

Tentative Agreement on Rest Periods

ARTICLE VII - PAY RATES AND PRACTICES

Sec. 2 Overtime Work.

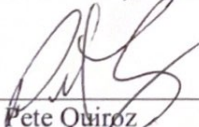
d) When an employee is required to work 6 or more hours of overtime (either emergency or pre-arranged) during the 16 hour period immediately preceding the beginning of the employee's regular shift on a workday, the employee shall be entitled to an nine (9) hour rest period before returning to work.

When an employee works a minimum of three (3) hours of emergency overtime during the period at least eight (8) hours but not less than two (2) hours before the start of their regular work shift (e.g., for an employee with an 7:00 a.m. start time between the hours of 11:00 p.m. and 5:00 a.m.), the employee shall be entitled to a six (6) hour rest period commencing at the time of release from duty. If the rest period overlaps the employee's regular work shift in whole or in part, they will be paid at the straight-time rate for the time that falls within their regular work shift.

The City may require an employee to work during their designated rest period. However, in that event, the employee will be paid for the rest period plus straight time for the hours actually worked during the rest period (i.e., double time for hours worked during the rest period).

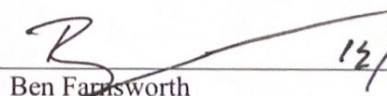
If the rest period overlaps into the second half of the work day, the employee may be given (with supervisor approval) the remaining time off (up to a maximum of 3 hours) at the straight time rate of pay. Any portion of the rest period falling within the employee's work shift will be considered as hours worked and compensated at the straight time rate.

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