



*University Staff/American Federation of State, County  
and Municipal Employees AFL-CIO (AFSCME)*

<b>SUBJECT (R*)</b>	<b>EFFECTIVE DATE (R*)</b>	<b>POLICY NUMBER (O*)</b>
CALL BACK PAY (AFSCME)	June 2, 2017	1725.045

<b>POLICY STATEMENT (R*)</b>
<p>Regular and Interim non-exempt employees are entitled to call back pay when an employee is called back to the work location outside their regularly scheduled hours.</p> <p>The employee shall be credited with the greater of the actual time worked, including time to and from the employee’s home to the assigned work location, or two hours.</p> <p>If while on-call, an employee is called back to work, said employee will be reimbursed for travel expenses and mileage at standard rates as specified in Florida Statutes. Reimbursement will be made for travel from the employee’s home to the work location and vice versa.</p> <p>Call back pay will be considered worked time and will be recorded as such on the time record of the employee.</p> <p>When an employee is called back to work, the call back pay will be paid at the employee’s regular rate of pay or at his/her overtime rate for any time over 40 hours in a work week.</p> <p>Employees will not receive on-call pay for time worked.</p>

<b>REASON FOR POLICY (O*)</b>
<p>To provide compensation to non-exempt employees who are called back to work to perform emergency and/or needed work assignments based on operational needs during off-duty hours.</p>

<b>HISTORY (R*)</b>
<p>Adopted: September 22, 2006; Readopted: November 14, 2008; August 19, 2013; June 2, 2017.</p>

<p><b>RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT (R*)</b></p> <p style="text-align: center;">Division of Human Resources Florida International University</p> <p><b>RESPONSIBLE ADMINISTRATIVE OVERSIGHT (R*)</b></p> <p style="text-align: center;">Compensation Administration Division of Human Resources 11200 S.W. Eighth Street, PC 226 Miami, Florida 33199 Telephone: (305) 348-2181</p>	<p>The University Policies and Procedures Library is updated regularly. In order to ensure a printed copy of this document is current, please access it online at <a href="http://policies.fiu.edu/">http://policies.fiu.edu/</a>.</p> <p>For any questions or comments, the “Document Details” view for this policy online provides complete contact information.</p>
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**\*R = Required \*O = Optional**