

# UNIVERSITY STAFF ADVISORY COUNCIL WEB SUBMISSIONS

May 9, 2023

The following web submission was received before May 2, 2023 and discussed during the open session of USAC's meeting on May 9, 2023.

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**Idea/Rationale:** I was wondering if there could be a proposal to alter or abolish mandatory overtime for Facilities unless it is an extreme emergency or inclement weather. In the grounds department during certain times of the year like graduation / students return, etc. we are required to do mandatory overtime daily, weekly, and back-to-back Saturdays. This makes it very difficult for individuals who have families. Even arriving home 1 hour late (not counting drive time) makes routine chores, responsibilities and quality time more stressful or next to none. It is incredibly difficult to plan even the simple things like meals, dates, children, sleep schedule etc. Not to mention it can cause difficulties and frictions within a marriage.

I don't feel it is right to demand that an individual work outside of their 40 hours without being given a choice. I love my job, and enjoy my time working here, but when it interferes with my family life is where it becomes an issue. I think if an anonymous poll was given and the majority of University workers who are impacted by mandatory overtime were asked would they choose extra money versus quality time with their wife and families, most would go for the latter. If it was voluntary, that would allow people to make the choice / have a decision and for those that need extra income the opportunity to have it.\*

**Response:** Allison Moyer, *Associate Director for Landscape Services & Horticulture*, provided the following response:

**We hear you and 80% of the year, we try to make working overtime voluntary in the Landscape Department. However, there are a couple of times of the year that this is not possible to get all of the work done in a 40 hour week to have campus looking amazing for graduation and students return.**

In all of the position descriptions in our department we have the bullet point:

- ***All Facilities employees are designated as essential personnel and are subject to work outside the normal work schedule on an emergency basis and are also subject to planned overtime work as required by the immediate supervisor.***

Even with having this in our position description, we work hard within our department to work with each employee on their schedule during these blackout/mandatory overtime time periods to make exceptions when warranted. However, there is a lot of work to be done during these times and we need everyone on our team to help reach the ultimate end goal of a beautiful campus.

USAC is not vested with binding authority, but serves to provide input and recommendations to the administration regarding staff interests and concerns as they bear upon the life and operation of the institution.