

2/8Article 24 - On-Call / Call-In

A. Requirements. An hourly bargaining unit employee who is designated as on-call receives the on-call stipend and call-in premium when the policy guidelines are met. Pagers will be made available to bargaining unit employees designated as on-call and is the preferred mode of contact. To receive the on-call stipend and call-in premium compensation, an hourly bargaining unit employee must:

1. Be employed in a department with an approved on-call program;
2. Be officially designated as on-call;
3. Be reachable by telephone or page during the assigned on-call period;
4. Restrict person travel to permit immediate availability;
5. Respond by phone with ten (10) minutes when notified by pager;
6. Arrive within thirty (30) minutes after receiving the call unless the department specifies a different timeframe on its On-Call Management Plan.

B. On-Call Stipend

1. Compensation in the form of a stipend will be paid for the entire on-call period at **eight dollars (\$8.00)** ~~four dollars and fifty cents (\$4.50)~~ per hour. The stipend will be paid even when a bargaining unit employee is called in to the work site. If UVMHC offers higher call pay to any employee (including non-bargaining unit) at UVMHC, then the higher amount will apply.

Bargaining unit employees who are required and scheduled to be on call for at least one hundred fifty hours in a calendar quarter will be paid a premium of an additional three dollars (\$3.00) per hour, to be paid in the first full pay period following the end of the quarter.

2. If a bargaining unit employee who is scheduled to be on-call is asked to remain at work immediately following his/her regular shift, she/he will be compensated at a rate equal to one and a half (1 ½) times the bargaining unit employees base hourly rate and the on-call stipend will be paid. The time will be considered "Called In-On-Call." It will not be counted as overtime compensation, but the hours will count towards eligibility for overtime compensation. In this situation, the bargaining unit employee will not receive any travel time, and there is no two hour minimum.
3. Bargaining unit employees who fail to meet any of the requirements of section A above will not be compensated for the assigned period of on-call and may be subject to disciplinary action.
4. Preference for on-call shifts will be given to employees over agency staff.

C. Call-In Premium

When a bargaining unit employee is called to the work site to perform required procedures, compensation in the form of a premium rate will be paid under the following guidelines:

1. A bargaining unit employee will receive call-in premium pay equal to one and one half (1.5) times the bargaining unit employee's base hourly rate for a minimum of **two (2)** hours to a maximum of actual hours worked.
2. If a bargaining unit employee is called in prior to the start of her/his regular shift both the on-call stipend and premium pay will cease at the start of the bargaining unit employee's regular shift.
3. If a bargaining unit employee is on call for a scheduled holiday, CTO may be used for that scheduled shift. CTO hours will not be used for any hours that the bargaining unit employee is called in to work.
4. Bargaining unit employees called in are eligible for applicable differentials without application of the four hour minimum requirement.

D. Called In-On Call 2X. When a bargaining unit employee agrees within seventy-two hours of the start of the shift to sign up for an open on-call shift that has been converted from a hole for a regular shift posted in the initial schedule, the employee will be paid a call-in premium if called in to work of two times the bargaining unit employee's base hourly rate for a minimum of two to a maximum of actual hours worked.

E. Travel Time

There will be a one-half (1/2) hour credit for travel time for each call-in occurrence. This credit is added to the actual on-call hours worked for each occurrence to establish the total on-call paid hours. If the actual hours worked plus the one-half (1/2) hour travel credit is less than two (2) hours, only the two (2) hour minimum will be paid.

F. Rest Period

1. A ten (10) hour time lapse will be scheduled between shifts.
2. A less than ten (10) hour time lapse between shifts requires consent of the bargaining unit employee.
3. Whenever possible, call may not be scheduled directly after or immediately before a bargaining employee's scheduled shift.
4. **An employee shall be permitted to use either CTO or VA when using rest time in lieu of scheduled work.**
5. **Employees shall not be scheduled for more than three (3) consecutive on-call periods of sixteen (16) or more hours, unless agreed to by the employee.**
6. To facilitate having adequate sleep time, the department manager will work with the bargaining unit employee to adapt their schedule for a shift within a 24-hour period of being called in. Sleep credits will be earned if a bargaining unit employee is called in within the ten (10) hour rest period and will be used in place of CTO to cover the number of hours worked while on call. One (1) sleep credit hour will be earned for each hour of the ten (10) hour time lapse that was forfeited due to being called in. The sleep credits must be used within twelve months.

G. Called-In, Not On-Call

Bargaining unit employees called in while not designated as on-call will receive hourly pay equivalent to twice their hourly rate for a minimum of two (2) hours, travel pay as outlined above, and all applicable differentials. Bargaining unit employees will be expected to remain working on site for the entire two (2) hour period.

H. Sleep Rooms. Sleep rooms may be provided, if available, free of charge, for bargaining unit employees who are on call.

I. Within thirty (30) days after ratification of this agreement the Nuclear Medicine cost center shall provide bargaining unit employees with a protocol for called-in employees to request the presence of another qualified employee during a patient exam as necessary to properly maintain patient and staff safety.

J. Holiday On-Call. If an employee is called in on a holiday they will earn two time their hourly rate of pay in addition to any applicable differentials.