

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), AFL – CIO and its
LOCAL UNION 4121 (UNION)**

MOU – OVERTIME

All salaried Postdoctoral Scholars currently employed by the University are overtime exempt. Should any salaried Postdoctoral Scholar employed by the University become overtime eligible in accordance with federal or state overtime regulations, the parties agree the following will apply only to salaried Postdoctoral Scholars employed by the University:

- A. Overtime eligible employees are required to track their hours worked as directed and shall be compensated at a rate of one and one-half (1-1/2) times the employee's straight time hourly equivalent rate for work in excess of forty (40) hours in one (1) work week.
- B. The work week is defined as Monday, 12:00 a.m. and ends the following Sunday at 11:59 p.m.
- C. Overtime must be approved in advance by the employing official or designee. Whenever overtime work is required, the employing official shall determine the employees needed to work overtime on the basis of their relevant experience.
- D.