

TENTATIVE AGREEMENT

COUNTY COUNTER to UP#1

ARTICLE 6: HOURS OF WORK AND OVERTIME

6.5 Changes of Work Schedule

a) Except in cases where emergency operations require, notice of a change in work schedule arising from other than transfer or promotion shall be given to the affected employee not less than seven (7) calendar days prior to the effective date of the schedule change. The County will endeavor to give longer notice where feasible, as determined solely by the County.

b) Failure to give the seven (7) days notice to a full-time or part-time employee shall entitle the affected employee to one and one-half (1.5) times the employee's base hourly rate for all hours actually worked on the new schedule which are at variance from the employee's previous schedule until seven (7) calendar days notice is given.

c) If any full-time employee has been given seven (7)calendar days advance notice of a shift change and the shift change results in the employee doubling back to work the new shift after leaving the work site, all hours worked on the new shift within the employee's same work day as the former shift will be paid at the employee's base rate, not at overtime.

*No other changes to this section except as provided herein.

KSM

County Signature

April 7, 2023

Date

[Signature]

ESC Signature

4/7/2023

Date