Subject: Time Keeping, Attendance and Leave Reporting

Title: Kronos Implementation in Academic Library Services

Administrative Procedure – Date
Issued by Administration: May 15, 2017

Date Revised: September 16, 2019

Please note that any university/state/federal policies/procedures/law will override anything in this document if inconsistencies are identified. Additional information is available at the following link: http://www.ecu.edu/itcs/kronos/. Questions may be sent to Kronos@ecu.edu.

As of May 16, 2017, Kronos became our official system of record for time keeping, attendance, and leave reporting. Any employee (permanent, temporary, or student) who reports hours worked and/or is granted or awarded leave will use Kronos. BANNER remains the system of record for employee, job, and employment records, and BANNER data drives Kronos.

The Fair Labor Standards Act (FLSA) is federal legislation regarding compensation for time worked. Nonexempt employees (not exempt from FLSA) are due additional compensation for hours physically worked over 40 in a work week (Sunday – Saturday). This compensation can be provided as money or time. Exempt employees (exempt from the FLSA) are not due additional compensation for hours physically worked over 40 in a work week (Sunday – Saturday). Adherence to FLSA is monitored by internal and external audits.

A member of the administrative team will serve as the primary ALS Super Admin. She/he will become the departmental expert on Kronos and will serve as the first line of support for any Kronos issues that arise. If she/he cannot address them, then she/he will escalate to next level of support. Another member of the administrative team will serve as the secondary ALS Super Admin and will assist with the Super Admin duties when the primary Super Admin is unavailable.
Below are guidelines for Academic Library Services (ALS).

SCHEDULES

1. Nonexempt Employee Schedules:
   a. The ALS Super Admin will assist with all schedules and schedule changes in Kronos. All schedule changes should be filled out on the *ALS Kronos Schedule Request Form* and the form should be signed by the employee, supervisor and second level supervisor (if applicable). The completed form should be sent to the ALS Super Admin for processing.
   
b. Every nonexempt employee’s schedule will be loaded in Kronos either as a standard or as an approved flex schedule. If a schedule changes for the summer, the summer schedule should be changed in Kronos.
   
c. All schedules are Sunday through Saturday. A fulltime schedule (1 FTE) is 40 hours per week. Hours worked in one week cannot be carried over to make up an absence in another week. The hours for the week should be counted in the Sunday through Saturday period regardless of whether the week is split between two months or two pay periods.
   
d. Supervisors of nonexempt employees with Flex schedules must be mindful of potential impact on time in weeks with holidays due to GAP hours (see # 5).

2. Meal Period: Nonexempt employees are encouraged to take a meal period (punch out and in) of 1 hour unless their approved schedule calls for less time. The minimum time allowable is 30 minutes. The meal period should be duty free and away from the desk if possible. If Kronos detects less than 30 minutes for a meal period, it will read that as a lack of a meal period and reflect that as an exception on the time card. If needed, and with supervisor approval, the employee should adjust his/her schedule to avoid excess work hours for the week if a shorter than scheduled meal period is taken.

3. Overtime for Nonexempt Employees:
   a. Generally, overtime must be approved by the supervisor in advance.
   
b. There may be times when an employee inadvertently accumulates overtime due to the rounding rules in Kronos or, for example, he/she
takes a telephone call at the last minute. It is understood that
preapproval is not feasible in these kinds of situations.
c. To comply with FLSA, non-exempt employees will be
compensated for overtime by being allowed to take the time at 1.5
times the hours over 40 within 12 months of the date the time was
earned. This compensatory time must be used before an employee
uses annual vacation or bonus leave or goes on Leave Without Pay
status. If the compensatory time earned is not used within a year of
date earned, the time must be paid out.

4. Timecard Review: Employees and supervisors should review timecards
weekly to address cases where the total hours for the work week do not
equal 40. The appropriate leave should be adjusted to meet the scheduled
hours for that week.

5. GAP Hours: A GAP Hours situation occurs when a non-exempt
employee works extra straight time hours over those scheduled (such as a
Holiday week or a University Closed situation). These hours are
compensated with pay at the hourly rate and are coded in Kronos as Hours
over Paid Schedule. Care should be taken so that an employee does not go
over their scheduled hours, especially those that do not work an 8x5 shift.
Example: If an employee works 9 hours M-Th and 4 hours on Friday, and
Friday is a holiday, the employee will not work the 4 hours on Friday and
will reduce their Monday-Thursday schedule by 4 hours to avoid going over
the scheduled 32 hours.

6. Adverse Weather and Emergency Event Policy:
a. Please see the link under www.ecu.edu/hr for the latest Adverse
Weather and Emergency Event Policy.
b. Generally speaking, small amounts of adverse weather time owed
for exempt employees are managed between the employee and the
supervisor and not within Kronos. As such events are always unique,
questions about individual circumstances should be directed to Human
Resources.

Condition 1 or Condition 2
c. When an Adverse Weather situation occurs, time lost from work
should first be charged to any accrued compensatory time that is
available, or the employee can use available vacation or bonus leave.
d. The University does not require that employees be offered the
opportunity to make up times missed because of an adverse weather
event. Such action is subject to supervisor approval.
e. An ECU Alert will be sent indicating the Condition Level and the hours that it will affect. If an ECU Alert is sent announcing Condition Level 1 is in effect from 7pm Monday-10am Tuesday, then anyone whose schedule starts at 8am would be able to use Adverse Weather from 8-10am (2 hours). Someone whose schedule begins at 7:30am would be able to use Adverse Weather from 7:30-10am (2.5 hours).

f. “Adverse Weather” is not a paid time code. Extra hours worked outside of the regularly scheduled hours during that week (with Supervisor approval) will accrue as comp time and can be used to offset the Adverse Weather hours for the week.

g. The ALS Super Admin will record the pay code for “Adverse Weather Owed” on non-exempt employees’ timecards corresponding to the number of hours and date of use.

h. When a non-exempt employee makes-up Adverse Weather time, the supervisor should provide the employee’s name, number of hours made up and the date of make-up to the ALS Super Admin on a weekly basis until the time is made up. The ALS Super Admin will record the pay code “Adverse Weather Make-up” on the employee’s timecard. The “Adverse Weather Make-up” pay code will reduce/cancel out Adverse Weather Taken and, when all hours are made up, return the Adverse Weather balance to zero.

i. Employees carrying “Adverse Weather Owed” balances that are not made up within 90 days of use will have vacation or bonus vacation hours reduced by the number of hours owed. If leave time is not available to account for “Adverse Weather Owed,” an employee’s pay may be reduced to cover the hours taken.

### Condition 3

j. All Kronos Non-Emergency employees (exempt and nonexempt) should use the pay code “University Closed – Paid” on their timecard for regularly scheduled work hours that fall during a Condition 3 event. All employees have access to this pay code and may add it to their timecard. Supervisors should confirm that the number of hours applied to the timecard is correct before approving.

k. Please note the hours of closure on the ECU Alert. For example, if an ECU Alert is sent announcing a Condition 3 event from 7pm Monday-10am Tuesday, then anyone whose schedule starts at 8am would use the University Closed-Paid from 8-10am (2 hours) but
someone whose schedule begins at 7:30am would use University Closed-Paid from 7:30-10am (2.5 hours).

1. Extra hours worked outside of the regularly scheduled hours during that week will result in GAP hours and should be avoided unless necessary with supervisor approval.

7. Holidays:
   a. ECU Holidays are pre-coded in Kronos.
   b. Employees and supervisors should be aware that ECU closes each year for winter break and requires each employee to use some accrued leave time. Employees and supervisors should take time to consult the ECU holiday calendar early in the year to ensure that appropriate leave balances are available for the days required to be off during winter break. Reduction in pay will be processed for any employee who does not have enough leave time to cover the required winter break days off.

LEAVE

8. Planned Time-Off-Request:
   ALS does not use the time off request features in Kronos. Supervisors are responsible for communication to employees on how leave requests are to be made in their departments.

9. Negative Leave:
   a. ALS follows the ECU and OSHR policy regarding the advancement of vacation or sick leave. Unless approved by the unit administrator, an employee can only be advanced leave that will be earned in the current and immediately-following month. In Kronos, the overdraft will show as a negative balance in the Kronos Accruals Information.
   b. Supervisor, second level supervisor (if applicable), and Director approval is required prior to advancing any leave in excess of leave that will be earned in the current and immediately-following month to an employee. Email requests should be sent to the approvers and the Director will forward on to the ALS HR Administrator and ALS Super Admin upon approval.

10. PTO Vacation & PTO Bonus Vacation: Non-exempt employees should use the PTO Vacation or PTO Bonus Vacation code on their time cards. The code will pull from the Comp Time bucket first, then cascade to the Vacation or Bonus Vacation bucket. This way the available Comp Time
is always used first. When using vacation and comp time on the same day, the non-exempt employee should use the PTO Vacation code for the full amount of time.

11. Exempt Employees: Exempt employees should enter the number of hours taken when coding leave.

12. FMLA: An employee in an FMLA situation should contact the ECU Human Resources benefits department for the procedure and paperwork. The employee should also notify the ALS HR Administrator.
   a. Once the FMLA is approved, the benefits office will add the number of approved hours to the accrual bucket in Kronos.
   b. FMLA is not a paid leave type. If the employee chooses to remain in paid status using sick, vacation or bonus vacation leave, that time also needs to be coded to the timesheet in addition to the FMLA.
   c. The employee or supervisor will have to code the FMLA hours and the leave hours on separate lines on the timesheet. If assistance is needed with this process, please contact the ALS Super Admin.
   d. If the employee will be taking the FMLA time without pay, a Request to Reduce Pay form will need to be submitted to the Payroll office by the ALS Super Admin.

13. Faculty Serious Illness and Parental Leave Policy: A faculty member with a qualifying event should contact the ECU Human Resources benefit department for the procedure and paperwork. This FSIL process with HR will include FMLA process for faculty and will not need to be done separately. The faculty member should also notify the ALS HR Administrator.
   a. Once the FSIL/FMLA is approved, the benefits office will add the number of approved hours to the accrual bucket in Kronos.
   b. The employee or supervisor will have to code the FSIL/FMLA hours on a separate line from the sick or vacation time.

14. Leave of Absence: Upon notification from the supervisor, the ALS HR Administrator will be responsible for coordinating notification in BANNER with HR Benefits. If an employee is exhausting leave, the supervisor will be responsible for recording it in Kronos and ALS Super Admin will sign off.

TIMECARD

15. Timecard Exceptions: Nonexempt employees will record time (punch in and out) via Kronos on their workstations or at appropriate timeclocks
when they arrive for the day, leave for lunch, return from lunch, leave for the
day or any other in and out time during the workday. Whenever a punch is
early, late or missed when compared to the non-exempt employee’s
schedule, Kronos will create a Timecard Exception that must be reviewed by
the supervisor. Employees are encouraged to email their supervisors to
inform them of exceptions.

a. Exceptions should be reviewed weekly by employee and
   supervisor.

b. The supervisor will mark the exception as reviewed and may add a
   comment from the dropdown list.

c. If an employee’s actual punch must be edited or deleted, the
   supervisor must choose an appropriate comment from drop down
   options and/or add ‘Note’ if necessary to explain the situation and
   need for modification.

d. The ‘Note’ field may be used by employees and supervisors to
   record information for reference.

16. Timecard Approvals: The employee approval must be on his/her
timecard before 12:00 pm on the 1st business day after the end of the pay
period. The supervisor approval must be on employee timecards by 5:00 pm
on the 1st business day after the end of the pay period. If either the employee
or supervisor is unable to perform their duties the ALS Super Admin should
be notified as soon as possible. Please note that the timecard approval
includes approval of all accrual balances as well as any unapproved
timecards from previous pay periods.

a. Employees must approve their own timecards at the end of the pay
   period. Best practice is to approve them when clocking out on the last
   working day of the pay period.

b. Supervisors will approve timecards for their employees at the end
   of each pay period.

c. If a supervisor is absent on approval day, his/her supervisor will
   approve those timecards.

d. The ALS Super Admin will perform sign-off for all timecards after
   they have been approved by the supervisor.

KRONOS Supervisor NOTES

17. ECU Last Week Perm NonExempt Genie:
a. Non-exempt employee hours should be checked by the supervisor on a weekly basis, preferably Monday or Tuesday of the following week.

b. The Genie can be accessed by going to the Weekly and Pay Period Manager Tasks workspace. When the workspace is opened, the ECU Last Week Perm NonExempt Genie automatically opens and the time period defaults to the previous week.

c. The Total Weekly Hours toward 40 column should equal 40. Any hours less than 40 will need to be reviewed and leave added to make up the hours. Any hours over 40 will need to have the leave reduced if leave was recorded. If no leave was used but the weekly total is still over 40, this represents comp time earned. Please discuss with employee if this occurs and has not been pre-approved.

18. **Current Exceptions:**
   a. The Current Exceptions Genie should be checked weekly to ensure all exceptions are addressed and marked as reviewed.
   
b. The Genie can be accessed by opening the Daily Manager Tasks workspace. The Genie will automatically open for the current pay period.

19. **Terminations:**
   a. In lieu of a final leave card, the final employee vacation payout will be assigned to the time card in Kronos on the employee’s last day by the ALS Super Admin. Supervisors are responsible for making the ALS HR Administrator aware of the employee’s final work date so leave and termination forms can be processed. The ALS HR Administrator will inform the ALS Super Admin of the termination date so leave can be processed.
   
b. Terminated employees may show in Kronos for several pay periods after their termination date.

**NOTE:** *Compliance with these guidelines will be considered a part of job performance and employees and supervisors will be evaluated accordingly.*