

TO: Fort Wayne Senate
FROM: Ann Livschiz
DATE: December 8, 2014
SUBJECT: Erosion of Benefits for IPFW Employees

WHEREAS, a New Overtime Policy for nonexempt (paid biweekly) staff is scheduled to take effect in January 2015, which states that "nonexempt (paid biweekly) staff will be paid overtime for all hours worked in excess of 40 hours in any single work week. Paid and unpaid leave days (i.e., vacation, jury duty, sick leave, bereavement leave, etc.), with the exception of the University-recognized holidays, will not be counted to determine eligibility for overtime pay;"

WHEREAS, this could mean that if a nonexempt staff person takes Monday off as a sick day or personal day, and then is called in to clear snow (or do whatever other emergency overtime work) on a Saturday, that person's Saturday work will not be considered overtime (unless that person is there for more than 8 hours) and therefore not compensated accordingly;

WHEREAS, overtime at IPFW is relatively rare, and mostly seems to take place in the winter, when staff people are asked to come in at 3 or 4am on weekdays or on Saturdays and Sundays, in order to make it possible for us to keep the university open and hold weekend events;

WHEREAS, this issue impacts grounds people and custodians for special events clean up and maintenance crew for burst water heaters, etc.,

WHEREAS, this is part of the Purdue HR take back of what Purdue felt were over generous benefits, forgetting that these benefits were put in to compensate for the low pay;

WHEREAS, the total savings to IPFW's budget is only \$20,000, and would come at the expense of the lowest paid employees at IPFW;

WHEREAS, this policy may make sense for the West Lafayette Campus, there have been precedents for West Lafayette policies not being implemented on regional campuses;

BE IT RESOLVED, that IPFW senate expresses protest with this continued erosion of benefits to IPFW employees, and requests that another attempt is made to prevent this policy's implementation at IPFW.