

WESTERN MICHIGAN UNIVERSITY

Please read instructions on the next page of this form

Time Report

This form is to be completed on a daily basis and it must be received by the department with the appropriate signature prior to authorization for payment of hours on the regular Payroll Time sheet. The employee must account for all of the time she/he is scheduled to work for a pay period on this Time Report. Do not include unpaid lunch periods

Name _____

LAST
FIRST
MIDDLE

Employee ID Number

Fund

CostCenter

Beginning Date
Month Day Year

Ending Date
Month Day Year

Day	Date	Morning		Afternoon		Evening		Regular Hours	Overtime Hours	Reason For Any Absence	Daily Total Hours	
		Time Began	Time Ended	Time Began	Time Ended	Time Began	Time Ended					
Monday												
Tuesday												
Wednesday												
Thursday												
Friday												
Saturday												
Sunday												
											Total Hours – First Week →	
Monday												
Tuesday												
Wednesday												
Thursday												
Friday												
Saturday												
Sunday												
											Total Hours – Second Week →	
											Total Hours for Pay Period →	

I certify that this Time Report is an accurate and complete record of time actually worked during this period. Reasons for any absences are correctly stated by me and I hereby request any applicable pay for the absences as prescribed by any specific policies and regulations involved in accordance with applicable University Policies.

Signature of Staff Member

Approved by: _____
Department Head or Supervisor

This Form Must be Retained in the Departmental Files For Three Years – DO NOT SEND THIS FORM TO PAYROLL.

INSTRUCTIONS FOR COMPLETING TIME REPORT

A Time Report must be made out for every employee on the payroll, even if no work is performed or no pay is involved in that particular pay period. If the employee is off work and unavailable to sign his/her own time report, a Supervisor specifically authorized to do this may certify the time report.

- 1) **Who Uses this Form:** All University employees except salaried Faculty and Administrators must complete either time clock cards or this form to record their time worked. Any non-exempt employee not assigned a time clock card will use this form (including student employees).
- 2) **Hours of Work:** Under "Time Began" the employee is to record the time his/her duties are begun; under "Time Ended," record the time that he/she completes the work period (morning, afternoon, evening).
- 3) For computation of total and overtime hours do not include the time designated for lunch hour.
- 4) **All absences** from work must be explained under "Reason for Absence." No absence will be paid automatically. If the employee is eligible for payment for the absence, he/she must request this payment by noting the hours of Sick or Annual Leave requested under "Regular Hours." Otherwise it must be recorded as No Pay (NP). **Actual pay for Sick or Annual Leave Absence may not exceed the amount available in the employee's accumulation account.**
- 5) **Tardiness:** Tardiness exists any time an employee is not in and/or ready to work at the start of his/her work period. Docking of pay due to tardiness is covered by a separate policy as are penalties for excessive tardiness.
- 6) **Compensatory time** (paid time-off not worked for earlier extra time worked), is not authorized. All time actually worked is to be properly paid and no absence from work is to be paid unless specifically authorized by a specific payment policy (i.e., Sick Leave, Annual Leave, Funeral Leave, etc.)
- 7) Payment of time worked for nonexempt/hourly employees in excess of 40 hours in one week must be paid as overtime at the rate of 1½ times the employee's regular rate. Paid absences, such as sick leave, annual leave, and holidays are considered as time worked when computing overtime pay. For employees holding multiple appointments, overtime calculation will be as specified in the Employee Handbook or relevant collective bargaining agreement.
- 8) The employee must sign the Time Report to authenticate that the hours on the time sheet are true and that the reasons for the absences are correct. These hours must be verified by the Supervisor or person authorized to approve the departmental payroll records.
- 9) Individual time reports must coincide with the official payroll Attendance Record. **Do not sign an incorrect time report.** Severe penalties up to and including discharge can result from an employee turning in a false time report.
- 10) **This time Report will be retained for at least Three (3) Years within the department and will be inspected and audited by both University and non-University authorized personnel.**
- 11) **DO NOT SEND THIS TIME REPORT TO PAYROLL.**