

**Union Proposal #8**  
**Overtime-Time worked for non-exempt employees**

**April 6, 2021**

ARTICLE 27: HOURS OF WORK AND OVERTIME

SECTION 2: OVERTIME

**Section 2. Overtime Compensation for Non-Exempt Employees.** In conjunction with Section 1 above, employees declared to be non-exempt by the Employer or the United States Department of Labor shall be governed by this section.

- A. **Normal Work Period.** The normal work period shall be forty (40) hours of work during seven (7) consecutive days. The Appointing Authority may use other work periods permitted by the Fair Labor Standards Act and shall notify the employee when those other work periods are in effect.
  
- B. **Overtime.** Hours worked in excess of the maximum number of hours permitted in each applicable work period are overtime hours. All paid vacation time, paid holidays, paid sick leave, paid compensatory time off, and paid leaves of absence shall ~~not~~ be considered as "time worked" for purposes of this Section. ~~However, non-exempt employees in classifications with the salary range maximum rates which are lower than the maximum rate of salary range 7-L shall have vacation, sick leave and holiday hours considered as "time worked" for purposes of this section.~~