

## Article 18B – Summer CTO Bonus

Summer CTO Bonus program for Not Taking CTO Vacations during June, July and August.

1. In technical bargaining unit cost centers with at least ten (10) bargaining unit FTEs, at least two Summer CTO Bonuses shall be offered. In all other cost centers, at least one Summer CTO Bonus shall be offered. Bargaining unit employees who are interested in being considered for these Summer CTO Bonuses must notify their manager by August 15<sup>th</sup> of the prior year. Before September 1<sup>st</sup>, managers will inform bargaining unit employees if they will be eligible to participate in these Summer CTO Bonuses.
2. Managers may offer additional bonuses to bargaining unit employees at any time between August 15<sup>th</sup> of the prior year and April 15<sup>th</sup>. After offering an additional bonus, managers will provide bargaining unit employees a signup period of no less than 15 days to express their interest in the program. Managers will inform bargaining unit employees if they will be eligible to participate in the additional bonus within 15 days after the end of the signup period.
3. Participating bargaining unit employees who meet the following requirements will receive a bonus of \$1500. The bargaining unit employee must:
  - Have been informed by their manager that they are eligible to participate in the summer CTO bonus program;
  - Not take more than two (2) consecutive scheduled shifts as CTO in June, July and August; and
  - Not take more than a total of three (3) days of CTO in June, July and August. The bonus will not be denied as a result of a single absence which does not exceed 4 hours. Use of CTO on July 4 (Independence Day) will not count toward this total.
4. The bonus is based on bargaining unit employees who are authorized to work 72 or more hours per pay period. Bargaining unit employees who are authorized to work less than 72 hours per pay period will have the CTO Bonus payout pro-rated, based on an 80-hour pay period and their authorized hours per pay period as of June 1. CTO hours taken in compliance with Section 2 above will count as hours worked for purposes of this Section.
5. Per Article 20A of this agreement, if a bargaining unit employee is asked to take time off, and that bargaining unit employee is on the Summer CTO bonus program, those lost hours will not be counted against the total CTO taken during these months.
6. The payment for the bonus will be made in the check following the first full pay period after the program is concluded.
7. Per Diem Summer Bonus. Per diem bargaining unit employees will be eligible for a summer bonus of \$1500 if they meet all of the following requirements:
  - Indicate a desire to participate in this program to their manager, and the manager confirms there is a need, on or before April 1 of each year.
  - Sign up for shifts before the posted schedule is up (see Article 18.E.2) for at least 416 hours of time during the months of June, July and August.

- Actually work 416 hours during the months of June, July and August. Credit will be given for any hours not worked because of staffing adjustments made in accordance with Article 20A, Section B.

Credit for per diem summer bonus hours will run concurrent with credit for the per diem requirements in Article 9.

8. Night and/or Weekend Shift Work. Any bargaining unit employee who is participating in the Summer CTO Bonus program will receive an additional \$1000 if they meet all of the relevant above qualifications and a majority (greater than 50%) of their hours worked during the months of June, July, and August are worked on hours eligible for a night or weekend differential, per the schedule set forth in Article 23.