

Article _____, Scope and Purpose

All matters not covered in this agreement shall be deemed to have been raised and disposed of as if covered herein. The parties acknowledge that during the negotiations which resulted in this agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining.

This Agreement supersedes and cancels all prior practices and agreements whether written or oral which conflict with the express terms of this Agreement.

Standby and Callback Pay

Standby Duty. Employees working within the Operations and Maintenance Group in the On-Call Coordinator Program of the Bureau of Environmental Services may be assigned Standby Duty. For the purpose of this article, Standby Duty is defined as a requirement that an employee remains available and fit for duty during nonworking time and must promptly respond if needed. The employee on Standby Duty must respond to the initial contact from the City within five (5) minutes. 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. Employees in the On-Call Coordinator Program are responsible for keeping their assigned telecommunications equipment in operation and for complying with their standby work assignment at all times.

Standby Pay. Employees in the On-Call Coordinator Program will receive 0.13 hours of straight time for every hour of time that they are expected to be on Standby Duty.

Callback Pay. If an employee in the On-Call Coordinator Program is required to physically report to a City worksite, the employee will be paid at the rate of one and one-half (1.5) times their hourly rate for all time worked, beginning when the employee reports to the worksite and ending when the work is complete. This provision does not apply when an employee in the On-Call Coordinator Program is required to work additional time that is adjacent to their scheduled work hours.