



Call-in and call-back pay applies to non-exempt employees only, for the inconvenience of being called into work on the employee's regular day off or when required to return to work after working a regular schedule. Otherwise eligible employees whose duties require that they remain at the work site for extended periods are not eligible for this compensation.

Call-in refers to working on a regularly scheduled day off. Call-back refers to returning to work after a regularly scheduled shift.

Call-back shall apply to returning to the work station or reporting to normal work environments. Except in those situations in which employees are call-back within two hours immediately prior to their regularly scheduled shift, employees shall be compensated for a minimum of two hours of work when call-back or called-in, regardless of the time actually worked. Employees who are called-back within two hours immediately prior to their regularly scheduled shift shall be compensated for only the hours actually worked.

*Reference: K.A.R. 1-5-25*