

## 6.08 FATIGUE PAY

Employees called to work between 10:30 p.m. and 5:30 a.m. shall arrive at work past their normal starting time that same day a minimum of two (2) hours to a maximum amount of time that they worked past 10:30 p.m., including travel time. The balance of the employee's regular shift shall be paid as Fatigue Pay at the straight time rate of pay for those hours not worked. An employee, whose call out ends after 5:30 a.m., may take Fatigue Pay hours at the end of their work shift. This does not apply to shift workers.

Employees who respond to a call via electronic device (l-pad, computer, telephone) 4 or more times between 10:30 pm and 5:30 am or whose time spent on the device lasts more than 2 hours shall arrive at work past their normal starting time an amount of time equal to the time spent on the electronic device. The balance of the employee's regular shift shall be paid at the straight time rate of pay for those hours not worked.

Employees who are required to work overtime between 10:30 p.m. and 5:30 a.m. shall arrive at work past their normal starting time that same day a minimum of two (2) hours to a maximum amount of time that they worked past 10:30 p.m., including travel time. The balance of the employee's regular shift shall be paid as Fatigue Pay at the straight time rate of pay for those hours not worked. An employee, whose required overtime ends after 5:30 a.m., may take Fatigue Pay hours at the end of their work shift. This does not apply to shift workers.

Employees must notify their supervisor per their department policy that they will be coming in late due to Fatigue Pay.