

**Letter of Agreement
Metro and AFSCME Local 3580
Overtime and Flexible Schedules**

This is a Letter of Agreement (LOA) between Metro and AFSCME Local 3580 (hereinafter referred to as the Local) in regard to Article 7, Overtime, Compensatory Time, and Bonus Time and Article 29, Flexible Schedules and Teleworking.

RECITALS

- A. Metro management recognizes the value of allowing employees to work alternate work schedules, where practicable.
- B. Metro management has received requests from non-exempt AFSCME employees and managers to work an alternate work schedule other than a four (4) day, ten (10) hours per day schedule.

AGREEMENT

The parties agree as follows:

- 1.) Flexible work schedules may be granted in accordance with Article 29.
- 2.) For non-exempt employees working alternate schedules, overtime is time over the hours identified in the alternate schedule, unless those hours are less than eight (8) hours in a work day or over forty (40) hours in a single week.
- 3.) Overtime hours will be compensated at the overtime rate of one and one half (1-1/2) the employee's regular rate including any regular rate premiums as defined in Article 7.

For Metro:

Terry Smith 12.19.18
Terry Smith Date
Employee Engagement Manager
Metro

For AFSCME Local 3580:

Elizabeth K. Goetzinger 12/17/18
Elizabeth Goetzinger Date
President
AFSCME Local 3580