

Article XX: Hours of Work

1. Hours of Work and Regular Work Schedules

A. Definitions

- a. Full-time Employee. An employee regularly scheduled to work forty (40) hours per workweek.
- b. Part-time Employee. An employee regularly scheduled to work less than forty (40) hours per workweek.
- c. Workweek. A regularly recurring period consisting of seven (7) consecutive twenty-four (24) hour periods that begins Monday, 12:00 a.m. and ends the following Sunday at 11:59 p.m.

~~B. The typical work schedule will fall between Monday and Friday, 8:00 am to 6:00 pm Seattle time (PST) or alternative flexible time frames.~~

~~C. No employee will typically be required to work more than five (5) consecutive days in a Workweek.~~

~~D. The regular work schedule will normally include two (2) consecutive scheduled days off. The Employer determines an Employee's regular work schedule.~~

E. Employees may request and be granted alternative work schedules, based on personal or family needs and such requests will be approved by the Employer, subject to work needs. ~~The Employer will consider employees' personal and family needs.~~

F. FTE Reductions and Increases: The Employer may increase or decrease the FTE of an employee with a minimum of eight (8) weeks notice. The employee whose FTE is decreased may elect to be placed on the rehire list according to the process outlined in Layoff Seniority Layoff Rehire Article XX.

G. Schedule changes: The Employer may change an employee's schedule to meet the needs of the research project.