

Section: Terms and Rules of Employment	Policy Number: D-1.5.
Sub-section: Scheduling	Effective Date: November 14 th , 2007
Subject: Pager “On Call Out”	Revision Date: April 18 th , 2017

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Pager “On Call Out”

Purpose:

To outline the extra pay entitled to an employee who is on call from Monday at 12.01 a.m. until Sunday at 12:00 p.m.

Policy:

1. Some Public Works Department employees are requested to wear a pager. They are “on call” to answer any emergencies within the Public Works Department from 4:00 p.m. until 7:00 a.m. the following day on any day 24-7.
2. Public Works Department employees who wear a pager 24 hours per day are paid one hour at their regular hourly rate for their inconvenience. They are paid an agreed upon overtime rate for every “call out” over and above the one hour at their hourly rate for wearing a pager.
3. All staff “called to work” on a Saturday or a Sunday or a statutory holiday shall receive two (2) times their regular pay for hours worked or a minimum of one (1) hour equaling (2) hours plus 8 hours for the afore-described statutory holiday.
4. All staff “called to work” on a statutory holiday shall receive two (2) times their regular pay for hours worked or a minimum of one (1) hour equaling (2) hours plus 8 hours for the afore-described statutory holiday.