

- 4) The College shall designate on-call employees by use of a pre-approved written schedule.
- 5) The College shall provide adequate means of communication to allow the employee mobility during on-call periods (e.g., cellular phones, radio, etc.)
- 6) On-call non-exempt employees conducting business without a physical return to work shall be paid for actual time worked.
 - a. Employees will be paid for every minute in which they are engaged in a work activity.
- 7) When the on-call employee is required to return to work, work time is covered by call-back differential pay.
- 8) "Current On-Call Pay Rates by Department" are outlined in Appendix A.

B. Call-Back Differential Pay

Appendix A

1) Current On-Call Pay Rates by Department

2) Current Call-Back Differential Pay Rates by Department