Compensatory Time Off Agreement

 Health Care Professional Unit (HX)

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| **Compensatory Time Off Election Form** |
| Consistent with [Article 11 – Hours of Work](https://ucnet.universityofcalifornia.edu/labor/bargaining-units/hx/docs/hx_article_11_hours_of_work_2019-2024.pdf) of the [UC-UPTE Agreement](https://ucnet.universityofcalifornia.edu/labor/bargaining-units/hx/contract.html) covering Health Care Professional Unit employees and in accordance with the Fair Labor Standards Act (FLSA), overtime will be compensated either by pay or by compensatory time off (CTO) **if the department offers CTO**. Non-exempt employees are entitled to compensation at the appropriate rate for hours worked that exceed 40 hours in a work week. The contract states:* Unless the employee and the University agree otherwise, overtime will be paid.
* An employee may, within thirty (30) days of the effective date of the UC-UPTE agreement, upon hire and in the month of June thereafter, file a written statement of preference to receive CTO in lieu of pay with their supervisor. The University shall grant the preference indicated. The form of overtime compensation indicated will continue unless a different written indication of preference is filed during the month of June.
* The written statement of preference to receive CTO may be withdrawn by mutual agreement of the employee and the supervisor at any time.
* Accumulation of compensatory time off is limited to a maximum of two hundred and forty (240) hours. An employee shall be paid for hours of overtime that exceed this limit.
* Compensatory time off shall be paid or scheduled by the University in accordance with departmental needs. An employee may request to schedule accumulated CTO. An employee’s request for scheduling of banked CTO shall be granted subject to the needs of the University and shall not be unreasonably denied. Once the University has approved an employee's request to schedule compensatory time, the University shall not unreasonably rescind such approval.
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| **Employee Election** |
| [ ]  I elect to receive compensatory time off (CTO) in lieu of pay for overtime hours worked effective this date. I understand that my selection can only be changed in the month of June of each year. I understand that the department will provide this form in June of each year if it is still offering compensatory time off. I understand that if I do not file this form in June, my previous election shall continue.  |
| [ ]  I elect to receive monetary compensation for any and all compensable overtime hours I work.Employee’s Name Employee’s Signature Date  |
| Supervisor’s Name Supervisor’s Signature DateDistribution: Original - Personnel File Copy – Employee Copy – Department Payroll Coordinator or Shared Services Center |