
Please see below.

ARTICLE 26

Overtime

Section 1 – General

- A. Management, at its discretion, may require employees to work overtime.
- B. Employees shall have advance authorization from Management to work overtime.

Section 2 - Distribution of Overtime

Overtime will be distributed as equitably as possible among qualified employees. First consideration will be given to those employees who are permanently assigned to the job.

Section 3 - Overtime Compensation for Non-Exempt Employees

All employees who are non-exempt under the Fair Labor Standards Act will be compensated in accordance with applicable law and regulation for work performed: (1) in excess of eight hours in a day or 40 hours in a week that is ordered or approved, or (2) in excess of 40 hours in a week that is suffered or permitted.

Section 4 - Overtime Compensation for Exempt Employees

- A. All exempt employees who have been authorized in advance to work over eight hours per day or 40 hours per week will be compensated in accordance with applicable laws and regulations.
- B. An exception to the advance authorization requirement will be made when the exigencies of the situation require overtime work. In case of abuse, Management may withdraw this discretion of an employee to perform overtime work without advance approval.

Section 5 - Call-Back Overtime

Unscheduled, irregular, or occasional overtime performed on a day when work is not ordinarily scheduled, or for which the employee is required to return to his/her place of employment, is at least two hours in duration for pay purposes.