

**Proposal #SR14 and Location in Constitution/Bylaws/Standing Rule
Standing Rule XVII Section 13**

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>13.Compensation time is as follows: (N2019)</p> <ul style="list-style-type: none"> a. Compensation time for travel to and from Fall District meetings b. Compensation time attendance at the Fall District meeting when the time falls after 5:00 PM on Friday and/or weekend c. NO Compensation time will be given for Department or National Convention d. Compensation time will be hour for hour e. Compensation time must be used within the fiscal year or will be forfeited. f. Compensation time become effective immediately upon employment g. When using compensation time, the Department Secretary will notify the Department President when such time will be taken. h. When the Department Secretary will be out of the office due to compensation time, a message will be left on the office phone stating that the Department Secretary is out of the office and will return the call on her return. An automatic reply of the Department's email will also be placed. 	<p>13.Compensation time is as follows: (N2019)</p> <ul style="list-style-type: none"> —a. Compensation time for travel to and from Fall District meetings —b. Compensation time attendance at the Fall District meeting when the time falls after 5:00 PM on Friday and/or weekend —c. NO Compensation time will be given for Department or National Convention —d. Compensation time will be hour for hour —e. Compensation time must be used within the fiscal year or will be forfeited. —f. Compensation time become effective immediately upon employment —g. When using compensation time, the Department Secretary will notify the Department President when such time will be taken. —h. When the Department Secretary will be out of the office due to compensation time, a message will be left on the office phone stating that the Department Secretary is out of the office and will return the call on her return. An automatic reply of the Department's email will also be placed. 	<p>Removed.</p> <p>Section 14 will move to 13 Section 15 will move to 14</p>

Proposed by: Employee Handbook Committee

Rationale: To maintain strict adherence to the Fair Labor Standards Act (FLSA) and applicable state wage and hour regulations, the South Dakota American Legion Auxiliary may not permit the use of compensatory time in lieu of overtime pay for non-exempt employees.