

B. Authorization of 10-Hour Shifts

1. The Village and POLC agree that, effective upon full execution of this MOU, Section 11.1 shall be interpreted to allow the Village to schedule bargaining unit employees on 10-hour shifts in addition to the 8-hour and 12-hour shifts already referenced therein.
2. Use of a 10-hour shift schedule shall not reduce an employee's contractual rights or benefits under the CBA, including but not limited to wages, overtime eligibility, leave accrual, and seniority.

The parties acknowledge that 10-hour shifts are an alternative scheduling configuration only; the regular workweek (in hours) and all overtime thresholds remain as defined in Section 11.1 and other applicable sections of the CBA **as adjusted to add 10-hour shifts.**

E. Overtime, Holidays, and Leave

1. For employees working 10-hour shifts, overtime shall be calculated in accordance with the overtime **Section 11.2 article** of the CBA with an employee who works in excess of their ten (10) hour scheduled shift or in excess of their eighty (80) hours per pay period paid for all additional time at a rate of one and one-half (1.5x) their normal rate of pay. ~~the overtime article of the CBA and applicable law; this MOU does not alter overtime rates or thresholds~~
2. ~~Holiday pay~~, Vacation, sick leave, and other paid leave usage shall be applied on a pro-rated, hour-for-hour basis consistent with existing CBA provisions.
3. **For employees working 10-hour shifts, Holiday Pay shall be as provided in Section 21.6 of the CBA, but if a member of the bargaining unit is off on a recognized holiday, they shall receive ten (10) hours additional pay for that pay period if working ten (10) hour shifts.**
- ~~3. Depending on which regular scheduling format is used, holiday time will be paid as follows:
 - ~~1. 8-hour shifts = 8 hours of holiday pay~~
 - ~~2. 10-hour shifts = 10 hours of holiday pay~~
 - ~~3. 12-hour shifts = 12 hours of holiday pay~~~~
4. Nothing in this MOU shall be construed to diminish or expand any monetary benefit established by the CBA; it only recognizes 8-hour, 10-hour, or 12-hour shifts as a permissible workday lengths under Section 11.1.