

M Management Committee
For the Metropolitan Council meeting of February 8, 2012

ADVISORY INFORMATION

Date Prepared: January 26, 2012

Subject: Amendment to the Non-Represented Plan

Proposed Action:

That the Metropolitan Council approve an amendment to the Non-Represented Plan, Section 3: Hours of Work, 3.3: On Call Duty, effective January 1, 2012.

Summary of Committee Discussion / Questions:

This amendment incorporates clearer interpretation of the new language under On Call Duty by excluding supervisors and specifically stating maximum number of hours per 24 hour shift.

M Management Committee

Business Item

Item: 2012-33

Meeting date: January 25, 20112

Metropolitan Council Meeting: February 8, 2012

ADVISORY INFORMATION

Date:	January 11, 2012
Subject:	Amendment to the Non-Represented Plan
District(s), Member(s):	All
Policy/Legal Reference:	Minn. Statute 473.129, Subd. 2 (Powers of Metropolitan Council)
Staff Prepared/Presented:	Gloria Heinz, Director of Human Resources, 651-602-1398
Division/Department:	Human Resources

Proposed Action

That the Metropolitan Council approve an amendment to the Non-Represented Plan effective January 1, 2012.

Background

The Non Rep plan was approved by the Metropolitan Council on December 16, 2011. New language was added at that time under Section 3.3, On Call Duty.

Rationale

It has recently been determined that this section needs to specifically exclude supervisors and managers plus clarification is needed on the amount of compensation for on call pay.

SECTION 3 - HOURS OF WORK

3.3 On Call Duty

Change language: "When the employer requires that an employee must be available and "on call" for work and be able to report in a reasonable time, the employee, regardless of their FLSA status, **excluding supervisors and managers**, shall be compensated at the rate of two hours straight time for each twenty-four (24) hour period or fraction thereof, except for a "weekend" on call (as defined by that employee's regular workweek), which will be compensated as three (3) **separate** twenty-four hour periods **or six (6) hours per weekend**.

Known Support / Opposition

None