

Article 19 - Overtime

Sections A-E & Side Letter: no change

F. Urgent Pay

Urgent pay is specifically designed to provide additional compensation for ~~non-exempt~~ bargaining unit employees who work additional hours when unusual circumstances occur. Full-time and part-time bargaining unit employees will be paid urgent pay hours at a rate of two (2) times the bargaining unit employee's base rate, or a rate of one and one half (1 ½) the bargaining unit employee's base rate and half (½) an hour of CTO for every hour worked, whichever the bargaining unit employee chooses. If the unit needs additional bargaining unit employees within twelve (12) hours from the start of the shift, urgent pay must be offered except in the following situations:

1. Per Diem bargaining unit employees must have worked at least 24 non-urgent hours in a pay period to be eligible for urgent pay (hours worked in a salaried position, count toward the 24 hour minimum).
2. Any bargaining unit employee who misses scheduled work is not eligible for urgent pay during that same pay period. However, urgent pay will not be denied in any pay period for a single absence which does not exceed **four and a half** hours.
3. Any bargaining unit employee is ineligible for urgent pay if the manager has attempted to offer the work to the bargaining unit employee prior to the twelve (12) hours before the shift.

If a shift is identified as eligible for urgent pay, the entire shift will be paid as urgent pay.