



ON CALL POLICY EFFECTIVE: 5-2-2016

Because of the nature of the KWRU's operations, on-call time is mandatory. Employees who are on-call are required to carry their company cell phone, provided for by the Utility, with them at all times and shall have adequate and appropriate clothing and be otherwise fit for duty to immediately leave their location and go directly to the job area. It is the responsibility of the employee to ensure that their company issued cell phone is turned on and in working order. It is also the responsibility of the employee to have the proper equipment and tools to be able to adequately respond to any call out scenario.

On-call pay will be paid at the rate of six (6) hours straight time for the week that the employee is on call. Normally, the employee is on-call beginning Monday at the time they punch out and lasts until the following Monday when the employee punches in. Employees who are on-call that are called out, will be paid a 2 hour minimum and any actual time spent on the call out beyond the 2 hour minimum. The rate of pay for a call out is one-and one-half the employee's regular straight time rate. Paid time on call outs will begin at the time the employee leaves their home and subsequently completes his work and returns or has time to return to his home. The person who is on-call according to the monthly schedule posted is the person who will be paid for the on-call time. If an employee cannot fulfill their on-call duty, the Utility has the right to revoke/reassign the six (6) straight hours of on-call pay. POLICY APPLIES TO ALL HOURLY EMPLOYEES ONLY

Greg Wright, Vice President
Richard Jeselskis, Maintenance Supervisor

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