## ConocoPhillips

## Time Sheet Samples

Alternate Work Schedules (9/80 and 19/30)

Updated Revised recordkeeping of holiday observance, when a holiday falls on a Friday-Updated 08/01/2014

## Time Sheet Entry - Salaried Non-Exempt 9/80 "A" Schedule - Regular Hours



Two work weeks are shown above for illustration purposes. Work week ends at mid-day Friday. CATS total reflects all hours entered and does not adjust for work week start time. i.e. CATS total for $1^{\text {st }}$ week reflect 44 and total for $2^{\text {nd }}$ week will reflect 36 in this example. Actual weekly totals are 40 each.

## Time Sheet Entry - Salaried Non-Exempt 9/80 "B" Schedule - Regular Hours



Two work weeks are shown above for illustration purposes. Work week ends at mid-day Friday. CATS total reflects all hours entered and does not adjust for work week start time. i.e. CATS total for $1^{\text {st }}$ week reflect 44 and total for $2^{\text {nd }}$ week will reflect 36 in this example. Actual weekly totals are 40 each.

## Time Sheet Entry - Salaried Non-Exempt 9/80 Recording Vacation Hours



Two work weeks are shown above for illustration purposes. Actual time entry is done by pay period (1-15 and 16-end of month). Work week ends at mid-day Friday. CATS total will reflect all hours entered during the pay period on each line item. CATS does not adjust for work week start time.

## Time Sheet Entry - Salaried Non-Exempt 9/80 Recording Short Term Disability



Two work weeks are shown above for illustration purposes. Actual time entry is done by pay period ( $1-15$ and 16 -end of month). Work week ends at mid-day Friday. CATS total will reflect all hours entered during the pay period on each line item. CATS does not adjust for work week start time.

## Time Sheet Entry - Salaried Non-Exempt

9/80 Recording Overtime During a Week When the 40-hour Rule Not Met


Two work weeks are shown above for illustration purposes. Actual time entry is done by pay period (1-15 and 16-end of month). Work week ends at mid-day Friday. Serious Illness in Family does not count towards the 40-hour rule for Overtime; therefore, the extra hour worked on 8/6 is paid at straight time rate. CATS total will reflect all hours entered during the pay period on each line item. CATS does not adjust for work week start time.

## 9/80 Recording Time for Mixed Reasons

## Data Entry Period

Data Entry Area


- 3/19 Out ill - 9 hours recorded.
- $3 / 20$ Works OT - 40 hour rule met
- 3/21 3/22 Scheduled Vacation - Friday $3 / 22$ recorded as 8 hours
- $3 / 29$ Has to come into the office and work on Good Friday

Regular pay period illustrated above. Work week ends at mid-day Friday. CATS total reflects all hours entered during the pay period on each line item. CATS does not adjust for work week start time. Sick Pay (STD) and Vacation do count towards the 40 -hour rule for overtime; therefore, the extra hour worked on $3 / 20$ is paid at overtime rate.

## Time Sheet Entry - Salaried Non-Exempt 9/80 "A" Schedule - Work Friday Off

## Time Sheet: Data Entry View




Two work weeks are shown above for illustration purposes. Actual time entry is done by pay period (1-15 and 16-end of month). CATS total will reflect all hours entered during the pay period on each line item. CATS does not adjust for work week start time. 4 hours of work on $8 / 16$ does qualify for overtime rate.

## Time Sheet Entry - Salaried Non-Exempt 9/80 Friday Holiday - "B" Schedule

## Updated



Two work weeks are shown above for illustration purposes. Work week ends at mid-day Friday. CATS total will reflect all hours entered during the pay period on each line item. CATS does not adjust for work week start time. Salaried employees do not have to enter any code for Holiday taken.

## Time Sheet Entry - Salaried Non-Exempt 9/80 Make Up Time


$\square$ Data entry view R Release view 馆 Variable view Entry 1 of 3

Employee granted permission to leave early on 9/18 and to make up the time on 9/19.

## Time Sheet Entry - Salaried Non-Exempt 19/30

## Time Sheet Edit Goto Extras Environment System Help


Time Sheet: Data Entry View


Two work weeks are shown above for illustration purposes. Work week ends at Midnight Sunday. CATS total will reflect all hours entered during the pay period on each line item. CATS does not adjust for work week start time. Daily overtime rule applies.

## Time Sheet Entry - Salaried Non-Exempt and Salaried Exempt 5/40 and 19/30 Schedules - Floating Holiday



- When you take your annual floating holiday, the absence must be recorded in CATS for recordkeeping purposes.
- When the floating holiday is recorded in CATS the absence will have no impact to your pay.
- Only the floating holiday should be coded in CATS. All other holidays taken should be left blank in CATS. (See slide 7 for an example of recording time worked on a holiday.)


## Time Sheet Entry - Salaried Non-Exempt

## 5/40 and 19/30 Schedules - Holiday Worked



- When you work on a scheduled holiday that falls on a regularly scheduled work day, you are automatically paid for the holiday, but must record the time worked as HOL Wrkd on WD 150\%.
- If you are on the $19 / 30$ work schedule, you also record the extra 30 minutes as scheduled overtime, just as is normally done.


## Time Sheet Entry - Salaried Exempt

## 9/80 "A" Schedule - Vacation Hours \& Sick Time Hours



Vacation and sick time entry.
Hours out of office on Monday - Thursday are recorded as 9
Hours out of the office on a scheduled Friday "on" are recorded as 8
$1 / 2$ day vacation Monday - Thursday is 4.5 hours

Time Sheet Entry - Salaried Exempt

## 19/30 Schedule - Vacation Hours, Sick \& 19/30 Day Hours



Full day hours out of office recorded as 8 for 19/30 program.

