



County of Solano
&
IUOE – Stationary Engineers, Local 39
2022 Contract Negotiations
8/4/22
Local 39 Proposal # 13

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

8.2 Call Back and Standby Pay Differential

A. Standby

Standby is any time other than time when the employee is actually on duty during which an employee is not required to be on County premises but stand ready to immediately report for duty and must arrange so that ~~his/her~~their supervisor can reach ~~him/her~~them on ten (10) minutes' notice or less.

If an employee is placed on standby duty, such employee shall be compensated for the time spent on assigned standby at four dollars (\$4.00) per hour. If such standby is spent on weekends or holidays the employee shall be compensated at five dollars (\$5.00) per hour. For standby pay, departments may agree to set different weekend or holiday hours, similar to those set by General Services, subject to agreement by the Union and CAO. No employee shall be compensated for standby duty and call back work simultaneously. Classes used as standby and call back must be approved by the County Administrator both as to authorized classes and authorized numbers.

For purposes of this section for workers assigned to General Services a weekday is defined as from 5:00 p.m. to 8:00 a.m. (15 hours). A Saturday is defined as 5:00 p.m. Friday to 12:00 midnight Saturday (31 hours). A Sunday is defined as 12:00 midnight Saturday to 8:00 a.m. Monday (32 hours). A holiday is defined as 5:00 p.m. on the evening preceding a fixed recognized County holiday to 8:00 a.m. on the morning following the holiday (39 hours) except as follows. If a holiday falls on a Monday, Holiday Standby shall commence at 8:00 a.m. Monday and end at 8:00 a.m. Tuesday (24 hours). If a holiday falls on a Friday, Holiday Standby shall commence at 5:00 p.m. Thursday and end at 5:00 p.m. Friday (24 hours).

B. Call Back

Any employee who is called back to work for an emergency or other unplanned/unscheduled event and after the termination of their normal work and after having left the worksite, shall be paid for call back duty at time and one half their hourly rate, not to exceed the maximum step of the working level

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classification, with a guaranteed minimum payment of three (3) hours straight time pay; however, employees may be granted compensatory time off at the rate of one and one-half hours off for each hour worked with a guaranteed minimum of three (3) hours of compensatory time off in lieu of call back payment with the concurrence of the appropriate departmental authority; except that employees shall have the option of determining the method of payment (cash or compensatory time off) for the first ~~fifteen-eighty~~ (+580) hours of call back worked in each fiscal year. CTO accumulated in excess of ~~eighty-two hundred~~ (80200) hours must comply with **Section 20.2** of this MOU.

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