

Tentative Agreement on Work Week

ARTICLE VIII - HOURS OF WORK, OVERTIME, PREMIUM PAY

Sec 1 Work Week and Work Day.

The standard workday for regular full time employees shall be one of the following:

- Eight hours to be worked within a maximum of nine hours (five-day work week); or
- Ten hours to be worked within a maximum of eleven hours (four-day work week); or
- Nine hours to be worked within a maximum of ten hours for four days with a fifth day of four hours (four and one-half day work week); or
- Within a fourteen-day period, nine hours to be worked within a maximum of ten hours for eight days and eight hours to be worked within a maximum of nine hours for one day, with the work week scheduled to begin so that forty hours are worked within each seven days of the fourteen-day period (9/80 plan, with forty-hour work weeks), or any other schedule that results in a 40-hour work week, or fits within the parameters of an FLSA 2080 Plan. The "9/80 plan" may not be used in any application that requires entitlement to FLSA overtime for working the regular work week.

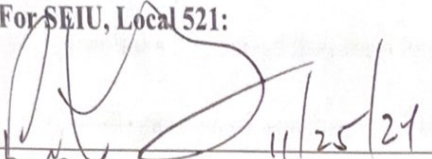
With the exception of the 9/80 plan as described above and flexible scheduling for Police Dispatchers, The standard work week for regular full time employees shall be forty (40) hours to be worked within five seven (7) consecutive days, including the standard 5/8 work schedule, the 4/10 work schedule, the 9/80 work schedule and flexible staffing for Dispatchers. Additional exceptions to the above are listed in Appendix C. The Union shall be notified of any further exceptions to this section in accordance with Article III, Section 8. For purposes of the Fair Labor Standards Act (FLSA), the standard workweek shall begin at midnight on Sunday and end at 11:59 p.m. on the following Saturday. However, the workweek for employees on the 9/80 schedule shall begin and end at the mid-point of the employee's 8-hour workday, and the workweek for dispatchers shall begin and end on the day designated by Departmental Policy.

The City and the Union agree that the availability of alternate/flexible work schedules is a valuable benefit in that they promote job satisfaction while also reducing traffic congestion and air pollution. Employees may utilize flexible arrangements to attend trainings, seminars, meetings, or for other mutually agreed upon situations. Any such change to work hours shall be approved by the supervisor in advance and should not result in overtime.

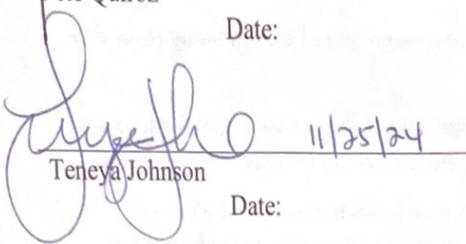
City of Palo Alto/SEIU, Local 521 Negotiations | 2024

During the term of this agreement, employees, subject to the conditions of their job assignment, may propose an alternate work schedule as listed under this Section. Such proposals must be made to the department head through the immediate supervisor. Serious consideration will be given to the feasibility and productivity of such proposals, however Management retains the right to determine scheduling needs.

For SEIU, Local 521:


Pete Quiroz

Date: 11/25/24

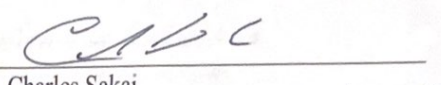

Tereya Johnson

Date: 11/25/24

For the City of Palo Alto:


Ben Farnsworth

Date: 11/25/24


Charles Sakai

Date: 11/25/24