

ARTICLE 14. FATIGUED EMPLOYEE PILOT PROGRAM

- (a) **Policy.** It is the policy of the City to ensure that an employee is not required to work such a significant number of hours that it might lead to extreme fatigue of that employee. Further, the City seeks to provide and maintain a safe working environment for each individual. This policy is meant to implement a pilot project in the Operations and Maintenance Department to be effective for 180 days from the date of implementation (from November 13, 2003 through May 10, 2004). At that time, the City and MCEA agree to meet by way of the Problem Solving Committee to review the effectiveness of the program.

This pilot program applies only to employees assigned a 5-2 work shift.

- (b) **Hours Worked.** An employee impacted by this pilot project who is not on Call Duty and is required to work more than four (4) hours overtime within a 16-hour time period AND whose regularly scheduled work shift begins less than six (6) hours from the time the overtime ends, shall be afforded a full six-hour (6) rest period before returning to work.

In the case of extraordinary circumstances (i.e., a natural disaster), a Deputy Director may authorize an employee to work longer without a rest period.

- (c) **Rest Period.** If the six-hour (6) rest period discussed in (b) above extends into the next regularly scheduled work shift, the employee shall be allowed to be absent from the workplace for a period of time totaling six (6) hours. Any portion of the six-hour (6) rest period that extends into the regularly scheduled work shift shall be considered paid work time.

- (d) **Additional Rest Period.** If, following the six-hour (6) rest period the employee is still too fatigued to return to work, the employee may request additional time off to be charged to the employee's vacation, Holiday CTO, or CTO balance. This additional approved time off shall not be recorded as an "unscheduled" leave. (PSC 11-12-03)