

ARTICLE 19 - OUT OF TITLE WORK
Presented 11.6.2024
Counter 4/9/2025
University response 4/9/25

Section 1 – NO CHANGE

SECTION 2. WORK IN A HIGHER CLASSIFICATION

~~A~~A member of the bargaining unit employee who is clearly directed by their ~~his~~ supervisor to perform work in a higher classification shall receive pay at the appropriate grade at their current step ~~step as determined by Article 14~~ from the start of the period for which such work is assigned. Prior to receiving such pay, the out of title Temporary Work Assignment Form signed by the direct supervisor and department head must be received in Human Resources. That form must contain a brief description of the work performed in a higher classification assigned to that employee. ~~Only one employee shall receive such compensation for performing work in a higher classification formerly done by another bargaining unit employee.~~ A job audit by the Personnel Administrator or designee shall be conducted only in cases where there is a dispute between the employee and supervisor and/or designee. Working out of title pay shall not be available for employees filling in for employees on scheduled vacation leave of less than three (3) weeks.

Commented [SD1]: University rejects proposed language

Commented [SD2]: University rejects proposed deletion

An Employee who is assigned by their ~~his/her~~ supervisor to perform overtime work in a higher classification, shall have overtime compensation computed at the same step rate of the higher classification, unless the employee's regular rate of compensation is higher, in which case the overtime compensation shall be computed at the employee's regular rate of compensation.

An employee performing work formerly done by an employee in another bargaining unit shall receive ~~a stipend of fifteen (\$15.00) dollars~~ their pay at one-and-a-quarter half (1.25) times their regular rate until the assignment period ends per day.

Commented [CG3]: New counter goes to 1.25x regular rate from 1.5x regular rate.

Commented [SD4R3]: University rejects proposed change.

Within ninety (90) days after funding of this agreement, a joint labor-management committee consisting of three members appointed by each party to this agreement shall meet to discuss the creation of and implementation of a system for compensating USA employees performing out of title work in positions in other bargaining units. The committee shall also have authority to revise the Temporary Work Assignment Form.

An employee working out of grade shall not use that fact as a basis to pursue a reclassification appeal nor shall it serve as that employee's salary from which a promotion is determined under this agreement.

Rationale: OTW is supposed to be temporary, but it is difficult to keep tabs on how long someone is doing extra work of a higher grade. Employees like to help their co-workers out but when the department is understaffed the employees taken over the work are now doing two jobs with minimal benefit of pay for the additional work. Paying the employee

for the extra work shows appreciation for that employee and hopefully it'll incentivize the department to watch over OTW work and not overwork staff, which may in turn hire more staff for the extra workload. OTW is a pervasive issue that affects many USA members and is especially of concern due pending funding cuts from the federal government.

