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**Temporary Mandatory Overtime**

Facility anticipates that the current COVID-19 crisis might lead to staffing shortages due to increased resident census and/or staff absences. In such cases, Facility may require employees to work additional and/or extended hours. Employees working overtime (*i.e.,* more than forty hours in a work week) will be compensated at a rate of 1.5 times their regular rate of pay.

Overtime is considered a condition of employment, and refusal to accept it will be cause for discipline, up to and including termination of employment. If overtime is needed, Facility will first seek to obtain volunteers. If no volunteers are identified, Facility will require employees to work overtime, showing a preference for having employees add to already-scheduled shifts (*i.e.,* coming in early or remaining past the scheduled ending of the shift), but employees may be called in to work shifts. Every effort will be made to avoid requiring mandatory overtime.

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