

WORK OUT OF TITLE (3rd NFA proposal)

Both parties to this CBA acknowledge that bargaining unit members are all salaried professional employees who are individually responsible for managing their work schedules and tasks consistent with their supervision, College policies, [this Agreement](#), and the NSHE Code and Handbook. Bargaining unit members may be [occasionally](#) required ~~periodically~~ to perform duties as assigned, [within their regular work hours](#), without being eligible for additional compensation.

Bargaining unit members may be asked to perform substantial tasks that are outside of their expected work hours or typical duties. In such instances, the supervisor will notify their employees of the task. In determining which bargaining unit members to ~~assign~~ [ask](#), the supervisor shall consider the needs and the timeline of the College and the personal schedules of the bargaining unit members, including any volunteers. The bargaining unit members who perform the task shall be informed at the time of the request ~~of the compensation~~ [how they will be compensated](#) for the task as determined by the appropriate vice-president in consultation with the Human Resources dept. The bargaining unit member may decline to perform tasks outlined in this paragraph. Tasks described in this paragraph do not include College service time, employee development time, volunteer projects, or incidental time that is expended infrequently.

Bargaining unit members are not required to routinely perform non-professional or menial tasks or