ARTICLE 8. HOURS OF WORK

8.1. Workday.

8.1.1. The basic workday shall consist of eight (8) hours, exclusive of one-half (1/2) hour lunch period. Alternative workdays may include, six (6), nine (9), ten (10), or twelve (12) hour shifts, exclusive of a one-half (1/2) hour meal period. Any other shift lengths may occur upon mutual agreement of the Employer and the affected employee.

8.2. Overtime.

[8.2.1.] Overtime will be compensated at the rate of one and one half (1 1⁄2) the employee's regular hourly rate of pay. Overtime will be based on the pay rate in this Agreement. **An employee will be eligible for overtime** ~~after forty (40) hours in a work week~~ .based on their pay plan for their job classification and schedule, which may include daily, weekly (over 40 hours) or 8/80 rules.

8.2.1. Pay plans for employees in the bargaining unit will be adjusted effective the fourth pay period following ratification as follows:

- Overtime rules will be adjusted to align employees with the play plan in effect for them on January 10, 2025 with these exceptions:
  - If their job classification has changed or they have transferred to a new job classification, they will be placed on the overtime rule that aligns with their peers in the same job classification and schedule.
  - **If hired after January 10, 2025, the Employer will adjust their pay plan to align with their p**eers in that same job classification and schedule.

8.3. Standby.

8.3.1.[8.2.2.] If a standby employee is called in, they shall be paid 1 ½ time for at a minimum of three hours, even if the employee works less than three hours.

8.4. Work Schedule.

8.4.1.[8.2.3.] Employee schedules including shift start and end times and days off will be posted four (4) weeks in advance of the scheduling period. As much advance notice of overtime requirements will be given as permitted by operational circumstances. Once final schedules are posted all shift changes

must be directly communicated and agreed upon by the employee and supervisor/scheduler. No bargaining unit employee shall be scheduled to work outside of the bargaining unit unless it is agreed to by the employee.

8.5.[8.3.] Meal Periods and Rest Breaks.

8.5.1.[8.3.1.] During each employee's workday, the employee shall receive meal period(s) and rest breaks in accordance with BOLI requirements. It is the Employer's responsibility to provide meal period(s) and rest breaks.

8.6 Lactation Breaks:

The employer will provide unpaid lactation breaks as needed in accordance with Oregon law and regulations. To the extent practicable, employees should combine their lactation breaks with their meal period and paid rest breaks.

8.7 Weekends.

8.5.2.[8.3.2.] 8.7.1 Each department shall develop a policy of equitably scheduling weekends, which may include employees who work specifically weekends.

8.8 Rest Between Shifts.

The Employer will make good faith reasonable efforts to provide employees with at least ten (10) hours rest between shifts..

8.9 Low Census

Low census is defined as a reduction of hours for all or part of any employees shift as necessitated by reduced medical center volumes or other occasions when staffing levels must be adjusted on a temporary basis. If an employee is low censused the employee may choose to take time off with the use of AFN or AFP. Provided the department has the appropriate skill mix employees will be low censused in the following order:

1. Temporary Employees - -**contract dependent** (i.e. Travelers (per contract), Agency);
2. Full-Time and Part-Time Employees working at an overtime **and/or premium** rate of pay.
3. Volunteers

4. On Call and Supplemental

5. Full-time and Part-time employees working their regularly scheduled shift on an equitable rotation basis provided that skills, competency, ability and availability are considered equal.

Note: OFNHP agrees to withdraw its grievance on low census FMCS No. 260123-02983 with prejudice following ratification of this contract.