

Overtime and Holiday Pay for Non-Exempt Part-Time and Temporary Staff Employees

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Non-exempt part-time staff employees (regular or temporary) are eligible for paid weekly overtime after 40 hours of work in a work week, at a rate of one and one-half times (1.5x) their regular rate of pay. For weekly hours beyond their part-time schedule, but short of the 40 hours, straight time is paid. Also, regular part-time staff employees (scheduled to work 20 hours or more per week) are eligible for premium pay for hours worked on a UMDNJ designated holiday. Full-time temporary staff employees, after 6 consecutive months on the job, are also eligible for premium pay for hours worked on a UMDNJ designated holiday. No pyramiding (e.g., building one premium on top of another premium) of overtime pay, holiday premium or other rates of compensation is permitted except as stipulated in any collective bargaining unit agreement. If two or more premium rates apply to hours in the same work week, only one premium (the one producing the greater compensation, if any) shall apply.