



# COMPENSATORY TIME

Classified staff and administrative/professional employees covered by the Fair Labor Standards Act are entitled to compensation for overtime, by payment or compensatory time off. See

[http://www.wsu.edu/~forms/HTML/BPPM/60\\_Personnel/60.58\\_Overtime-Eligible\\_Employees.htm](http://www.wsu.edu/~forms/HTML/BPPM/60_Personnel/60.58_Overtime-Eligible_Employees.htm)

Faculty, as salaried employees, do not earn nor are they entitled to compensatory time. Extension faculty appointments require some evening and weekend responsibilities; the amount, frequency and scheduling is largely controlled by the individual. Each faculty member is considered to have a professional assignment which requires flexible time commitments. When official duties require weekend or evening work it may be reasonable for the individual to use some “normal working hours” for **necessary** personal, family or community obligations. Should such arrangements be needed, they must be discussed and approved by the chair. Each faculty member should be sensitive to colleagues whose working hours are more closely prescribed and to constituents who may not be aware of nor understand the situation.