

**AFSCME MEF/CEO AND CITY OF SAN JOSE
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2015**

AFSCME MEF PROPOSAL – HOURS OF WORK AND OVERTIME

Proposed MEF language:

ARTICLE 7 HOURS OF WORK AND OVERTIME

7.11 Overtime and Compensatory Time

7.11.1 *[REPLACE WITH PRE-2011 OVERTIME LANGUAGE.]*

7.11.6. If at any time an employee is required to work more than twelve (12) hours in one shift, the employee shall be compensated at the rate of two (2) times the employee's hourly rate for number of overtime hours worked in excess of twelve (12) hours. At no time shall an employee work beyond 14 ½ hours in one shift.

Proposed CEO language:

ARTICLE 6 HOURS OF WORK AND OVERTIME

6.7 *[REPLACE WITH PRE-2011 OVERTIME LANGUAGE.]*

6.7.1 If at any time an employee is required to work more than twelve (12) hours in one shift, the employee shall be compensated at the rate of two (2) times the employee's hourly rate for number of overtime hours worked in excess of twelve (12) hours. At no time shall an employee work beyond 14 ½ hours in one shift.