5.2.1 On-Call/Standby and Callback

(a) Policy

(1) California Correctional Health Care Services (CCHCS) and Division of Health Care Services (DHCS), California Department of Corrections and Rehabilitation (CDCR) must ensure that employees are compensated in accordance with the applicable Bargaining Unit (BU) Memorandum of Understanding (MOU) provisions (rank and file employees) or California Department of Human Resources (CalHR) policy (excluded employees), for On-Call/Standby assignments and/or Callback time.

(2) Not all BU MOUs have negotiated the same provisions regarding On-Call/Standby and Callback. This policy serves to clarify the differences and similarities of the individual MOUs and provides guidance for excluded employees associated with the applicable BUs. The On-Call/Standby Provisions and Compensation matrix (Appendix 1) and the Callback Provisions and Compensation matrix (Appendix 2) are attached to identify which provisions are applicable to each BU referenced in this document.

(3) Effective upon release of this policy and procedure On-Call/Callback hours may be compensated either in cash or accrued Compensating Time Off (CTO) provided the accrual of CTO does not exceed the established cap. The decision to allow cash compensation will be reviewed annually in March and will be determined based on the fiscal status of the Department.

(b) Procedure

(1) On-Call/Standby Assignment General Guidelines

(A) When there is a requirement that an employee be available during specified off-duty hours to receive communication regarding a requirement to return to work and be fit and able to return to work, if required, this time is considered On-Call/Standby. The requirement to carry an electronic device or respond when contacted does not necessarily entitle the employee to On-Call/Standby compensation

(B) Employees scheduled for On-Call/Standby assignments at a Correctional Treatment Center (CTC) (Appendix 3) are expected to return to the worksite in a reasonable amount of time. Please refer to the BU MOU for specific requirements.

(C) For BUs that contain a Work Week Group (WWG) not authorized to receive overtime compensation (e.g., E and SE), but include a provision to compensate for On-Call/Standby, compensation shall be paid in cash or CTO provided the accrual of CTO does not exceed the established cap. Any accrual of CTO that will cause the balance to exceed the cap shall be paid in cash.

(D) Additionally, CalHR Personnel Management Liaisons 2002-040 specifically states that excluded employees in WWG E (e.g., Chief Medical Executive [CME] and Regional Medical Executive [RME]) are not eligible for On-call/Standby compensation.

(2) On-Call/Callback Assignment for BU 16

For BU 16 employees (Dentists, Physicians, Podiatrists, and Psychiatrists), On-Call and Callback are defined as (BU 16, MOU Section 7.9 On-Call/Callback Assignment):

(A) On-Call Assignment

1. On-call assignment is defined as a work-shift which is performed in addition to the Unit 16 employees' regularly scheduled workweek in which the Unit 16 employee is:
   a. Available by telephone or electronic paging device at all times; and
   b. Normally immediately available to return to the facility for any required medical support deemed necessary by the employee. If the State deems it necessary, the State shall issue a Unit 16 employee an electronic paging device during an on-call assignment.

2. Those employees completing an on-call assignment of seven days shall receive eight hours CTO or eight hours compensation at management's discretion for each on-call assignment.

3. Unit 16 employees who complete on-call assignments of less than seven days shall receive pro-rata CTO or pro-rata pay.

(B) Callback Assignment

Unit 16 employees who are required to return to the institution for a work shift in addition to the Unit 16 employees' regularly scheduled workweek shall receive hour for hour credit (CTO) with four hours guaranteed. In addition to the hour for hour credit, and four hours guaranteed, Unit 16 employees shall be compensated for
one hour (CTO) for travel time. If funds are available for cash compensation, the State may choose cash instead of CTO. It is at the State's discretion whether cash is paid or CTO is accumulated. Returns to the institution shall be documented.

(C) NOTE: Physician and Surgeons scheduled for On-Call/Standby assignments at CTCs are expected to return to the worksite within one hour of receiving telephonic communication. At non-CTCs, employees are expected to return within a reasonable length of time, relative to the patient’s illness or injury.

(3) On-Call Assignment for Excluded Employees Affiliated with BU 16
Excluded employees in WWG SE affiliated with BU 16 (Chief Physician and Surgeon [CP&S], Supervising Dentist, Chief Psychiatrist, etc.) may be eligible to receive On-Call compensation. For example, when such an employee is acting as the treating physician because a rank and file physician is not available or a Physician Assistant (PA) or Nurse Practitioner (NP) is On-Call, the On-Call compensation will apply. The same conditions, restrictions, and definitions for On-Call compensation that apply to rank and file employees in BU 16 also apply to excluded employees affiliated with BU 16.

(4) Callback Time for BU 18
For BU 18 (Psychiatric Technician and Senior Psychiatric Technician), Callback is defined as (NOTE: The BU 18 MOU has no provision for On-Call Assignments):

(A) BU 18 MOU Section 5.3 Callback Time
An employee who has completed a scheduled work shift, or an employee on an authorized day off, when ordered back to work shall be credited with a minimum of four hours work time at the employee's appropriate rate of pay provided the call back to work is without having been notified prior to completion of the work shift and the work begins more than two hours after the completion of the scheduled work shift.

(5) Standby/Callback Assignment for BU 19
For BU 19 (Health and Social Services/Professional) employees who are covered by the Fair Labor Standards Act (FLSA), Standby and Callback are defined as:

(A) BU 19, MOU Section 6.3 Standby
a. For covered employees, standby is defined as the express requirement that an employee be available during specified off-duty hours to receive communication regarding a requirement to return to work. It shall not be considered standby when employees are contacted or required to work but have not been required to be available for receipt of such contact.
b. Each department, or designee, may establish procedures with regard to how contact is to be made and with regard to response time while on standby.
c. An employee who is required to be on standby status will be compensated in the following manner: for every four hours on standby, an employee shall receive one hour of compensating time off. For every hours on standby or major fraction thereof (30 minutes or more), an employee shall receive fifteen minutes of compensating time off.
d. No standby credit will be earned if the employee is called back to work and receives callback credit during any given four-hour period.
e. Standby and CTO credited as a result of standby shall be considered time worked for purposes of qualifying for overtime.
f. At the discretion of the State, CTO credited as a result of standby may be paid in cash to the employees.

(B) BU 19, MOU Section 6.2 Voluntary Callback
1. For employees who are covered by the FLSA, the State will credit a Unit 19 employee with a minimum of four hours regular work time for an authorized callback when an employee is called back to work after completion of his/her regularly scheduled work shift and has left the work premises.
2. Callback credit will commence when the employee begins work and will terminate when the employee stops working. However, hours worked which are contiguous to an employee's regular working hours, which may include a meal period after completion of a regular work shift, will not be considered callback.
3. At the discretion of the State, callback credit may be paid in cash to the employee.
(6) BU 19 Exception
On-Call/Callback Assignment for BU 19 Specific WWG E Employees
(A) Per the MOU side letter signed September 3, 2014, for BU 19 FLSA-excluded employees (Psychologist – Clinical, Correctional Facility [CF]; Sr. Psychologist, CF [Specialist]; and Clinical Social Workers [Health/CF]-Safety), On-Call and Callback are defined as:

1. On-Call Assignment
   a. On-Call Assignment is defined as a work-shift which is performed in addition to the Unit 19 employees’ regularly scheduled workweek in which the Unit 19 FLSA exempt employee is:
      1) Available by telephone or electronic paging device at all non-work times; and
      2) Normally immediately available to return to the facility for any required mental health duties deemed necessary by the employer.
   b. If the State deems it necessary, the State shall issue a Unit 19 employee a cell phone or electronic paging device during an on-call assignment.
   c. Unit 19 employees will receive eight hours CTO or eight hours of compensation, at management’s discretion, for each completed on-call assignment of seven days.
   d. Unit 19 employees who complete an on-call assignment of less than seven days shall receive prorated in either cash or CTO, at the employer’s discretion.

NOTE: Excluded employees covered under the side letter agreement referenced above are not subject to the requirement to return to the institution within one hour of receiving a call that requires them to do so.

2. Callback Assignment
   a. Unit 19 exempt employees who are required to return to the institution for a work shift in addition to the Unit 19 employees’ regularly scheduled workweek shall receive hour for hour credit (CTO) with four hours minimum work guaranteed. The four hours begins when the employee arrives at the institution.
   b. Unit 19 employees called back to an institution, under the provisions of 6.XA, and who then leave and are called back again within the same four hour period, shall only be compensated for additional hours worked beyond the four hour call back guarantee.
   c. In addition to the hour for hour credit, and four hour minimum, Unit 19 employees shall be compensated one hour for travel time. Compensation shall be either CTO or cash, at the employer’s discretion. Returns to the institution shall be documented.
   d. Unit 19 employees called back to an institution during a holiday shall receive either pay or CTO in accordance with Section 8.1 (Holidays), paragraph (I).

NOTE: Compensation for on-call/call back assignment shall not exceed 24 hours in any one-day period.

(7) Standby/Callback Assignment for BUs 1, 4, 11, 15, 17, and 20
For BUs 1 (Administrative, Financial, and Staff Services), 4 (Office and Allied), 11 (Engineering and Scientific Technician), 15 (Allied Services), 17 (Registered Nurse) and 20 (Medical and Social Services), Standby and Callback are defined as:

(A) BUs 1, 4, 11, 15, 17, and 20 MOU Section 19.12 Standby Time

1. “Standby” is defined as the express and absolute requirement that an employee be available during specified off-duty hours to receive communication regarding a requirement to return to work, and be fit and able to return to work, if required. It shall not be considered standby when employees are contacted or required to return to work but have not been required to be available for receipt of such contact.
2. Each department, or designee, may establish procedures with regard to how contact is to be made (e.g., electronic paging device, phone) and with regard to response time while on standby.
3. An employee who is required to be on standby status will be compensated in the following manner: for every eight hours on standby, an employee shall receive two hours of CTO, which may be prorated on the basis of fifteen minutes CTO for each one hour of standby. Standby may not be scheduled in less than one-hour increments.
4. No Standby credit will be earned if the employee is called back to work and receives call back credit.
5. Standby and CTO credited as a result of standby shall not be considered time worked for purposes of qualifying for overtime.
(B) BUs 1, 4, 11, 15, 17, and 20 MOU Section 19.11 Callback Time
An employee who has completed a normal work shift, when ordered back to work, shall be credited with a
minimum of four hours work time provided the call back to work is without having been notified prior to the
completion of the work shift, or the notification is prior to completion of the work shift and the work begins
more than three hours after the completion of that work shift.

(8) On-Call Assignments for Mid-Level Practitioners
(A) PAs and NPs may be scheduled to provide On-Call services. PAs, NPs, and rank and file physicians shall be
scheduled on an equal basis with no individual or group receiving preferential treatment.
(B) Because there is a requirement that the PA or NP be supervised by a physician, when a PA or NP is placed On-
Call, a CP&S, CME, or the RME is required to be On-Call as well.

(9) Compensation
(A) The employee can elect to receive pay or CTO; however, if the receipt of CTO will result in exceeding the
established cap, the portion exceeding the cap must be paid and not accrued. Callback compensation shall be
at the straight time hourly rate. Exception to this policy for BU 19 FLSA-excluded employees refer to BU 19
compensation.
(B) NOTE: Employees in WWG E and SE are not eligible for Callback compensation unless specifically stated in
the BU contract.

(10) BU Matrix Headquarters and Field
The Bargaining Unit Matrix Headquarters and Field guide (Appendix 4), outlines the BUs, unions, classifications,
and WWG for the BUs referenced in this policy.

(11) On-Call and Callback Authorization form (CCHCS SB01)
(A) All employees who are on authorized On-Call/Standby and Callback status are required to complete the
Call/Standby Authorization form (CCHCS SB01A).
(B) Prior to the On-Call/Standby start date, the manager/supervisor assigning the On-Call/Standby must complete
sections 1 through 9, and sign and date sections 11 and 12 of the CCHCS SB01A. At the completion of the
assignment(s), the employee must complete Section 10 of the CCHCS SB01A and both the manager/supervisor
and the employee will sign and date sections 13 through 16 of the CCHCS SB01A.
(C) In addition to the CCHCS SB01A, the Callback Authorization form (CCHCS SB01B) must be completed by
the employee for Callback assignments and submitted to the manager/supervisor. The manager/supervisor is
responsible for the review and approval of all Callback assignments documented by the employee on the
CCHCS SB01B.
(D) Employees are responsible for ensuring that all approved On-Call/Standby and Callback time documented on
the CCHCS SB01A and CCHCS SB01B are accurately reflected on the CDCR 998-A, Employee’s Record of
Attendance. Managers/supervisors are responsible for verifying that On-Call/Standby and Callback hours
reflected on the CCHCS SB01A and CCHCS SB01B are accurately documented on the CDCR 998-A. Managers/supervisors are also responsible for approving and signing the CDCR 998-A once the information has been verified. If the hours documented on the CDCR 998-A do not reflect the On-Call/Standby and Callback hours as documented on the approved CCHCS SB01A and CCHCS SB01B, the CDCR 998-A shall be returned to the employee for correction.
(E) At no time should the manager/supervisor approve On-Call/Standby or Callback hours that are not accurately
reflected on the CCHCS SB01A and CCHCS SB01B, and CDCR 998-A.
(F) The manager/supervisor and the employee shall keep a copy of the CCHCS SB01A and CCHCS SB01B, and the
originals shall be submitted with the CDCR 998-A.

Appendices
- Appendix 1: On-Call/Standby Provisions and Compensation
- Appendix 2: Callback Provisions and Compensation
- Appendix 3: Correctional Treatment Centers
- Appendix 4: California Correctional Health Care Services, On-Call and Standby Bargaining Unit Matrix, Medical,
  Mental Health, and Dental Classifications
References
- Code of Federal Regulations, Title 29, Subtitle B, Chapter V, Subchapter A, Part 553, Subpart A, Section 553.21(3)(A)
- State of California Labor Code, Section 204.3(1)
- California Department of Human Resources, Memorandums of Understanding July 2, 2013 through July 1, 2016, Bargaining Units 1, 4, 11, 15, 16, 17, 18, 19, 20
- California Department of Human Resources, Personnel Management Liaison Memorandum 2002-040

Revision History
Effective: 06/2010
Revision: 01/2017
### On-Call/Standby Provisions and Compensation

<table>
<thead>
<tr>
<th>BU 16</th>
<th>WWG 2</th>
<th>WWG E</th>
<th>WWG SE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Article 7.9</td>
<td>N/A</td>
<td>N/A</td>
<td>Those employees completing an on-call assignment of seven (7) days shall receive eight (8) hours CTO or eight (8) hours compensation at management’s discretion for each on-call assignment. Unit 16 employees who complete on-call assignments of less than seven (7) days shall receive pro-rata CTO or pro-rata pay. On-call assignments apply to physicians. At the Department’s discretion, there may be a physician &amp; surgeon and psychiatric physician on-call on the same shift. Commencing with this agreement, employees may accrue up to 480 hours of CTO. All hours in excess of 480 shall be compensated in cash. Unit 16 employees who are on-call on a holiday shall receive eight (8) hours CTO or equal compensation at management’s discretion.</td>
</tr>
</tbody>
</table>

| BU 17 | | N/A | N/A |
| Article 19.12 | It shall not be considered standby when employees are contacted or required to return to work but have not been required to be available for receipt of such contact. Each department or designee may establish procedures with regard to how contact is to be made (e.g., electronic paging device, phone) and with regard to response time while on standby. An employee who is required to be on standby status will be compensated in the following manner: For every eight (8) hours on standby, an employee shall receive two (2) hours of CTO, which may be prorated on the basis of fifteen (15) minutes CTO for each one hour of standby. Standby may not be scheduled in less than one-hour increments. No standby credit will be earned if the employee is called back to work and receives call back credit. Standby and CTO credited as a result of standby shall not be considered time worked for purposes of qualifying for overtime. |

Chapter 5, Article 2

5.2.1, On-Call/Standby and Callback

Appendix 1, On-Call/Standby Provisions and Compensation
### Article 6.3

**BU 19**

**And**

**BU 19 FLSA Excluded Employees Side Letter Agreement**

<table>
<thead>
<tr>
<th>WWG 2</th>
<th>WWG E</th>
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<tbody>
<tr>
<td><strong>For covered employees, standby is defined as the express requirement that an employee be available during specified off-duty hours to receive communication regarding a requirement to return to work. It shall not be considered standby when employees are contacted or required to work but have not been required to be available for receipt of such contact.</strong></td>
<td><strong>On-Call Assignment is defined as a work-shift which is performed in addition to the Unit 19 employees’ regularly scheduled workweek in which the Unit 19 FLSA exempt employee is:</strong></td>
</tr>
<tr>
<td><strong>Each department or designee may establish procedures with regard to how contact is to be made and with regard to response time while on standby.</strong></td>
<td>a. <strong>Available by telephone or electronic paging device at all non-work times; and</strong></td>
</tr>
<tr>
<td><strong>An employee who is required to be on standby status will be compensated in the following manner: for every four (4) hours on standby, an employee shall receive one (1) hour of compensating time off. For every hour on standby or major fraction thereof (30 minutes or more), an employee shall receive fifteen (15) minutes of compensating time off.</strong></td>
<td>b. <strong>Normally immediately available to return to the facility for any required mental health duties deemed necessary by the employer.</strong></td>
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<td><strong>No standby credit will be earned if the employee is called back to work and receives callback credit during any given four-hour period.</strong></td>
<td>If the State deems it necessary, the State shall issue a Unit 19 employee a cell phone or electronic paging device during an on-call assignment.</td>
</tr>
<tr>
<td><strong>Standby and CTO credited as a result of standby shall be considered time worked for purposes of qualifying for overtime.</strong></td>
<td><strong>Unit 19 employees will receive eight (8) hours CTO or eight (8) hours of compensation, at managements’ discretion, for each completed on-call assignment of seven (7) days.</strong></td>
</tr>
<tr>
<td><strong>At the discretion of the State, CTO credited as a result of standby may be paid cash to the employee.</strong></td>
<td><strong>Unit 19 employees who complete an on-call assignment of less than seven (7) days shall receive prorated in either cash or CTO, at the employer’s discretion.</strong></td>
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</table>

On-call assignments shall only apply to Senior Psychologist (specialist), Psychologist – CF, and Clinical Social Worker (CSW) classifications.

The State shall use qualified on-call personnel in the following order:

a. Volunteering Unit 19 employees,

b. Mandatory Assignments in inverse Seniority order.

CDCR shall endeavor to utilize other available resources prior to making mandatory assignments under this language.

For purposes of this section, qualified means a Unit 19 employee who possesses a current and unrestricted license, not under any adverse action, and not under investigation.

Employees shall accrue up to 480 hours of CTO. All hours in excess of 480 shall be compensated in cash.

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5.2.1, On-Call/Standby and Callback

Appendix 1, On-Call/Standby Provisions and Compensation
<table>
<thead>
<tr>
<th>BU 20 Article 19.12</th>
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<tr>
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<tr>
<td>Each department or designee may establish procedures with regard to how contact is to be made (e.g., electronic paging device, phone) and with regard to response time while on standby.</td>
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<tr>
<td>An employee who is required to be on standby status will be compensated in the following manner: for every eight (8) hours on standby, an employee shall receive two (2) hours of compensating time off (CTO), which may be prorated on the basis of fifteen (15) minutes CTO for each one (1) hour of standby. Standby may not be scheduled in less than one (1) hour increments.</td>
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<tr>
<td>No standby credit will be earned if the employee is called back to work and receives call back credit.</td>
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<tr>
<td>Standby and CTO credited as a result of standby shall not be considered time worked for purposes of qualifying for overtime.</td>
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**Appendix 2**

**Callback Provisions and Compensation**

<table>
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<th>BU 16</th>
<th>Article 7.9 B</th>
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<td></td>
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</table>

An employee who has completed a normal work shift, when ordered back to work, shall be credited with a minimum of four (4) hours work time provided the call back to work is without having been notified prior to completion of the work shift, or the notification is prior to completion of the work shift and the work begins more than three (3) hours after the completion of the work shift.

When such an employee is called back under these conditions within four (4) hours of the beginning of a previous call or an additional call is received while still working on an earlier call back, the employee shall not receive an additional four (4) hours credit for the new call back.

When such an employee is called back within four (4) hours of the beginning of the employee’s next shift, call back credit shall be received only for the hours remaining before the beginning of the employee’s next shift.

When staff meetings, training sessions, or work assignments are scheduled on an employee’s authorized day off, the

<table>
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<tr>
<th>BU 17</th>
<th>Article 19.11</th>
<th>WWG 2</th>
<th>WWG E</th>
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<tbody>
<tr>
<td></td>
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<td>N/A</td>
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</table>

Unit 16 employees who are required to return to the institution for a work shift in addition to the Unit 16 employee’ regularly scheduled workweek shall receive hour for hour credit (CTO) with four (4) hours guaranteed.

In addition to the hour for hour credit, and four (4) hours guaranteed, Unit 16 employees shall be compensated for one (1) hour (CTO) for travel time. If funds are available for cash compensation, the State may choose cash instead of CTO. It is the State’s discretion whether cash is paid or CTO is accumulated. Returns to the institution shall be documented.

Unit 16 employees called back to an institution, under the provisions of 7.9 (a), and who then leave and are called back again within the same four (4) hour period, shall only be compensated for additional hours worked beyond the four (4) hour call back guarantee.

Unit 16 employees who are on call on a holiday shall receive eight (8) hours CTO or equal compensation at management’s discretion.
An employee who has completed a scheduled work shift, or an employee on an authorized day off, when ordered back to work shall be credited with a minimum of four (4) hours of work time at the employee’s appropriate rate of pay provided the call back to work is without having been notified prior to the completion of the work shift and the work begins more than two (2) hours after the completion of the scheduled work shift.

When staff meetings or work assignments are regularly scheduled on an employee’s authorized day off and the employee is required to attend, the employee shall receive callback compensation or shall work a minimum of four (4) hours.

When staff meetings are regularly scheduled on an employee’s scheduled work day and outside the employee’s scheduled work shift and the employee is required to attend, overtime or other compensation shall be received at the appropriate rate of pay.

For employees who are covered by the FLSA, the State will credit a Unit 19 employee with a minimum of four (4) hours regular work time for an authorized callback when an employee is called back to work after completion of his/her regularly scheduled work shift and has left the work premises.

Callback credit will commence when the employee begins work and will terminate when the employee stops working. However, hours worked which are contiguous to an employee’s regular working hours, which may include a meal period after completion of a regular work shift, will not be considered callback.

Unit 19 exempt employees who are required to return to the institution for a work shift in addition to the Unit 19 employees’ regularly scheduled work week shall receive hour for hour credit (CTO) with four (4) hours minimum work guaranteed. The four (4) hours begins when the employee arrives at the institution.

Unit 19 employees called back to an institution, under the provisions of 6.XA, and who then leave and are called back again within the same (4) hour period, shall only be compensated for additional hours worked beyond the four (4) hour call back guarantee.

In addition to the hour for hour credit, and four (4) hour minimum, Unit 19 employees shall be compensated one (1) hour for travel time. Compensation shall be either CTO or

5.2.1, On-Call/Standby and Callback

Chapter 5, Article 2

Appendix 2, Callback Provisions and Compensation
### Side Letter Agreement

<table>
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<tr>
<th>Side Letter Agreement</th>
<th>At the discretion of the State, callback credit may be paid in cash to the employee.</th>
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- At the discretion of the State, callback credit may be paid in cash to the employee.
- Unit 19 employees called back to an institution during a holiday shall receive either pay or CTO in accordance with Section 8.1 (Holidays), paragraph (I).
- Compensation for On Call/Call Back assignment shall not exceed 24 hours in any one-day period.
- Upon employee request and supervisory approval, following an arduous on-call/call-back the Department will attempt to grant the request for time off in taking into account operational needs. If granted, the employee must use leave credits.

### WWG 2

- An employee who has completed a normal work shift, when ordered back to work, shall be credited with a minimum of four (4) hours work time provided the call back to work is without having been notified prior to completion of the work shift, or the notification is prior to completion of the work shift and the work begins more than three (3) hours after the completion of that work shift.
- When such an employee is called back under these conditions within four (4) hours of the beginning of a previous call or an additional call is received while still working on an earlier call back, the employee shall not receive an additional four (4) hours credit for the new call back.
- When such an employee is called back within four (4) hours of the beginning of the employee’s next shift, call back credit shall be received only for the hours remaining before the beginning of the employee’s next shift.
- When staff meetings, training sessions, or work assignments are scheduled on an employee’s authorized day off, the employee shall be credited with a minimum of four (4) hours of work time. When staff meetings and training sessions are scheduled on an employee’s normal workday and outside the employee’s normal work shift, overtime compensation shall be received in accordance with the rules governing overtime.
- For reporting purposes, compensable time begins when the employee reports to the job site or begins work from a different site, which may include the employee’s home, approved by the department head or designee.

### WWG E

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<thead>
<tr>
<th>WWG E</th>
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Appendix 3

Correctional Treatment Centers

As of January 2017

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<tr>
<th>Agency</th>
<th>Institution Name</th>
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<td>403</td>
<td>Centinela State Prison</td>
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<td>190</td>
<td>California Health Care Facility</td>
<td>CHCF</td>
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<td>086</td>
<td>California Institution for Women</td>
<td>CIW</td>
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<td>915</td>
<td>Kern Valley State Prison</td>
<td>KVSP</td>
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<td>CSP – Los Angeles County</td>
<td>LAC</td>
</tr>
<tr>
<td>025</td>
<td>Mule Creek State Prison</td>
<td>MCSP</td>
</tr>
<tr>
<td>182</td>
<td>North Kern State Prison</td>
<td>NKSP</td>
</tr>
<tr>
<td>394</td>
<td>Pelican Bay State Prison</td>
<td>PBSP</td>
</tr>
<tr>
<td>435</td>
<td>Pleasant Valley State Prison</td>
<td>PVSP</td>
</tr>
<tr>
<td>030</td>
<td>Richard J. Donovan</td>
<td>RJD</td>
</tr>
<tr>
<td>284</td>
<td>CSP – Sacramento</td>
<td>SAC</td>
</tr>
<tr>
<td>587</td>
<td>Substance Abuse Treatment Facility</td>
<td>SATF</td>
</tr>
<tr>
<td>674</td>
<td>CSP – Solano</td>
<td>SOL</td>
</tr>
<tr>
<td>095</td>
<td>San Quentin</td>
<td>SQ</td>
</tr>
<tr>
<td>936</td>
<td>Salinas Valley State Prison</td>
<td>SVSP</td>
</tr>
<tr>
<td>180</td>
<td>Wasco State Prison</td>
<td>WSP</td>
</tr>
</tbody>
</table>

NOTE: Listing subject to change based upon departmental needs
### Appendix 4

**California Correctional Health Care Services, On-Call and Standby Bargaining Unit Matrix, Medical, Mental Health, and Dental Classifications**

<table>
<thead>
<tr>
<th>Bargaining Units</th>
<th>Unions</th>
<th>Classifications</th>
<th>Work Week Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 Office &amp; Allied</td>
<td>Service Employees International Union (SEIU)</td>
<td>Executive Secretary, Health Records Technician, Legal Secretary, Medical Secretary, Medical Transcriber, Office Assistant, Office Technician, Property Controller, Secretary, Stock Clerk</td>
<td>2</td>
</tr>
<tr>
<td>11 Engineering and Scientific Technicians</td>
<td>Service Employees International Union (SEIU)</td>
<td>Laboratory Assistant, Senior Laboratory Assistant</td>
<td>2</td>
</tr>
<tr>
<td>15 Allied Services</td>
<td>Service Employees International Union (SEIU)</td>
<td>Cook Specialist, Correctional Supervising Cook, Custodian, Lead Custodian</td>
<td>2</td>
</tr>
<tr>
<td>16 Physicians, Dentists, &amp; Podiatrists</td>
<td>Union of American Physicians &amp; Dentists (UAPD)</td>
<td>Physician and Surgeon, Podiatrist, Staff Psychiatrist, Dentists</td>
<td>SE</td>
</tr>
<tr>
<td>17 Registered Nurse</td>
<td>Service Employees International Union (SEIU)</td>
<td>Nurse Consultant, Nurse Instructor, Nurse Practitioner, Public Health Nurse, Registered Nurse</td>
<td>2</td>
</tr>
<tr>
<td>18 Psychiatric Technicians</td>
<td>California Association of Psychiatric Technicians (CAPT)</td>
<td>Psychiatric Technician, Senior Psychiatric Technician</td>
<td>2</td>
</tr>
<tr>
<td>19 Health &amp; Social Services Professional</td>
<td>American Federation of State, County, and Municipal Employees (AFSCME)</td>
<td>WWG E - Clinical Social Worker, Optometrist, Psychologist-Clinical, Senior Psychologist, CF [Specialist] WWG 2 - Occupational Therapist, Pharmacist, Physician Assistant, Recreation Therapist, Registered Dietitian</td>
<td>E &amp; 2</td>
</tr>
<tr>
<td>20 Medical &amp; Social Services Specialists</td>
<td>Service Employees International Union (SEIU)</td>
<td>Certified Nurse Assistant, Clinical Lab Tech, Licensed Vocational Nurse, Pharmacy Tech, Radiological Tech, Respiratory Care Practitioner, Senior Clinical Lab Tech, Senior Radiological Tech, Dental Assistant, Dental Hygienist</td>
<td>2</td>
</tr>
</tbody>
</table>