



SEIU, Local 1021 Misc. MOU

Rest Period

September 2018





Rest Periods

All hours worked within the following rest periods pursuant to a callback or holdover (i.e., not voluntary shift sign ups) are paid at the one-and-one-half (1.5) overtime rate for full-time employees:

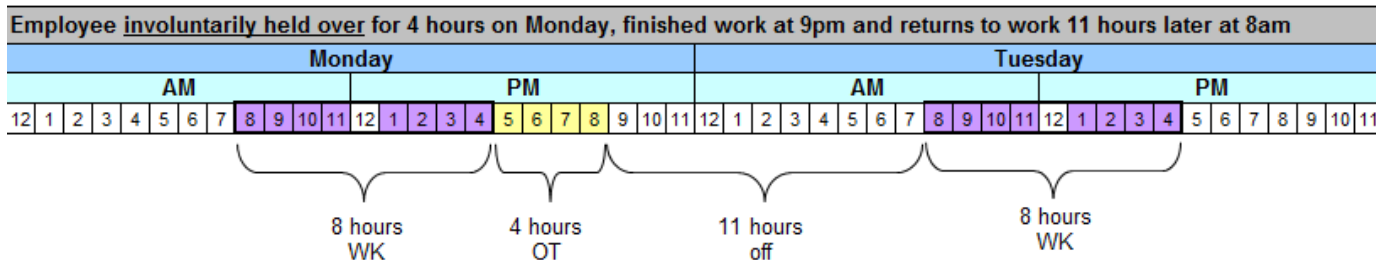
- **Between Shifts:** Twelve (12) hours
- **Legal Holiday (or a single day off):** Thirty-one (31) hours
- **Weekend (or two consecutive days off):** Fifty-five (55) hours



Subsequent Shifts

Compensated at one-and-one-half (1.5) overtime rate if called back / held over and return to start one's regularly scheduled shift within eight (8) hours (i.e., less than 8 hours) of ending callback / holdover, all hours worked are at the one-and-one-half (1.5) overtime rate until employee has twelve (12) consecutive hours of rest time. Examples:

- **Holdover:** Employee **involuntarily held over** for 4 hours on Monday, finished work at 9pm and returns to work 11 hours later at 8am. Because employee returned to work eleven (11) hours after completing the holdover assignment, the eight (8) hour threshold was not crossed so all of the employee's regularly scheduled hours are at straight-time.





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- **Call Back:** Employee **called back** to work at 9pm Monday for 4 hours of overtime. Because the eight (8) hour rest period must be “unbroken,” the rest period starts at the conclusion of the call back assignment. Excluding the one hour unpaid lunch, the employee's entire regularly scheduled shift is at the one-and-one-half overtime rate.

