensated at their straight salary rate.

Proposal: The Association proposes to change the court overtime from a minimum of three (3) hours to a minimum of four (4) hours at their time and one-half rate. In addition, employees should be compensated at a minimum of four (4) hours at their straight salary rate.

7.1 - COURT OVERTIME

- a. When an employee is required to appear in court in connection with his/her work, **outside the employee's scheduled hours of work, on his/her day off**, said employee shall be entitled to overtime. The minimum overtime to which said employee is entitled shall be **three (3) four (4) hours at time and one half for each session that the employee is required to appear (morning and/or afternoon) outside of their scheduled hours of work.**
- b. When an employee is scheduled for a court appearance on his/her day off and the court appearance is canceled after **6:00 5:00** p.m. the day prior to the scheduled appearance, he/she shall receive two (2) hours pay at the employee's overtime rate.
- c. **An off-duty employee who is required to be on standby for court shall be compensated with four (4) hours of pay at straight time for each session (morning and/or afternoon) that the employee is required to be on standby.**