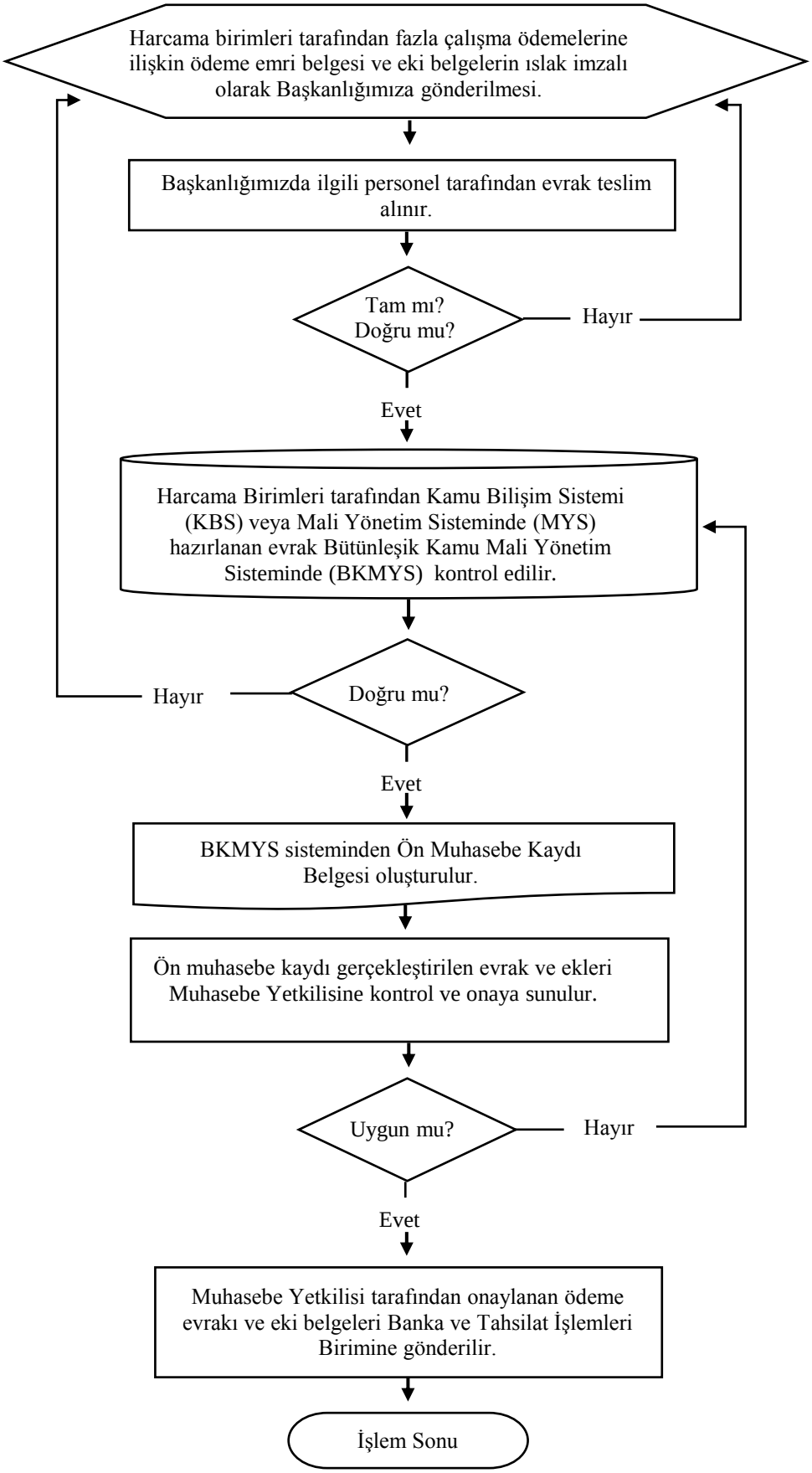FAZLA ÇALIŞMA ÖDEMELERİ SÜRECİ