OSEA Concerns to

District’s June 20, 2018 Proposal on

Article 8 – Salary, N. Automated Timekeeping

**Examples of some Concerns:**

1. What is the range of time that an employee can clock in – and not be counted as late for pay purposes? Examples of problems:
   1. People are waiting in line to clock in
   2. Custodians dis-arm/arm building alarm across campus from Clock location
2. Many 1:1 EAs work day ends at the last bell for students. Most are responsible for getting students on the buses. They usually take their belongings with them – and walk to their cars from the buses. If they go back in the building to clock-out, they will be accruing overtime.
3. Media Assistants have tight schedules most days. If Clock is not close to library – they will “eat up” part of their lunch time going to clock to sign out and in.
4. A secretary comes to work 15 minutes early to allow time to put lunch away and take care of personal business. While walking into the building, she has a parent stop her and ask an urgent question. During the time that she is helping the parent – her clock-in time passes. Does she get overtime or get penalized for not clocking in?
5. EAs on field trips eat their lunches with their kids. They are always supervising. They will get a half hour extra pay that day? Breaks?
6. How is comp time earned and used accounted for when it crosses weeks in the same payroll period? The District has argued that it does not have the capacity to track at what rate it is earned – and to keep track of it being used.
7. Are actual clock-in and clock-out times ever changed by building administrators or secretaries?
8. How much workload will this add to building staff to track and monitor???