

**CPPW makes the following proposal on Standby and Callback Pay on August 5, 2024. CPPW reserves the right to modify or adjust as negotiations continue, so long as no TA has been reached.**

**ARTICLE \_\_\_ STANDBY AND CALLBACK PAY**

- 1) **Standby Pay.** Employees shall receive 0.25 hours of pay for every hour of time that they are expected to be on “standby.” For the purpose of this article, standby shall be defined as a requirement that an employee remain available and fit for duty during nonworking time, with City communication device(s) and/or at a phone number left with the bureau such that the employee is able to communicate within one half (1/2) hour of being contacted and that the employee is able to report to work within sixty minutes (60 minutes), absent unusual circumstances.
- 2) “Standby” shall be defined as a requirement that an employee remain available and fit for duty during non-working time. Employees are responsible for keeping their assigned telecommunications equipment in operation and for complying with their standby work assignment at all times.
- 3) **Callback Pay.** After-hours callout work performed while an employee is assigned to Standby Duty will be paid at the overtime rate of time and one-half (1.5) of the employee’s regular hourly rate, even if the employee is designated as FLSA exempt. All callbacks will include a minimum of two hours paid at the overtime rate, even if the callback takes less than two hours. It is expressly understood that, as part of this Agreement, this provision shall apply when an employee is required to physically report for a callback or required to perform work remotely while on Standby Duty. If the employee is required to travel to perform the callback, the employee’s pay shall be portal-to-portal (from the location traveling from and back to the employee’s starting location at the end of the callback).
- 4) The employee on Standby Duty must respond to the initial contact within one-half (1/2) hour unless otherwise mutually agreed. If the employee’s presence at the worksite is required, the employee must be able to report for work within a period of sixty (60) minutes, absent unusual circumstances.
- 5) Employees who are assigned Standby Duty shall be paid at the applicable 0.25 straight time rate or shall receive the 0.25 rate as compensatory time for all assigned standby time. Employees who are assigned standby time and are called back to work during such assignment shall have the option of pay at the applicable overtime rate or compensatory time computed at the applicable overtime rate. It is the employee’s choice whether they receive pay or compensatory time.