

2022



HEALTH PROFESSIONALS Tentative Agreement

PUBLIC SECTOR RATIFICATION VOTE

HEALTH PROFESSIONALS

Article 20 – Overtime

20:01 (a) Flexible Work Schedule

Subject to clause 20.05 when a full-time or part-time employee works on his/her scheduled day off or in excess of twelve (12) hours in a day or in excess of one hundred and fifty (150) hours in a designated four (4) week period, he/she shall be granted, at his/her option, compensatory time off at the rate of one and one-half (1 1/2) for the overtime hours worked or pay at the rate of one and one-half for the overtime hours worked. The employee's decision to receive compensatory time off for the overtime must be conveyed to the director/manager within seventy-two (72) hours of the conclusion of working the overtime. The maximum amount of overtime that can be accumulated as compensatory time off is ~~thirty-seven point five (37.5)~~ **seventy-five (75)** hours. The scheduling of the time off is to be at a time mutually agreeable to the employee and his/her director/manager. If such time off is not granted within sixty (60) days of the overtime worked, the employee shall receive pay in lieu of time off at the rate of time and one-half (1 1/2) his/her regular rate of pay for the overtime hours worked.

(b) Eight (8) and Twelve (12) Hour Shifts Work Schedule

When an employee is required to work in excess of their normal hours of work, he/she shall be granted, at his/her option, compensatory time off at the rate of one and one-half (1 1/2) for the overtime hours worked or pay at the rate of one and one-half for the overtime hours worked. The employee's decision to receive compensatory time off for the overtime must be conveyed to the director/manager within seventy-two (72) hours of the conclusion of working the overtime. The maximum amount of overtime that can be accumulated as compensatory time off is ~~thirty-seven point five (37.5)~~ **seventy-five (75)** hours. The scheduling of the time off is to be at a time mutually agreeable to the employee and his/her director/manager. If such time off is not granted within sixty (60) days of the overtime worked, the employee shall receive pay in lieu of time off at the rate of time and one-half (1 1/2) his/her regular rate of pay for the overtime hours worked.