



1. It is agreed between:

**The Employees Listed on Part A Attached**

and

Taber Public Library of 5415 50 Ave., Taber, Ab., T1G 1V2

That either wholly or partly the employer will provide and the employee will take, time off with pay in the place of overtime pay for those hours worked in excess of **8** hours in a work day or **44** hours in a work week, whichever is greater.

The work week is Monday to Saturday.

2. Time off with pay is banked at a rate of 1.5 hours for each overtime hour worked.
3. The time off with pay in place of overtime pay shall be provided, taken and paid at the regular rate of wages at a time the employee could have worked and received wages from the employer.
4. The time off with pay shall be provided, taken and paid within 6 months of the end of the pay period in which it was earned unless the agreement is part of a collective agreement which provides for a longer period of time.
5. If the time off with pay instead of overtime is not provided, taken and paid in accordance with paragraph 3, the employee shall be paid overtime pay of at least 1.5 times the employee's wage rate for the overtime hours worked.
6. Time off in place of overtime shall be treated as hours of work and remuneration paid in respect to time off in place of overtime pay shall be treated as wages.
7. The employer shall provide a copy of this agreement to all employees in the group and to any employee who joins the group during the course of the agreement.
8. No amendment or termination of the agreement shall be effective without at least one month's notice in writing by one party or the other. In the case of the group giving notice, the notice in writing must be signed by the majority of the employees in the group.

---

---

I certify that the employees who have signed **Part B** attached to this form are the majority of the employees in the group described and named on **Part A** attached.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_.

Signed by \_\_\_\_\_  
For Employer/company

