

Article 23 —~~Time and Effort Commitment~~ Hours of Work and Overtime

Section 23.1

Postdoctoral Scholars are appointed with the expectation that they will have a full time involvement in scholarly pursuits.

Section 23.2

The workweek for full-time exempt appointees is normally at least forty (40) hours, with the emphasis placed on meeting the responsibilities assigned to the position, on making progress toward their professional goals, and on demonstrating their research and creative capabilities, rather than on working on a specified number of hours. Required work schedules must be reasonable and related to the research needs. In recognition of the professional exempt status of Postdoctoral Scholars, assigned work schedules provide the flexibility to meet research goals and to occasionally allow a schedule of less than forty (40) hours in a week.

Section 23.3

~~Full-time Postdoctoral Scholars do not receive overtime compensation or compensatory time off.~~

If any Postdoctoral Scholars become overtime eligible, the workweek for full-time overtime eligible appointees shall be at least 40 hours per week, with the emphasis placed on meeting the responsibilities assigned to the position, on making progress toward their professional goals, and on demonstrating their research and creative capabilities, rather than on working a specified number of hours. Required work schedules must be reasonable and related to the research needs. Overtime eligible appointees may work up to 15 hours of overtime per work week without preapproval provided that all hours are worked pursuant to the responsibilities assigned to the position, on making progress toward professional goals, and/or on demonstrating the research and creative capabilities of the appointee. Full-time overtime eligible appointees must receive preapproval from the appropriate supervisor to work more than 15 hours of overtime per week.

Section 23.4 Field Work

Appointees doing field work shall be paid continuous "field pay" from the time they leave to travel to their field work location until they return to their regular work location or home in addition to receiving their regular pay and any earned overtime pay.

Appointees working in the field will be paid a minimum of 8 hours each workday in the field in addition to field pay for all hours spent in the field. All hours worked over 8 in the field are paid at the overtime rate (1.5 times the regular rate of pay) in addition to field pay.

"Field work" is defined as all working hours spent at a location or traveling to a location other than the appointees regular work location that does not allow the appointee to be back to their

The Union reserves the right to withdraw this What-If proposal at any time, at its sole discretion and without penalty. If this what-if proposal is not accepted as written in its entirety and without modification from as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this what-if proposal.

- 1 regular work location or home within 12-hours of leaving the regular work location for purposes
- 2 of meeting the responsibilities of the position, their professional goals, and/or demonstrating
- 3 their research and creative abilities.
- 4
- 5 "Field Pay" is 15% of an appointee's regular rate of pay paid for all hours worked in the field.

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