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| <b>Name of Policy:</b> Recording time utilizing the automated system        |                                   |  |   |
| <b>Policy Number:</b> 3364-25-22  |                                   | <b>Effective date:</b><br>April 6, 2026   |   |
| <b>Approving Officer:</b> Executive VP for Finance and Administration & CFO |                                   | <b>Original effective date:</b><br>December 20, 2010                                |   |
| <b>Responsible Agent:</b> Chief Human Resources Officer,                    |                                   |   |   |
| <b>Scope:</b> University of Toledo Health Science Campus                    |                                   |   |   |
| <b>Keywords:</b> timekeeping, recording, hourly employees                   |                                   |   |   |
|   | New policy                        |   | Minor/technical revision of existing policy |
|   | Major revision of existing policy | X   | Reaffirmation of existing policy            |

(A) Policy statement

Time records constitute the basis for payment of wages, and complete and accurate time records are therefore vitally important to both the employee and the university. Furthermore, federal and state laws require the university to maintain accurate records of time worked by hourly employees.

Each employee is responsible for recording hours worked via the automated electronic payroll system in a “live mode”/ “etime.” Each employee is also responsible for recording and/or requesting all non-worked hours.

(B) Purpose of policy

This policy describes timekeeping regulations and responsibilities for hourly-paid employees working on the health science campus.

## (C) Procedure

- (1) All hourly-paid employees shall record job attendance through the university's official timekeeping system(s) at the beginning and end of each workday. Employees are to clock in and out using their identification ("ID") badge. There are many badge readers available, but managers may require their employees to clock in/out via a specific badge reader located near their department.
- (2) Employees, with management permission, may use an alternate method other than "etime," if available.
- (3) Any employee who works a split shift or leaves for more than the normal lunch period must also clock in and out using the official timekeeping system.
- (4) An employee may not clock in seven or more minutes before the start of their shift unless directed by their supervisor. An employee may not begin work until the employee has clocked in, nor continue to work after the employee has clocked out. An employee must not clock in until they are in a work ready status.
- (5) Non-work time (e.g. sick, vacation, comp) is to be recorded via the automated electronic time keeping system. Employees are responsible for requesting or recording vacation and compensation time via the automated electronic system. Only under a leave of absence will the manager be responsible for recording non-worked time.
- (6) Employees leaving UTMC property are required to use the automated time keeping system. An exception to this would be travel from one UT property to another.
- (7) Employees are required to report promptly to their supervisor any differences between time actually spent working and the time reported as worked in the automated electronic timekeeping system. Employees are responsible for verifying their payroll record for the pay period they are in prior to the close of the pay period.
- (8) Employees, including student employees, must clock in and out themselves using the official timekeeping system. Other employees, including supervisors, timekeepers and departmental staff, may not clock

attendance for another employee. Modification of time reported by an employee shall be limited to correction of administrative errors, editing of failure to clock in or out, or reporting of leave time and only with the employee's knowledge.

- (9) Anyone using another employee's ID to clock in or out of the automated electronic time keeping system, or permitting his/her ID to be used by another to clock in or out of the system, may be subject to disciplinary action up to and including termination. Employee "ID" information that has been forgotten or compromised must be reported to the supervisor and/or the IT help desk immediately. Under no circumstances are passwords to be shared.
- (10) Employees are not permitted to "add/delete" or modify clockings. Employees who consistently fail to clock in/out, or clock in/out at an improper time, or who knowingly and through any means inaccurately report time spent working may be subject to disciplinary action up to and including termination.
- (11) Supervisors, timekeepers or departmental staff who clock in/out for another employee or modify time reported by an employee, other than the limits listed in this policy or without the employee's knowledge, are subject to disciplinary action, up to and including termination.
- (12) Under no circumstances is an employee to approve their own time record.

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| <p><b>Approved by:</b></p> <p><i>/s/</i> _____<br/> Matthew Schroeder<br/> EVP for Finance and Administration &amp; CFO</p> <p><b>Date:</b> April 6, 2026</p> <p><b>Review/revision completed by:</b></p> <ul style="list-style-type: none"> <li>Chief Human Resources Officer</li> </ul> | <p><b>Policies superseded by this policy:</b></p> <ul style="list-style-type: none"> <li>None</li> </ul> <p><b>Original effective date:</b><br/> December 20, 2010</p> <p><b>Review/revision date:</b><br/> September 13, 2013<br/> July 1, 2014<br/> April 1, 2015<br/> October 13, 2016<br/> November 18, 2019</p> |
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|  | <p><i>October 20, 2023</i><br/><i>April 6, 2026</i></p> <p><b>Next review date:</b><br/><i>April 6, 2029</i></p> |
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