District explains OT confusion on Paychecks

Posted on October 18, 2013 by Secretary Rik | Edit

From your NUMA Secretary Rik:

Once the District started to keep track of our hours with the Kronos system, the way the hours and OT are described on our paychecks seemed to not make sense. The change is due to the way that the district now determines overtime.

In the past our 40 hour work week largely was started on the first day of OUR scheduled workweek. For 99.9% of us that first day was Monday, or very rarely Sunday night. Overtime used to be anything worked above and beyond earlier than your shift (which would make it a Sunday), and above and beyond after your shift (additional hours during the week above your 8 hours, or the hours worked on a Saturday). That is no longer the case. And Sundays hours that you may work before the start of your normal shift are paid at 2x rate, not becaue it is OT, but because it is Sunday.

There are advantages for us to this new way the District is determining OT, and no real negatives. Its just … different.

Confused? Understandable. Please read below for how the District has explained this to us:

" the way Kronos works is that we (the district) *pay overtime on any hours that are over 40 hours per week in a two week pay period. The week starts on Sunday and ends on Saturday.*

This means if someone works on Sunday, they are paid the double time rate for those hours and if they then work their regular schedule Monday thru Friday then when they exceed 40 hours for that week they will get paid at time and a half for the hours over 40 for that week.

Kronos compares the scheduled time with the regular time and since some of the regular time is at OT it will deduct hours from the normal spread time and then pay the employee for the 1 ½ for that time. The employee will then see negative hours on their pay stub but the hours are then posted in the OT column on the pay stub so they get paid the OT rate verses their regular rate.

Example - (assuming you work a Sunday for 2 hours and then you work your normal workweek of 40 hours ending on a Friday)

Worked: Sunday 2 hours double time rate (OT2)

Monday 8 hours Regular rate

Tuesday 8 Hours Regular rate

Wednesday 8 Hours Regular rate

Thursday 8 Hours Regular Rate

Friday 6 hours Regular Rate

Friday 2 hours Overtime rate (OT)

Pay stub:

TSheet -2.00 Reduction of normal spread

OT 2.00 Final 2 hours of regular pay but at OT rate

OT2 2 Hours Sunday time at double time rate "

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