

## Union and Overtime Considerations for Flexible Scheduling of Support Staff

Union/Association		Overtime Required by Fair Labor Standards Act	Considered Overtime by Union Contract
APSA – Administrative Professional Supervisors	Level 11 or below –	Maybe <sup>1</sup>	Yes – over 40 in a workweek
	Level 12 or above -	Maybe <sup>1</sup>	No
APA – Administrative Professionals	Level 11 or below –	Maybe <sup>1</sup>	Yes – over 40 in a workweek
	Level 12 or above -	Maybe <sup>1</sup>	No
Non-union	Level 11 or below –	Maybe <sup>1</sup>	Yes – per policy
	Level 12 or above -	Maybe <sup>1</sup>	No
CTUMSU – Clerical/Technical <sup>2</sup>		Yes	Yes – over 40 in a workweek
1585 – Service Maintenance		Yes	Yes – over 8 in a day
Spartan Skilled Trades Union		Yes	Yes – over 8 in a day
324 – Power Plant <sup>3</sup>		Yes	Yes – over 8 in a day
Nurses	Level 73 or below	Maybe <sup>1</sup>	Yes – over 40 in a workweek
	Level 74 or above	Maybe <sup>1</sup>	No
CCLP <sup>4</sup>		Yes	Yes <sup>4</sup>

<sup>1</sup> Not required to pay overtime under the FLSA if employee earns an annual salary greater than \$23,660

<sup>2</sup> Health care delivery facilities have exceptions – refer to union contract

<sup>3</sup> Maintenance Operations have 12 hour shifts – refer to union contract

<sup>4</sup> CCLP has 12 hour shift provisions – refer to union contract