

SOUTHWESTERN

LAW SCHOOL Los Angeles, CA

Guidelines for Adjusted Work Schedules

Administrative policy approved July 9, 2021. Effective immediately.

Revision history: Technical edits made in December 2024.

Related form: Agreement for Adjusted Work Schedule

Scheduled Review Date: May 2025 (President and Dean's Office)

A. Policy Statement

Adjustments to an employee's work schedule can help serve Southwestern Law School and our students, promote employee professional development, and help with long commutes that are common in Southern California.

With the approval of Southwestern's Human Resources Department, a supervisor may set a schedule for an employee that is different from the regular 9 a.m. to 6 p.m. business day. This policy sets forth the guidelines for adjusted schedules.

B. Applicability

These guidelines do not apply to faculty members. Also, staff who have been assigned to work outside Southwestern's regular business day usually would not be eligible for an adjusted schedule.

C. Request for an Adjusted Schedule

A request for an adjusted schedule typically should originate from the employee. An employee should put the request in a writing directed to the employee's immediate supervisor. The request should include the basis for the adjusted schedule, the proposed schedule, and the period for the schedule adjustment (up to one semester). If the written request is not in an email message, the employee should also date the request.

D. Supervisor-Initiated Adjustment

An employee whose schedule is normally 9 a.m. to 6 p.m. Pacific Time typically will not be required to work an adjusted schedule on a regular basis absent an individual consultation process and both Human Resources and the Dean agreeing to the arrangement. For Human Resources and the Dean to approve a supervisor-initiated adjustment, the supervisor must articulate a compelling reason that an adjusted schedule serves Southwestern's needs.

E. Exempt Employee Schedule

Exempt employees are expected to work the hours needed to complete their job responsibilities. Any adjusted schedule will be for the hours the employee is likely to work on campus (or remotely on Flexible Fridays), not the number of hours the employee is expected to work to complete their job duties.

F. Non-Exempt Employee Schedule

For non-exempt employees, an adjusted schedule may not change the number of hours the employee is expected to work each week.

G. Lunch and Breaks

For non-exempt employees, an adjusted schedule will continue to require a one-hour lunch break, rest breaks, and prior approval for overtime work. The timing of the lunch break must conform to other Southwestern policies.

H. Departmental Staffing

An employee's adjusted schedule must not leave a department unstaffed during Southwestern's regular business hours.

I. Scheduling Logistics

Absent extraordinary circumstances to be approved in writing, and in advance, by Human Resources and the Dean:

1. an employee's adjusted schedule should not impact the number of days an employee works, but simply the times the employee works on those days;
2. an adjusted schedule should not shift work for a non-exempt employee to Saturdays or Sundays;
3. an adjusted schedule should not change an employee's job responsibilities or job description;
4. the adjusted schedule should not be used to grant additional remote work days; and
5. the adjusted hours should start no earlier than 7 a.m. and end no later than 8 p.m. Pacific Time.

J. Privilege, Not a Right or Benefit

Adjusted schedules should not be considered an employee right or benefit. Adjusted schedules typically must be requested and reviewed on a semester-by-semester basis. Any adjusted schedule that is approved should not be considered permanent.

K. Discretion to Terminate

Southwestern has the discretion to terminate an adjusted schedule at any time and for any reason. Whenever possible, Southwestern will give the employee at least five business days' notice of the termination.

L. On-Campus Activities

If needed or required for a specific business reason, the supervisor may direct an employee on an adjusted schedule to attend a specific meeting or event on campus, even if that meeting or event is outside the adjusted schedule (e.g., staying for a 5 p.m. event even if the employee's adjusted schedule ends at 4 p.m.). The supervisor should provide as much advance notice to the employee about the meeting or event.

M. Written Agreement

After an adjusted schedule is approved, the employee and supervisor must complete and sign an Agreement for Adjusted Work Schedule. A form of this agreement can be obtained on the portal or from Human Resources. The agreement must be completed, signed, and filed with Human Resources before the adjusted schedule begins. If required by this policy, Human Resources and Dean signatures on the Agreement for Adjusted Work Schedule may also be required before the adjusted schedule begins.

N. Questions or Concerns

Questions or concerns about these guidelines should be directed to Human Resources.

O. Policy Revisions

Southwestern reserves the right to change or modify any aspect of this policy and the related protocols at any time, with or without prior notice.