History of POL 05.05.02

Wage and Hour Policy

Authority: Chancellor

History:

First Issued:

May 1994 Archived version (Effective May 1994 through June 5, 2017)

Revisions:

June 6, 2017 Current version – This policy was updated to comply with federal and state of wage and hour provisions, codifying the university’s practice and defining hours worked for all SHRA non-exempt, exempt, temporary and student employees. SHRA exempt employees will no longer receive overtime and/or compensatory time for hours worked over 40 in a single week.

This policy was formatted to reflect the UNC Pembroke Policy and Regulation Standards and better align with the university objective to improve the accuracy

**Related Policies**

* [Hours of Work and Overtime Compensation, Office of State Human Resources, Revised: January 1, 2011](https://ncoshr.s3.amazonaws.com/s3fs-public/documents/files/Hours%20of%20Work%20and%20Overtime%20Compensation.pdf)

**Additional References**

* [**Statutory Authority§ 126-4. Powers and duties of State Human Resources Commission**](http://www.ncga.state.nc.us/EnactedLegislation/Statutes/HTML/BySection/Chapter_126/GS_126-4.html)
* [US DOL Wage and Hour division (WHD)–Wages and the Fair Labor Standards Act (FLSA)](https://www.dol.gov/whd/flsa/index.htm)
* [Department of Labor - Minimum Wage](https://www.dol.gov/general/topic/wages/minimumwage)
* [UNCP Banner (HR)](http://www.uncp.edu/about-uncp/administration/departments/human-resources/banner-hr)

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