

ARTICLE 28. OVERTIME

Section 1. Overtime Pay

Overtime work by non-exempt employees shall be compensated at one and one-half (1.5) times the regular rate of pay for every hour worked that exceeds eight (8) hours in a day

Overtime shall be offered to non-exempt employees in order of seniority, with the most senior employee being offered overtime first. Employees have the right to decline overtime, except that the least senior employee shall not decline the overtime if all other non-exempt employees have declined.

RAICES cannot require an employee to flex their schedule to avoid overtime pay under this section. RAICES may establish alternative work shifts designed to eliminate the need for pay under this section.