

31

Proposal from SEIU 521 to Kern County

SEIU reserves the right to add, modify, and delete to the following proposal.

Overtime Compensation

For all employees covered by this Agreement, "overtime" is defined by when an eligible employee's hours are over 40 hours in his/her their workweek. Time spent on jury duty, hours paid for holidays, vacation, CTO, and sick leave shall be considered hours worked under this Section.

a. 5/40 Schedule. Time worked in excess of eight hours in a workday or 40 hours in a workweek for employees on a normal work schedule.

b. 9/80 Schedule. Time worked in excess of nine hours in a workday or 40 hours in a workweek for employees assigned to work a 9/80 schedule.

c. 4/10 Work Schedule. Time worked in excess of 40 hours in a workweek for employees assigned to work a ten-hour workday for four days per week as their regular schedule.

d. 12-hour Workday. Time worked in excess of 40 hours in a workweek for employees assigned to work a 12-hour workday three or four days per week as their regular work schedule.

e. Employees working 12-hour shifts shall be compensated at the rate of one and one-half times their regular rate of pay for all hours worked more than eighty four (84) hours a pay period, as such employees are scheduled to work thirty six (36) hours in one week and forty-eight (48) hours during the other week of each pay period.

In lieu of cash compensation for overtime, overtime-eligible employees may earn up to a maximum of 240 hours of compensatory time off ("CTO"). CTO will be earned at a rate of one and one-half hours for each hour of overtime worked. An employee who has accrued CTO shall be permitted to use such time within a reasonable period after making a request if the use of CTO does not unduly disrupt the operations of the department.

Upon separation of employment any unused CTO will be paid out according to the FLSA and its implementing regulations.

Employees covered by this MOU who are classified as exempt under the FLSA shall not be eligible to receive overtime or to accrue compensatory time off

To the extent that there is a conflict between the terms of this section and any other Kern County ordinance, policy or procedure regarding overtime, this section shall supersede. In all other cases, the existing policy of Kern County and its departments shall continue to remain in full force and effect.

- Formatted: Indent: Left: 0"
- Deleted: as all actual hours worked
- Deleted: an overtime-
- Deleted: a maximum of
- Deleted: Non-productive paid hours such as vacation, sick leave, and compensatory time off shall not count as actual hours worked under this Section. Work
- Deleted: t
- Deleted: and
- Formatted: Font: (Default) Times New Roman, 9.5 pt, Ligatures: None
- Formatted: Font: (Default) Times New Roman, 9.5 pt, Ligatures: None
- Formatted: List Paragraph, Numbered + Level: 1 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.33" + Indent at: 0.58"
- Formatted: List Paragraph, Indent: Left: 0.58", First line: 0"
- Formatted: List Paragraph, Numbered + Level: 1 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.33" + Indent at: 0.58"
- Formatted: Left, Indent: Left: 0.5", Right: 0", Space Before: 0 pt, After: 8 pt, Line spacing: Multiple 1.16 li, No bullets or numbering, Widow/Orphan control, Adjust space between Latin and Asian text, Adjust space between Asian text and numbers
- Formatted: List Paragraph, Indent: Left: 0.58", First line: 0"
- Formatted: List Paragraph, Numbered + Level: 1 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.33" + Indent at: 0.58"
- Formatted: List Paragraph, Indent: Left: 0.58", First line: 0"
- Formatted ... [1]
- Formatted ... [2]
- Formatted ... [3]
- Formatted ... [4]
- Deleted: ¶ ... [5]
- Deleted: 120
- Deleted: CTO may also be earned at straight time for non-Overtime hours worked when the employee has ... [6]

Page 1: [1] Formatted

Marlene Valdez

6/12/2024 2:54:00 PM

List Paragraph, Numbered + Level: 1 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.33" + Indent at: 0.58"

Page 1: [2] Formatted

Marlene Valdez

6/12/2024 2:54:00 PM

Left, Indent: Left: 0.5", Right: 0", Space Before: 0 pt, After: 8 pt, Line spacing: Multiple 1.16 li, No bullets or numbering, Widow/Orphan control, Adjust space between Latin and Asian text, Adjust space between Asian text and numbers

Page 1: [3] Formatted

Marlene Valdez

6/12/2024 2:54:00 PM

List Paragraph, Numbered + Level: 1 + Numbering Style: a, b, c, ... + Start at: 1 + Alignment: Left + Aligned at: 0.33" + Indent at: 0.58"

Page 1: [4] Formatted

Marlene Valdez

6/12/2024 2:54:00 PM

Font: (Default) Times New Roman, 9.5 pt, Ligatures: None

Page 1: [5] Deleted

Marlene Valdez

6/12/2024 2:44:00 PM

Page 1: [6] Deleted

Marlene Valdez

6/12/2024 3:02:00 PM