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ARTICLE 10: OVERTIME

10.1.

Overtime work must be approved in advance by the Employer and shall be paid at a rate of one and one-half (1-1/2) times the employee's regular rate. Employees qualify for overtime compensation under the following conditions:

A. Any one of the following constitutes overtime:
   1. Work in excess of the daily work shift for full-time employees assigned to scheduled work period positions;
   2. Work in excess of forty (40) hours in one (1) work week performed by overtime-eligible employees assigned to scheduled or nonscheduled work period positions; or
   3. For hospital personnel assigned to a fourteen (14) day schedule, work in excess of eight (8) hours in a twenty-four (24) hour period or eighty (80) hours in a fourteen (14) day period.

B. The federal Fair Labor Standards Act and the Washington State Minimum Wage Act govern which positions are overtime eligible and required to track time. Appendix I details job classifications that are overtime eligible. Appendix III details job classifications that are exempt from overtime, however certain positions in these classification may be determined to be overtime eligible if the employee's combination of FTE and salary falls below the federal or state threshold to be overtime exempt. Employees assigned to excepted work period positions normally do not qualify for overtime pay. Under circumstances in which the employee is directed to work an excessive amount of overtime, the Assistant Vice President of Human Resources may authorize additional compensation in cash or compensatory time off not to exceed one and one-half times the employee's regular rate. The employee may petition the Assistant Vice President of Human Resources for compensation of the directed overtime.

10.2.

All time that the employee is in a pay status, such as sick or vacation time off, shall be used for purposes of calculating the work day and work week.

10.3. Compensatory Time.

A. Overtime hours shall be compensated on a ~~salary payment basis~~ at one and one-half (1-1/2) times the employee's rate of pay, unless the employee requests and is granted compensatory time off, (at the rate of one and one-half (1-1/2) times the hours worked) in lieu of pay. Such compensatory time off shall be scheduled at a time which is mutually acceptable to the employee and the supervisor. In general, employees shall be allowed to take requested compensatory time off unless it causes staffing to fall below a minimum staffing level as determined by the Employer.

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B. If compensation is paid to an employee for accrued compensatory time, such compensation shall be paid at the regular rate earned by the employee at the time the employee receives such payment.

All compensatory time must be used by June 30th of each year. The employee's compensatory time balance will be cashed out every June 30th or when the employee leaves University employment for any reason. The employee's compensatory time balance may be cashed out when the employee:

1. Transfers to a position in their department with different funding sources or,
~~2.~~ Transfers to a position in another department or,~~.~~
2.
~~1.~~3. Transfers from a regular position to a nonpermanent or intermittent position.

10.4.

Whenever overtime work is required, supervision shall determine the employees needed to work such overtime on the basis of their qualifications and availability. Overtime shall be distributed as equally as possible among the qualified and available employees.

For Hospital Security Officers:
The Employer will first ask for volunteers from the officers currently on shift or scheduled to come in for the next shift prior to assigning mandatory overtime. When possible, mandatory overtime will be assigned on a rotational basis.

10.5.

All reported exception time worked will be paid in accordance to RCW 42.16.010.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026	Date: 9/20/2026