**MAPE Proposal #1: ISR On-Call Pay**

9. ICS/ISR/CIP/CRP AGENTS. Article 25 (Call-in, call-back, on-call), will be amended and supplemented as follows:

Corrections Agents identified as “Intensive Supervised Release Agents” and “Intensive Community Supervision Agents” “Challenge Incarceration Program Agents”, and “Conditional Release Program Agents”, including intermittent employees, in on-call status shall be compensated for such time at the rate of fifteen (15) minutes straight time for each one (1) hour of on-call status.  Such compensation shall be limited to four (4) hours of straight time pay per calendar day. An employee shall not receive on-call pay for hours actually worked.

A. Situations of call-back for ICS/ISR/CIP/CRP Agents arise when such Agents are physically required to respond, in other words, not resolvable by telephone or other means of communication between the hours of 12:00 midnight and 8:00 a.m. for:

1. electronic monitoring;

2. detention matters; or

3. other situations which have been previously agreed to between the ICS/ISR/CIP/CRP Agent and their immediate supervisor or designee.

B. ICS/ISR/CIP/CRP Agents on a scheduled day off and who are instructed by their supervisor to be on-call shall receive on-call or call-back pay in accordance with the provisions of Article 25, Section 1, Call-In and Call-Back and Section 2, On-Call. However, such hours shall be liquidated in cash or compensatory time at the discretion of the employee’s supervisor.

C. Compensatory time earned in accordance with provisions B above must be liquidated within the pay period earned or no later than the subsequent pay period. Such compensatory time shall be agreed upon between the supervisor and employees. In the event there is no agreement, the supervisor shall assign the scheduled compensatory hours off. When the supervisor is unable to schedule compensatory time off, the compensatory time shall be liquidated in cash.

Article 11, Section 5 of the Master Agreement will be modified/supplemented as follows:

Any employee who works on a holiday shall, at the Appointing Authority’s discretion either be:

1. Paid in cash at the employee’s appropriate rate for all hours worked in addition to holiday pay provided for in Section 4 of the Master Agreement, or,

2. Paid in cash at the employee’s appropriate rate for all hours worked in addition to an alternate holiday in lieu of holiday pay provided for in Section 4 of the Master Agreement. The Appointing Authority shall designate a mutually agreeable alternate holiday within one hundred twenty (120) calendar days of the last date of the pay period in which the holiday occurs. In the event there is no agreement, the supervisor shall assign the scheduled compensatory hours off. When the supervisor is unable to schedule compensatory hours off, the compensatory time shall be liquidated in cash.

**MAPE PROPOSAL #2: PROFESSIONAL DEVELOPMENT (NEW LANGUAGE)**

Internships

1. Clinical Program Therapists and Psychologists who are required to complete an internship to fulfill requirements for licensure related to their current position or another position within the DOC may use work hours for completion of the internship, subject to the following limitations:
	* The internship duties fall within the employee’s current position description, work out of class position, or other programmatic needs as determined by the Appointing Authority;
	* The learning agreement from the employee’s accredited degree program recognizes those duties as counting toward internship credit; and
	* The accredited degree program does not have an explicit policy against paid internships.
2. If an internship during regular working hours is not possible for any reason, the Appointing Authority shall grant a flex schedule to allow the employee to complete an unpaid internship at a different facility, so long as the flex schedule allows the employee to fulfill the duties of their position description.
3. If the employee cannot complete their internship at any DOC facility, the Appointing Authority shall grant the employee an educational leave of absence as provided in Article 14.

Supervision Hours

1. Clinical Program Therapists and Psychologists who are required to complete professional practice hours under the clinical supervision of an approved supervisor in order to gain independent licensure may use work time to fulfill such requirement, if allowed by the employee’s professional licensing board. Supervision hours may be completed on-site, off-site, or virtually.
2. The Appointing Authority shall establish and maintain a centralized list of available approved clinical supervisors for employees to access. Providing clinical supervision for employees outside their work unit is voluntary for qualified supervisors.
3. The employee’s regular supervisor may also serve as the employee’s clinical supervisor for professional practice requirements, if qualified. The employee may receive clinical supervision from more than one supervisor.
4. Supervision visits which are part of licensure-required supervised professional practice hours are paid work time for both the clinical supervisor and the employee seeking licensure, regardless of the clinical program where the supervision occurs.
5. In the event an employee cannot secure a clinical supervisor for the minimum required supervision hours within the DOC, the Appointing Authority will assist that employee in identifying and securing clinical supervision outside of the DOC and pay the actual costs of the outside supervision, to a maximum of $5,000 per year.
6. Each of these provisions is subject to the requirements and limitations of the employee’s degree program and licensing authority.