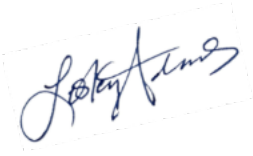


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ARTICLE 60.3C--LEAVES OF ABSENCE WITH PAY (Forestry)

3 **Section 1. Incident Management Rest.** In recognition of the past practice and the
4 Employer's Standard Assignment Policy, the Employer agrees to continue that
5 employees on fire assignments away from their official work station for fourteen (14)
6 consecutive days or more, not including travel time, shall receive sixteen (16) hours off at
7 straight time compensation upon return to their official work station for incident
8 management rest, **twenty four (24) hours of straight time for twenty one (21)**
9 **consecutive days or more, not including travel time, and thirty two (32) hours of**
10 **straight time for thirty (30) consecutive days or more, not including travel time.**

11 There shall be no minimum number of required hours in each day of a Standard
12 Assignment in order to qualify for the Incident Management Rest.

13 **Employees from other agencies within the ODOT Coalition who are placed on fire**
14 **assignment by ODF are eligible for the incident management rest as outlined in**
15 **this article.**

16 In instances where the assignment is out-of-state or international in nature, and travel
17 to or from the assignment is in excess of one (1) day of travel status each direction, travel
18 time to and from will be counted in addition to days worked.