

Article §27.4 For the purpose of earning and payment of overtime compensation, an absence charged to sick leave accruals during a work week shall be treated as follows:

- (a) when mandatory overtime is worked, a scheduled absence charged to sick leave accruals is time worked;
- (b) when mandatory overtime is worked, an unscheduled absence charged to sick leave accruals is time worked;
- (c) when voluntary overtime is worked, a scheduled absence charged to sick leave accruals is time worked;
- (d) when voluntary overtime is worked, an unscheduled absence charged to sick leave accruals is not time worked with respect to all hours of voluntary overtime worked up to the amount of absence charged to sick leave accruals in that workweek.