APPENDIX C

OVERTIME/SHIFT DIFFERENTIAL

Definitions:

I. Employees will be classified as either exempt or non-exempt, based on the duties and responsibilities of the positions.

   A. Exempt employees are salaried employees who meet one of the exemptions (administrative, executive, professional or agricultural) from the overtime provisions of the Fair Labor Standards Act (FLSA). Exempt employees, unless they are classified as exempt under the agricultural exemption, do not earn overtime, either as cash or compensatory time off (CTO).

   B. Employees in exempt classifications may be appointed to 12-month, 10-month, 10/12, 11/12, or academic year assignments.

   C. Exceptions:

      Employees in the following exempt classifications meet the definition of exempt under the agricultural exemption of the FLSA and may earn CTO at the rate of time and one-half the hourly rate. Employees in these classifications, having earned more than one hundred twenty (120) hours at the end of the calendar year, must be paid in cash by February 1 of the following year.

      0638    Farm Laborer
      0648    Crop Technician I
      0651    Crop Technician II
      0663    Livestock Technician I
      0666    Livestock Technician II
      0687    Feed Mill Operator
      6385    Farm Maintenance and Operations Worker

II. Non-exempt employees are salaried employees who do not meet any of the exemptions from the overtime provisions of the FLSA. Employees in non-exempt classifications may be appointed to 12-month, 10-month, 10/12, 11/12, or academic year assignments. The full-time workweek for non-exempt classifications is a workweek of forty (40) hours within seven (7) consecutive 24-hour days or 168 consecutive hours.

   A. Overtime for non-exempt employees is payable in cash or as CTO at the rate of time and one-half the hourly rate. Employees in Units 2, 5, 7 and 9, having earned more than 120 hours at the end of the calendar year, must be paid in cash by February 1 of the following year except as noted below. Paid leave is counted as time worked in determining overtime hours worked.

   B. For the following classifications, earned CTO greater than two hundred forty (240) hours must be paid in cash in the pay period it was earned:

      9688    Head Resident I
      9687    Head Resident II
III. **SHIFT DIFFERENTIAL.** The following classifications are eligible to receive shift differential. No other classifications may receive shift differential.

**Unit 2**
- 1140 Health Record Technician
- 7922 Phlebotomist/Clinical Laboratory Assistant
- 7926 Clinical Laboratory Scientist II
- 7927 Clinical Laboratory Scientist I
- 7930 Per Diem Non-Exempt - Healthcare
- 7980 Physical Therapist I
- 7981 Physical Therapist II
- 7983 Orthopedic Technician
- 7994 Pharmacy Technician
- 7995 Radiologic Technologist I
- 7996 Radiologic Technologist II
- 8133 Licensed Vocational Nurse II
- 8134 Licensed Vocational Nurse
- 8137 Clinical Assistant
- 8145 Health Education Assistant
- 8148 Medical Assistant

**Unit 5**
- 0104 Maintenance and Laborer Trainee
- 0304 Cook I
- 0305 Cook II
- 0306 Cook I Lead
- 0307 Cook II Lead
- 0308 Food Service Worker I
- 0309 Food Service Worker II
- 0310 Food Service Worker I Lead
- 0311 Food Service Worker II Lead
- 0726 Lead Groundsworker
- 0731 Groundsworker
- 0733 Groundsworker Trainee
- 0735 Irrigation Specialist
- 0739 Pest Control and Spray Specialist
- 0743 Gardener
- 0745 Gardening Specialist
- 0746 Tree Trimmer I
- 0748 Tree Trimmer II
- 1508 Warehouse Worker
- 2010 Custodian
- 2013 Window Cleaner
- 2015 Lead Custodian
- 6223 Laborer
- 6363 Light Automotive Equipment Operator
- 6366 Heavy Equipment Operator/Bus Driver
- 6367 Heavy Construction Equipment Operator
Unit 7

0830  Desktop Publishing/Graphic Specialist – 12 month
0831  Desktop Publishing/Graphic Specialist – 11/12
0832  Desktop Publishing/Graphic Specialist – 10/12
1030  Administrative Support Assistant - 10/12
1031  Administrative Support Assistant - 11/12
1032  Administrative Support Assistant - 12 month
1033  Administrative Support Coordinator - 10/12
1034  Administrative Support Coordinator - 11/12
1035  Administrative Support Coordinator - 12 month
1099  Payroll Technician Trainee
1100  Payroll Technician I
1101  Payroll Technician II
1102  Payroll Technician III
1142  Medical Secretary
1144  Medical Transcriber
1416  Senior Data Entry Operator
1418  Data Entry Operator
1421  Data Entry Operator Trainee
1426  Micrographics Technician
1428  Supervising Micrographics Technician I
1450  Duplicating Machine Operator I
1472  Reproduction Processes Assistant
1480  Reprographics Specialist I
1481  Reprographics Specialist II
1482  Reprographics Specialist III
1483  Reprographics Specialist IV
1502  Shipping & Receiving Assistant I
1504  Mail Services Supervisor I
1505  Mail Clerk
1506  Storekeeper I
1509  Stock Clerk
1549  Property Clerk II
1550  Property Clerk I
1553  Inventory Clerk
1628  Supervising Telephone Operator
1635  Telephone Operator
1730  Accounting Technician I
1733  Accounting Clerk
1740  Accounting Technician III
1741  Accounting Technician II
1757  Collections Representative Trainee
1758  Collections Representative I
1759  Collections Representative II
1927  Data Control Technician
1928  Senior Data Control Technician
3022  Drafting Aid
3023  Drafting Technician I
3024  Drafting Technician II
4790  Buyer Trainee
4791  Buyer I
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**Unit 9**

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Piano Technician I
Piano Technician II
Equipment Maintenance Assistant
Equipment Technician I, Mechanical
Equipment Technician I, Electro-Mechanical
Equipment Technician I, Electronic
Equipment Technician I, Specialized Equipment
Equipment Technician II, Mechanical
Equipment Technician II, Electro-Mechanical
Equipment Technician II, Electronic
Equipment Technician II, Specialized Equipment
Equipment Technician III, Mechanical
Equipment Technician III, Electro-Mechanical
Equipment Technician III, Electronic
Equipment Technician III, Specialized Equipment
Lead Interpreter/Transliterator
Interpreter/Transliterator II
Interpreter/Transliterator I
Computer Aided Transcriber
Realtime Captioner
Lead Realtime Captioner
Hourly Interpreter/Realtime Captioner/Computer Aided Transcriber
Interpreter I – 8/12
Interpreter II – 8/12
Lead Interpreter – 8/12
Computer Aided Transcriber - 8/12
Realtime Captioner – 8/12
Lead Realtime Captioner – 8/12
Glassblower
Laboratory Assistant II
Laboratory Assistant I

IV. **OVERTIME.** Those classifications listed below are exempt. All other existing classifications are non-exempt. Employees in classifications designated as exempt do not earn overtime.

**Unit 2**

Speech Pathologist
Pharmacist I - 10 Month
Pharmacist I - 12 Month
Pharmacist II
Nutritionist
Health Educator
Registered Nurse I -10 Month
Registered Nurse I - 12 Month
Registered Nurse II - 10 Month
Registered Nurse II -12 Month
Registered Nurse III - 10 Month
Registered Nurse III - 12 Month
Physician Assistant
8165   Nurse Practitioner - 10 Month
8166   Nurse Practitioner - 12 Month
8180   Athletic Trainer I
8181   Athletic Trainer I – AY
8185   Athletic Trainer II
8186   Athletic Trainer II – AY
8190   Head Athletic Trainer
8191   Head Athletic Trainer – AY

Unit 5
All existing classifications in this unit are non-exempt and earn overtime at the rate of one and one-half (1½) times the hourly straight time rate, with the exception of the Farm Maintenance and Operations Worker (6385). The Farm Maintenance and Operations Worker classification is exempt under the agricultural exemption of the FLSA and may earn overtime or CTO as defined in Section I. C. above.

Unit 7
All existing classifications in this unit are non-exempt and earn overtime or CTO at the rate of one and one-half (1½) times the hourly straight time rate.

Unit 9
0400   Analyst/Programmer - 12 Month*
       Range 2 - Career
       Range 3 - Expert
0401   Analyst/Programmer - 11/12 Month*
       Range 2 - Career
       Range 3 - Expert
0402   Analyst/Programmer - 10/12 Month*
       Range 2 - Career
       Range 3 - Expert
0410   Operating Systems Analyst - 12 Month*
       Range 2 - Career
       Range 3 - Expert
0411   Operating Systems Analyst - 11/12 Month*
       Range 2 - Career
       Range 3 - Expert
0412   Operating Systems Analyst - 10/12 Month*
       Range 2 - Career
       Range 3 - Expert
0420   Information Technology Consultant - 12 Month*
       Range 2 - Career
       Range 3 – Expert
0421   Information Technology Consultant - 11/12 Month*
       Range 2 - Career
       Range 3 - Expert
0422   Information Technology Consultant - 10/12 Month*
       Range 2 - Career

* Range code indicates skill level. Class Code indicates classification and pay plan.
CSUEU/CSU Collective Bargaining Agreement  July 31, 2022 – June 30, 2024
Range 3 - Expert
0430 Network Analyst - 12 Month*
  Range 2 - Career
  Range 3 - Expert

0431 Network Analyst - 11/12 Month*
  Range 2 - Career
  Range 3 - Expert

0432 Network Analyst - 10/12 Month*
  Range 2 - Career
  Range 3 - Expert

0627 Farm Supervisor I

0800 Public Affairs/Communication Specialist – 12 month
  Range 2 - Specialist II
  Range 3 - Specialist III

0801 Public Affairs/Communication Specialist – 11/12
  Range 2 - Specialist II
  Range 3 - Specialist III

0802 Public Affairs/Communication Specialist – 10/12
  Range 2 - Specialist II
  Range 3 - Specialist III

0810 Media Production Specialist III – 12 month
0811 Media Production Specialist III – 11/12
0812 Media Production Specialist III – 10/12

0850 Broadcast Engineer – 12 month
0851 Broadcast Engineer – 11/12
0852 Broadcast Engineer – 10/12

1036 Administrative Analyst/Specialist – 10/12
  Range 2 – Exempt I
  Range 3 – Exempt II

1037 Administrative Analyst/Specialist – 11/12
  Range 2 – Exempt I
  Range 3 – Exempt II

1038 Administrative Analyst/Specialist – 12 month
  Range 2 – Exempt I
  Range 3 – Exempt II

2572 Space and Facilities Utilization Officer

3801 Radiation Safety Officer

4555 Accountant II

4556 Accountant III

5250 Special Assistant, EOP

5284 Senior Budget Analyst

5330 Federal Programs Coordinator

5680 Research Technician III

5783 Associate, Academic & Institutional Studies II

5784 Associate, Academic & Institutional Studies I

5787 Associate, Academic & Institutional Studies III

6725 Senior Planner/Estimator/Scheduler

6970 Diving Safety Officer