

September 7, 2012

To: Business Officers, Managers and Supervisors

Re: Overtime Compensation Contract Provisions for Service (SX) Unit

As a reminder, pursuant to [ARTICLE 12, HOURS OF WORK, H.6.a.b.c.](#), of the contract between the University and AFSCME Service Unit, overtime compensation contract provisions are changing for the SX bargaining unit employees. These changes were negotiated in 2009. Currently, employees are eligible for overtime compensation at one and one-half times the straight time rate, for those overtime hours worked which exceed 40 hours of actual work in a workweek. Effective October 1, 2012, employees will receive one and one-half times the straight time rate, for hours worked in excess of their "usual" scheduled shift. For the majority of the employees that is 8 hours. Additionally, employees will earn one and one-half times the straight time rate for hours that exceed 80 hours actually worked in each 14-day work period.

Please be mindful and attentive of these new changes as schedules are created and assigned. Also, be aware that inadvertent "clock ins" or late "clock outs" from employees or employee shift changes, may cause inadvertent overtime costs to your department.

For questions, please call David Fernandez, Labor Relations Specialist at extension 2-5092 or email at david.fernandez@ucr.edu.