

**UVM Management**  
**Kronos Bargaining, Counter-Proposals, August 22, 2023**

1. In accordance with the CBA Articles 20.2, 20.5, ~~and 20.8,~~ and 20.11, supervisors, in consultation with their staff, will determine a ~~set standard~~ schedule for the business needs of the department. Employees will record the specific time of arrival and departure each day. Supervisors will review the total hours worked each week and approve timesheets for payroll on a weekly basis. A standard schedule may be defined by the specific time an employee arrives and leaves each day or, in accordance with CBA Article 20.2, by the total number of hours (i.e., 37.5 or 40) an employee works in a week.

2. Employees will record their hours of work ~~within the parameters of their department's business needs as defined by their supervisor and/or manager with the following methods:~~ Departments will deploy time recording by use of manual entry, a time clock, computer interface, a mobile device (e.g., smartphone, tablet), or manual entry in circumstances deemed appropriate by the supervisor. Supervisors in consultation with staff members will determine which of the above entry methods are is optimal for their work and the business needs of their department. All time will be recorded as a timestamp and will populate a timecard that generates a paycheck based on actual hours worked, accrued leave taken, as well as overtime hours worked and eligible shift differentials. Decisions regarding time-recording methods will be grievable.