

Interest: The Association would like to be compensated for a minimum amount of overtime hours if/when a member is called back to work outside of their regularly scheduled work hours.

Proposal: The Association proposes to be compensated a minimum of three (3) hours, at their overtime rate, when required to return to work after completing their shift

ARTICLE 7 – Call Back Pay

- a. Whenever an employee is required to return to work following the termination of his/her work shift, the employee shall be paid at their overtime rate for a minimum of three (3) hours or for the time actually worked, whichever is greater.
- b. Whenever an employee is required to perform work on behalf of the County but does not have to return to the workplace, the employee shall be paid at their overtime rate for a minimum of one (1) hour or for the time actually worked, whichever is greater. This includes when the employee receives phone calls from the employer while off duty.