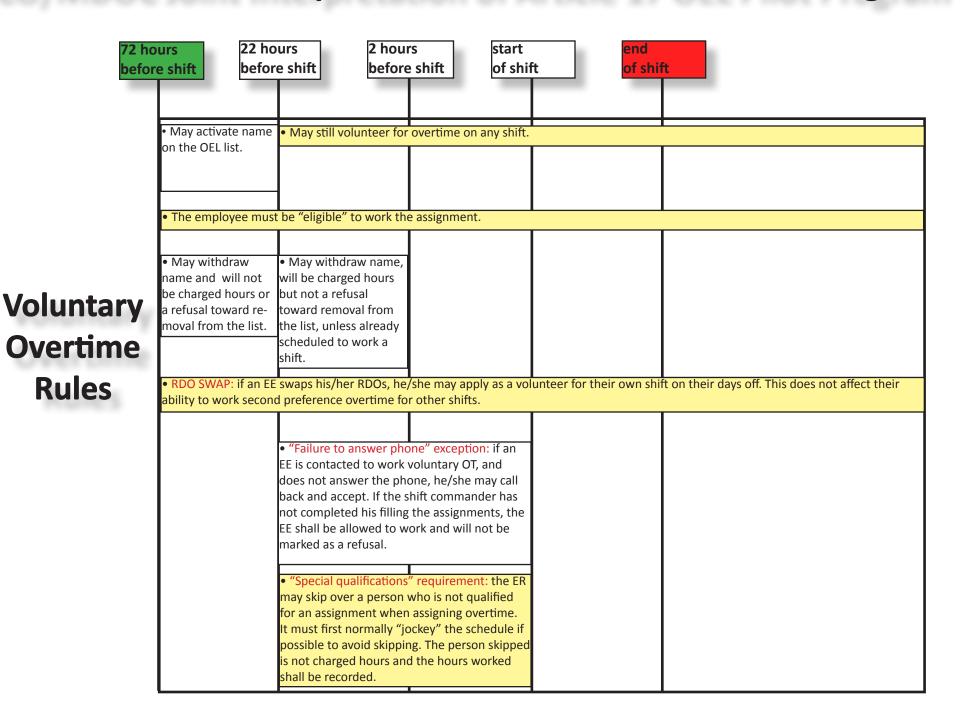
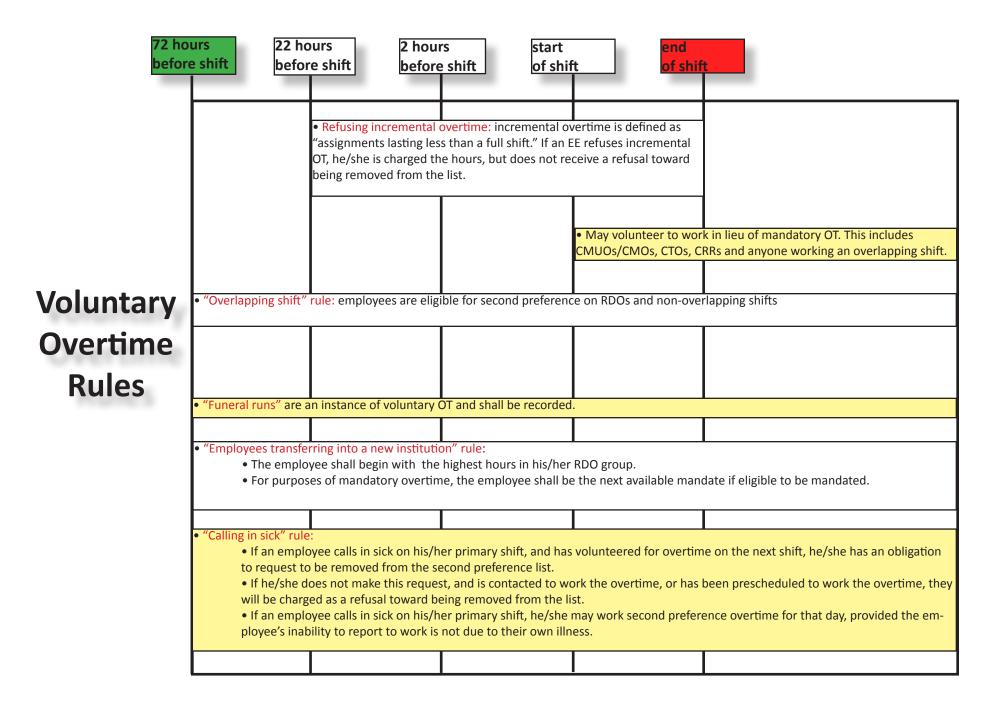
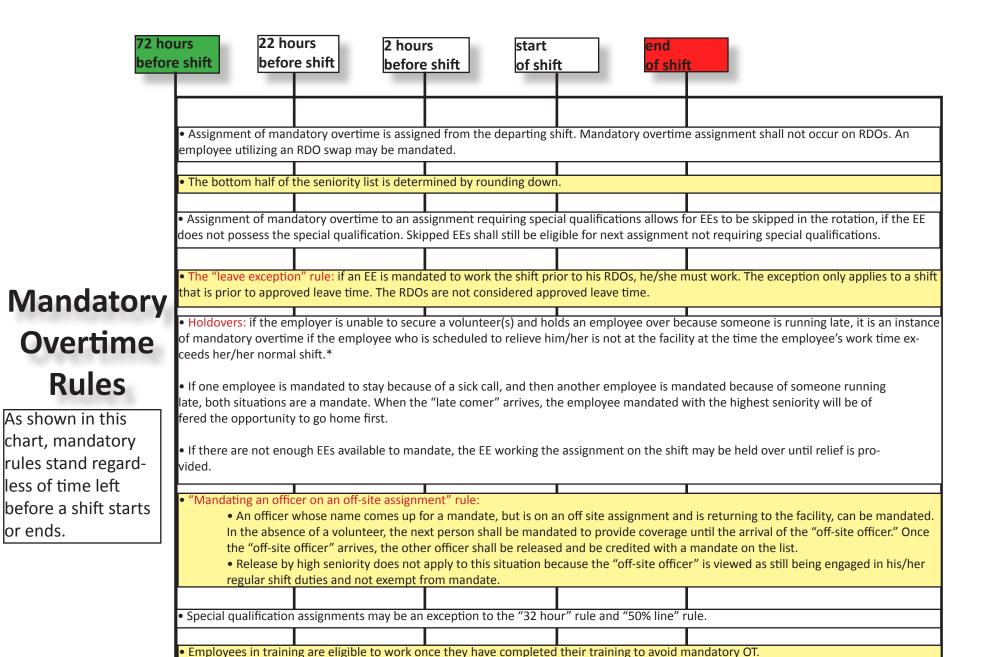
MCO/MDOC Joint Interpretation of Article 17 OEL Pilot Program

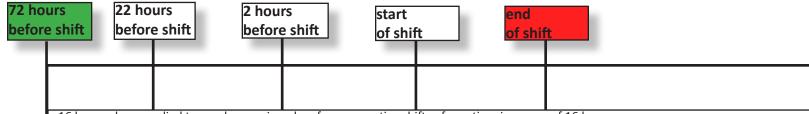






or ends.

^{*} Article 17, Section F.: Holdover/mandatory on-premise language, page 110.



- 16 hour rule as applied to employees signed up for consecutive shifts of overtime in excess of 16 hours:
 - Example: Officer A works 2nd shift and places his name on the Activation Lists for 1st shift and 3rd shift for 6/28. On 6/27, he is called for prescheduled overtime for 1st shift and accepts. Later that night on 6/27, he is called and offered prescheduled overtime for 3rd shift on 6/28. He informs the shift commander that he is already prescheduled for 1st shift on 6/28 and will work his regular shift on 6/28, so therefore he is ineligible for overtime on the 3rd shift. In this scenario, the supervisor should notify the employee that unless he is indicating that he is refusing, he is marking him down to work the 3rd shift, but if he does work 1st and 2nd shift on 6/28, then he will be marked as "16 hour rule" and not charged hours or a refusal. On 6/28 when the early in supervisor comes in on 3rd shift, they can see if the employee has worked 1st and 2nd shift. If so, they mark him as "16 hour rule" and then that is one more person to call in. If the employee didn't work both shifts, then he is expected to work or be charged a refusal.
 - Example: Using the same employee in the previous example, the employee is scheduled to work his regular 2nd shift on 6/28 and is prescheduled to work 3rd shift on 6/28. The employee is not prescheduled to work 1st shift on 6/28, but receives a call the morning of 6/28 to work overtime on 1st shift. The employee must accept the overtime or be charged a refusal. The employee cannot claim they are scheduled for 16 hours later today and therefore exempted from a refusal or being charged hours. If the employee works 1st and 2nd shift, then he will be exempted from overtime on the 3rd shift and will not be charged a refusal or hours on the OEL.
 - The 16 hour rule is only applicable if the employee has actually worked 16 consecutive hours and then is up for a consecutive shift of overtime. It is not to be applied in anticipation of scheduled overtime.

Mandatory Overtime Rules

As shown in this chart, mandatory rules stand regardless of time left before a shift starts or ends.

- •CMUOs working overtime— CMUO classification will be treated as CRRs and CTOs for purposes of being allowed to volunteer for OT in lieu of mandates.
- Work in excess of 120 hours— amended temporarily to allow a cap of 160 hours (expires March 31, 2013)
- Order of Activation Lists—
 - 1. First Preference—Sorted by least amount of hours, highest seniority, highest test score, lowest last four of FICA.
 - 2. Second Preference— Sorted by least amount of hours, highest seniority, highest test score, lowest last four of FICA.
 - 3. Volunteers who are not CTOs, CRRs, or Deactivated Employees– Sorted by first to sign up.
 - 4. Deactivated Employees— Sorted by first to sign up.
 - 5. CTOs, CRRs, CMUO/CMO and employees working overlapping shifts— highest seniority, highest test score, lowest last four of FICA.