ARTICLE IX
OVERTIME

Section A: DEFINITION

Overtime is time actually worked in excess of forty (40) hours in a workweek. In addition, time spent on vacation, holidays, sick leave or compensatory time-off with pay will be considered time worked for purposes of this Article only. Pay which is based upon On-Call or show-up time/pay is not considered time worked for purposes of this Article.

Section B: OVERTIME RATE

The overtime rate will be one and one-half (1-1/2) times the employee’s hourly rate of pay.

Section C: SCHEDULING OVERTIME

As soon as practicable after the University has decided the need for overtime exists, the University will notify the employee(s) it selects to work overtime that the overtime must be worked. Unless excused by the University, an employee must accept an overtime assignment. However, in assigning overtime, the University will normally assign the overtime to the employee(s) who were regularly performing the work, which necessitates the overtime, and will take into account employee preference for overtime assignments and will distribute overtime as equitably as practicable among employees qualified to do the work. Should a finding occur that overtime was not equitably distributed; the exclusive remedy will be one of placing the affected employee(s) in a higher priority for overtime opportunities until such time as equity has been achieved.

Section D: PYRAMIDING

Overtime premium shall not be pyramided, compounded or paid twice for the same time as defined in Section A above.