

MEMORANDUM OF UNDERSTANDING

Between

Wayne RESA

And

Local 1882, Wayne RESA Chapter

RE: Weekend/Holiday On-Call Procedure and Overtime Modification

The following is understood and agreed to regarding the above referenced matter:

A new position with the classification “Building Operations Lead” will be created and placed at a Grade 7. (See attached for job description.) The Building Operations Lead will have the same responsibilities as the Building Operations Assistant and additional responsibility for providing after hour coverage on an emergency basis, providing custodial leadership, and operating audio/visual equipment for all Wayne RESA campuses, including the Annex, Burger Baylor and the Education Center.

The position will be posted and filled in accordance with the 1882 Master Agreement. Applicants will be interviewed to determine qualifications. If the posted position(s) are not filled with internal applicants, the position will be posted for external hire. Current Building Operations Assistants are considered “grandfathered” from specified testing will be considered eligible to interview for the Building Operations Lead posting.

After Hour Coverage is defined as rotating on-call schedule for the following:

- Weekdays from 10:00 p.m. to 6:30 am
- Weekends from Fridays at 10:00 p.m. through Mondays at 6:30 a.m.
- Holidays

The Manager of Facilities and Operations will work in conjunction with the Building Operations Lead(s) to develop a monthly schedule for alternating on-call coverage of all Wayne RESA campuses including the Annex, Burger Center, and Education Center. Ideally, there will be 2 positions that alternate 2 weeks on-call and 2 weeks off.

Compensation for After Hour Coverage is outlined below:

After Hours, Weekdays:

- If called in to provide coverage, the impacted employee will be paid at the rate of 2 times their normal hourly rate (double time) for the actual hours worked.
- If the employee is scheduled to work on the day they are also on-call, the employee will be paid for the 8-hour shift plus the on-call pay for the actual hours worked beyond the normal shift. If the

employee must return to the workplace after their shift ends to handle an on-call issue, they will be paid at the on-call hourly rate (double time) for actual hours worked.

- While on-call, the Building Operations Lead is required to remain within 50 miles of Wayne RESA and answer high priority notifications within 1 hour (text, call or e-mail). On-call staff are responsible for all Wayne RESA campuses.

Weekends:

- If called in to provide coverage, the impacted employee will be paid at the rate of 2 times their normal hourly rate (double time) for the actual hours worked.
- If the employee is scheduled to work on the day they are also on-call (i.e. Saturday), the employee will be paid for the 8-hour shift plus the on-call pay for the actual hours worked beyond the normal shift. If the employee must return to the workplace after their shift ends to handle an on-call issue, they will be paid at the on-call hourly rate (double time) for actual hours worked.
- While on-call, the Building Operations Lead is required to remain within 50 miles of Wayne RESA and answer high priority notifications within 1 hour (text, call or e-mail). On-call staff are responsible for all Wayne RESA campuses.

Holidays:

- If called in to provide coverage on a holiday, the impacted employee will be paid at the rate of 3 times their normal hourly rate (triple time) for the actual hours worked.
- If the employee is scheduled to work on the day they are also on-call, the employee will be paid for the 8-hour shift at the applicable rate (at the 8-hour shift rate for a normal workday) and the on-call hourly rate for actual hours worked. If the employee must return to the workplace after their shift ends to handle an on-call issue, they will be paid at the on-call hourly rate (triple time) for actual hours worked.
- While on-call, the Building Operations Lead is required to remain within 50 miles of Wayne RESA and answer high priority notifications within 1 hour (text, call or e-mail). On-call staff are responsible for all Wayne RESA campuses.

This Memorandum of Understanding shall expire on June 30, 2025, and shall not set precedent for any other situation now or in the future.

Local 1882, Wayne RESA Chapter	Date	Wayne RESA	Date
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