
Please see below.

ARTICLE 46

Work Schedules for Religious Observances

Section 1 - Modifications to Work Schedules

An employee whose personal religious beliefs require the abstention from work during certain periods of the workday or workweek may elect to elect to make up time for time lost for meeting those religious requirements.

Section 2 - Compensatory Overtime/Time Off

To the extent that such modifications in work schedules do not interfere with the efficient accomplishment of the Agency's mission, the Agency shall afford the employee the opportunity to work compensatory time and shall grant compensatory time off to an employee requesting such time.

Section 3 - Granting and Repaying Compensatory Time Off

The employee may work such compensatory time before or after the grant of compensatory time off. A grant of advance compensatory time off should be repaid by the appropriate amount of compensatory time worked within a reasonable amount of time. Compensatory time shall be credited to an employee on an hour for hour basis or authorized fractions thereof. Appropriate records will be kept of compensatory time earned and used.

Section 4 - Non-Applicability of Premium Pay

The premium pay provisions for overtime work do not apply to compensatory time worked by an employee for this purpose.