

## ARTICLE 24 - DUTY MANAGER

**24.01** Due to the nature of its operation, the Company may direct an employee to be available for work outside normal working hours, and he/she shall receive Duty Manager pay at the rate of two (2) hours pay per day for each day he/she is required to be available.

**24.02.1** In addition to the monies paid in Article 24.01 above, a call-out for immediate reporting to the workplace will be paid at the applicable overtime rate from the time the employee is called and shall continue after completion of the job for such period as reasonably necessary to travel home.

**24.02.2** A minimum of two (2) hours shall be paid for call-out overtime.

**24.03** Notwithstanding the provisions of Article 24.02.1 and 24.02.2, where an employee is called out to perform work which does not necessitate reporting to the workplace, but instead can be performed remotely or at the employee's residence, the employee will be paid at the applicable overtime rate as follows:

If the call occurs

- Monday to Friday between 5:00pm and 11:00pm – a minimum of fifteen (15) minutes or the total time worked, whichever is greater;
- Monday to Friday between 11:00pm and 7:00am – a minimum of one (1) hour or the total time worked (no overlapping claims in a one-hour period), whichever is greater;
- Weekends/Holidays between 7:00am and 11:00pm - a minimum of fifteen (15) minutes or the total time worked, whichever is greater;
- Weekends/Holidays between 11:00pm and 7:00am - a minimum of one (1) hour or the total time worked (no overlapping claims in a one-hour period), whichever is greater.

**24.04** Every effort shall be made to equitably distribute the Duty Manager requirements among all qualified employees.