

Tentative Agreement
June 2009

Compressed and Alternate Work Schedules

18.11 An alternate work schedule will consist of a workweek beginning on a day other than Monday and may also constitute a compressed workweek.

An employee's manager may approve change requests to the alternate schedule after input from appropriate departments (e.g., Human Resources) on related impacts of the proposed change have been reviewed (e.g., timing, pay) and coordinated as appropriate. All schedule changes must be approved in advance.

18.12 Compressed workweeks are defined as the following schedules:

4/10: For those employees assigned a four (4) day workweek, the workday shall normally consist of four (4) consecutive days of ten (10) hours.

9/80: For those employees assigned a 9/80 work schedule, a schedule shall consist of nine hour shifts on four consecutive days during each calendar week plus an additional eight hour shift every other week. In calendar weeks in which the employee works the eight hour shift, the eight hour shift shall be worked on (1) the day following the fourth consecutive nine hour workday or (2) on the day prior to the four consecutive nine hour workdays.

The President shall designate that the workweek period begins at the midpoint of the bi-weekly eight hour day so that the first four hours of the eight hour shift shall fall within one workweek, and the last four hours of the eight hour shift shall fall within the next workweek. Accordingly, each workweek shall consist of forty hours. An employee shall not be entitled to overtime pay unless the employee works in excess of the foregoing schedule.

The two possible schedules are:

Schedule A - Employee works a 9/80 schedule which consists of working nine hour shifts each Monday through Thursday. Employee works every other Friday for 8 hours.

Schedule B - Employee works a 9/80 schedule which consists of working nine hour shifts Tuesday through Friday. Employee works every other Monday for 8 hours.

3/12:

For those employees assigned a 3/12 work schedule, a schedule shall consist of twelve hour shifts on three consecutive days during each calendar week plus an additional eight hour shift every other week.

The President shall designate that the workweek period begins at the midpoint of the bi-weekly eight hour day of each employee on the 3/12 work schedule so that the first four hours of the eight hour shift shall fall within one workweek, and the last four hours of the eight hour shift shall fall within the next workweek. Accordingly, each workweek shall consist of forty hours. An employee shall not be entitled to overtime pay unless the employee works in excess of the foregoing schedule.

For CSU:

For CSUEU:

Sharyn Abernatha 6/8/09
Sharyn Abernatha Date

Teven Laxer 9 June 2009
Teven Laxer Date