BACKGROUND

In accordance with Wisconsin State Statutes and the Wisconsin Administrative Code, the MATC District Board is required to develop policies affecting District personnel. In addition, MATC is subject to the Fair Labor Standards Act and Fair Employment laws. The District Board delegates to the president or his or her designee the responsibility of incorporating the requirements of the Fair Labor Standards Act into MATC’s Personnel Policies. The provisions below address the employment status and employee entitlements governed by these laws.

EXEMPT EMPLOYEES

Nonrepresented exempt employees are not eligible for compensatory time or compensatory pay.

NON-EXEMPT EMPLOYEES

MATC employees who are classified as nonexempt according to the Fair Labor Standards Act (FLSA) are eligible for compensatory time or overtime pay (if budgeted) for hours worked beyond the normal workday or workweek. Prior supervisory approval is required. Compensatory time or overtime pay is computed at one and one-half hours for each hour of work. Pay out of either compensatory time or overtime shall be in compliance with the Fair Labor Standards Act.