

Union and Overtime Considerations for Flexible Scheduling of Support Staff

Union/Association	Eligible for Overtime	Overtime Required by Fair Labor Standards Act	Considered Overtime by Union Contract
APSA – level 11 or below – Supervisory Professionals	Yes	No	Yes – over 40 in a work week
APA – level 11 or below – Administrative Professionals	Yes	No	Yes – over 40 in a work week
Confidential APA/APSA level 11 or below	Yes	No	Policy
CTUMSU – Clerical/Technical*	Yes	Yes	Yes – over 40 in a work week
1585 – Service Maintenance	Yes	Yes	Yes – over 8 in a day
999 – Skilled Trades	Yes	Yes	Yes – over 8 in a day
324– Power Plant***	Yes	Yes	Yes – over 8 in a day
Nurses – level 73 or below	Yes	No	Policy
FOP **	**	**	**

* Health care delivery facilities have exceptions – refer to union contract

** FOP has 12 hour shift provisions – refer to union contract

*** Maintenance Operations have 12 hour shifts – refer to union contract