

Chico State Enterprises Announcements

Tuesday, March 21, 2023

Summer Hours Alternative Workweek

Please be advised that Chico State Enterprises (CSE) is offering CSE staff employed by Centers and Projects an opportunity to decide whether your work unit will participate in an “alternative workweek” during the summer break. An alternative workweek is a work scheduling method that follows legally required steps allowing employees to work more than eight hours in a workday during a standard workweek, over less than a five-day period in one week, or over a 10-day period in two weeks **without earning overtime** for hours worked more than eight in one day. The alternative work schedule for Summer 2023 would begin on Thursday, June 1st and end with the traditional work schedule resuming on Wednesday, August 16th.

To legally qualify for an alternative workweek schedule, there are several steps to comply with employment law. Here is just a brief overview of all the steps necessary to enact an alternative workweek schedule:

1. Determine the affected work unit, i.e.: division, department, job classification, physical location, etc.
2. Define the alternative workweek schedule, i.e.: 4days @ 10hrs, etc.
3. Distribute a written disclosure.
4. Hold at least one meeting 14 days prior to voting.
5. Hold a secret ballot election. To adopt an alternative workweek schedule, it must pass by a 2/3 vote for the schedule to become effective. Exempt employees in the unit do not vote.
6. Submit results of the election to the Department of Industrial Relations Office of Policy no later than 30 days prior to the start of an alternative workweek schedule.

Since there are several dates and deadlines involved in the adoption process, we request a prompt response informing us if your work unit plans to participate in the Alternative Workweek Process for Summer 2023. **If your work unit is interested in adopting an alternative workweek, please email CSE HR at csehr@csuchico.edu, no later than Friday, March 31st by 5:00pm. If we do not hear from your work unit by this date, your employees will be unable to participate in the voting process and will be subject to the applicable overtime regulations during the summer.**

If you have any questions regarding alternative work schedules or process, please feel free to send the Chico State Enterprises HR department an email at csehr@csuchico.edu.

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