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SIDE LETTER D: HMC HOSPITAL SECURITY OFFICERS

COMPENSATORY TIME

~~From January 1, 2025 to June 30, 2027, t~~The Employer will allow HMC Hospital Security Officers to accrue compensatory time. Employees will not be allowed to have more than forty (40) hours of accrued compensatory time at any time. Accrued compensatory time off will be requested and approved in accordance with the department's vacation time off policies/procedures, and the Article 18 Sick Time Off. Compensatory time balances will be cashed out in accordance with Article 10.3 (b).

This side letter will expire on June 30, 2029~~7~~.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026	Date: 9/20/2026