

WSU/WFSE 09-11 Collective Bargaining Agreement
CALCULATION OF OVERTIME
For Employees in Bargaining Units 1, 2-Supervisors, 12, 13, 15

Overtime will be paid only for those hours worked in excess of 40 hours in a workweek. For the purpose of calculating overtime, actual time worked and the use of Annual Leave, Holiday, Personal Leave Day/Personal Holiday and Civil Leave are considered “time worked.” (See article 5.2.B.1)

The following is also considered “time worked”:

Article	Article Title	Explanation
3.3.C.5	Health and Safety	Attendance at university-wide Safety Committee meetings.
3.3.D.2	Health and Safety	Attendance at Safety meetings.
4.4.E	Union Representatives	750 hour pool per fiscal year for representational duties, University-convened meetings are time worked and will not be deducted from the pool.
5.1.F	Hours of Work/Work Schedules	Work-related home phone calls, Time spent on work related home phone calls.
5.4.A.1.b	Meal Periods and Rest Breaks	If an employee is unable to complete the unpaid meal period, the remainder of the employee’s meal period will be considered time worked.
6.5.C	Corrective Action and Discipline	University convened meeting requiring employee’s presence regarding corrective action, disciplinary action or investigatory processes will be considered time worked for the employee. Also allows for 30 minutes prior to meeting for travel and to meet with official union representative.
6.5.D.5	Corrective Action and Discipline	Attendance at a University convened meeting as described in 6.5.D.1 and 6.5.D.2 will be considered time worked for the official Union representative. Also allows for 30 minutes prior to meeting for travel and to meet with employee.
8.10.A.3	Employee Training/ Development and Educational Benefits	Paid release time for training.
10.1.C	Scope of Authority	Nothing in the Section shall preclude discussions between University and official Union Representatives of matters appropriate for resolution and/or discussion at the appropriate organizational level. Such discussions shall be considered time worked.
10.2.G	University Union/Management Council	Release time while in attendance at University Union/Management Council meeting, if during employee’s regularly scheduled shift.
10.3.D	Availability of Parties	Attendance at individual bargaining unit meetings, excluding travel, if during employee’s regularly scheduled shift. Advance request to Labor Relations Officer required.
11.2.C	Employee Grievance Rights/Union Representation	Any University-convened grievance hearing requiring the grievant’s presence will be considered time worked for the grievant. Also allows for 30 minutes prior to meeting for travel and to meet with official union representative if during regularly scheduled shift.
11.2.D	Employee Grievance Rights/Union Representation	Attendance at a University-convened grievance hearing will be considered time worked for the official union representative, also allows for 30 minutes prior to meeting for travel and to meet with official union representative.
14.C	Term of Agreement	Pool of 474.5 hours for table time for negotiation of 2011-2013 contract.