

Question Time

A New Overtime Policy for nonexempt (paid biweekly) staff is scheduled to take effect in January 2015. It states that "nonexempt (paid biweekly) staff will be paid overtime for all hours worked in excess of 40 hours in any single work week. Paid and unpaid leave days (i.e., vacation, jury duty, sick leave, bereavement leave, etc.), with the exception of the University-recognized holidays, will not be counted to determine eligibility for overtime pay." (This information was presented at the CSSAC meeting in October.)

It seems to mean that if a nonexempt staff person takes Monday off as a sick day or personal day, and then is called in to clear snow (or do whatever other emergency overtime work) on a Saturday, that person's Saturday work will not be considered overtime (unless that person is there for more than 8 hours) and therefore not compensated accordingly.

Is this an accurate understanding of the policy?

Given the fact that overtime is relatively rare, and mostly seems to take place in the winter, when staff people are asked to come in at 3 or 4am on weekdays or on Saturdays and Sundays, and last winter, there were periods of time when staff people had to come in on both Saturdays and Sundays because of the heavy snow, what is the purpose of this policy, and how is it fair to the people who make it possible for us to keep the university open and hold weekend events, etc.?

Ann Livschiz
Department of History