

### GANT vs GAR vs GAT Position Comparison

Graduate Assistant Non Teaching GANT	Graduate Assistant Research GAR	Graduate Assistant Teaching GAT
Non-exempt from FLSA regulations - mandatory compensatory time and overtime	For FLSA there is no employee - employer relationship asserted by the Department of Labor	Exempt from FLSA regulations
Nonexempt positions must be paid for all hours worked, must receive overtime pay or compensatory time, at time and a half, for hours worked over 40 in a workweek, and must complete timesheets to record actual hours worked to be in compliance with the new federal regulations.	FLSA addresses "research" in a 1994 Opinion Letter as "research in the course of obtaining advanced degrees and where the research is performed under the supervision of a member of the faculty in a research environment..."	FLSA regulations address "teachers" in §541.303 as "any employee with a primary duty of teaching, tutoring, instructing or lecturing in the activity of imparting knowledge and who is employed and engaged in this activity as a teacher in an educational establishment by which the employee is employed."
Paid Hourly	Monthly rate of pay - FTE/ 12 months	Monthly rate of pay - FTE/12 month
Timesheets required	No timesheets required	No timesheets required
Paid for actual hours worked - ghost hours are illegal	Salary paid at 50% FTE	Salary paid at 50% FTE
Budgeted bi-weekly	Budgeted Monthly	Budgeted monthly
Eligible for benefits if employed at least 50% effort	Eligible for benefits if employed at least 50% effort	Eligible for benefits if employed at least 50% effort
Eligible for Out of State Tuition Waiver if criteria are met as outlined at <a href="http://ogs.tamu.edu/current/tuition-waivers">http://ogs.tamu.edu/current/tuition-waivers</a>	Eligible for Out of State Tuition Waiver if criteria are met as outlined at <a href="http://ogs.tamu.edu/current/tuition-waivers">http://ogs.tamu.edu/current/tuition-waivers</a>	Eligible for Out of State Tuition Waiver if criteria are met as outlined at <a href="http://ogs.tamu.edu/current/tuition-waivers">http://ogs.tamu.edu/current/tuition-waivers</a>
Title code - 9180	Title Code - 9221	Title code -7550
Pay indicator - F	Pay indicator - C	Pay indicator - C
Object Code - 1525	Object Code - 1325	Object Code - 1415
Full-time registration required (Fall & Spring 9 hours) (Summer any combination of 6 hours)	Full-time registration required (Fall & Spring 9 hours) (Summer any combination of 6 hours)	Full-time registration required (Fall & Spring 9 hours) (Summer any combination of 6 hours)
Job descriptions on file with department	Job descriptions on file with department	Job descriptions on file with department
Add in comments section of PAR "Change FLSA code to N."	No additional comments necessary	No additional comments necessary

#### NOTES

**\*Be prepared to justify title code with job descriptions for each graduate assistant.**

\*International students in J-1 Visas cannot enroll in A&M Care 1250 health insurance.

\* International Student Employment Information see <http://international.tamu.edu/iss/employment/employment.asp>

\* International students cannot work as GAT's unless they have been English Language Certified, and they cannot work past their date of graduation.

\* As positions turn over, the title (GANT vs GAR) may changed depending on the occupant's field of study.

Direct link to Part 541 of the DOL CFR:

[http://www.dol.gov/dol/allcfr/ESA/Title\\_29/Part\\_541/29CFR541.303.htm](http://www.dol.gov/dol/allcfr/ESA/Title_29/Part_541/29CFR541.303.htm)