

Overtime

An employee in a classification assigned a standard work week is eligible to receive additional compensation for hours worked in excess of his/her scheduled work week.

An employee in a classification assigned a non-standard/non-exempt work week is eligible to receive additional compensation for hours worked in excess of 40 hours worked.

The rate of additional compensation may vary based on union contract, side agreement and/or application of RIGL § 36-4-63 (Sick leave and other leave – Effect of discharging upon overtime work and overtime compensation). Absent a union contract provision or side agreement to the contrary or application of RIGL § 36-4-63, an employee typically receives overtime compensation at the rate of 1.5X their hourly rate of pay.

Some union contracts allow the employee to elect to receive compensatory time in lieu of cash payment for hours worked between 35 and 40.

