

 [Home](#) < [Policies, Employee and Labor Relations](#) <
[Personnel Policies for Staff Members](#)

Personnel Policies for Staff Members

Can't find what you want?

- ✦ [Directories and Contacts](#)
- ✦ [Forms and Publications](#)
- ✦ [Search the website](#)
- ✦ [Email Customer Service](#)

Compensation

33. Shift and Weekend Differential (Non-Exempt Employees Only)

July 1, 1996

GENERAL

A shift differential shall be paid to an employee in an eligible class as designated in the Universitywide Title and Pay Plan, who is required by management to work an assigned evening or night shift. Work which is scheduled during the evening or night hours on the basis of convenience to the employee shall not be considered an assigned evening or night shift for the purpose of this policy.

A shift differential shall be paid for all hours of a shift when four hours or more of a shift are worked after 5:00 p.m. and before 8:00 a.m.

Payment for shift differential is included as part of compensation in calculating the regular rate (see Definitions) for determining premium overtime pay.

An employee who receives a shift differential for an assigned evening or night shift shall receive the differential for all overtime worked.

When an employee who usually works on an evening or night shift is temporarily assigned to a day shift for a period of four working days or less, the employee shall continue to receive the shift differential. A change in shift assignment initiated by the employee is not covered by this policy.

The shift differential shall be included in payments for all types of paid leave, provided that the employee would have been expected to work that shift or shifts were the employee not on paid leave.

WEEKEND DIFFERENTIAL

A weekend differential shall be paid to an employee in an eligible class who is required by management to work an assigned weekend shift. Work which is scheduled during the weekend hours on the basis of convenience to the employee shall not be considered an assigned weekend shift for the

purpose of this policy.

Payment for weekend differential is included as part of compensation in calculating the regular rate (see Definitions) for determining premium overtime pay.

RESPONSIBILITY

Definitions of evening, night and weekend shifts shall be established locally.

Applicability: Non-Exempt Employees. (See also: [Staff Policy 31, Hours of Work](#), and [Staff Policy 32, Overtime](#).)

University of California - Human Resources and Benefits
[At Your Service](#) | [UCOP Home](#) | [Terms of Use](#) | [Website Feedback](#)



<http://atyourservice.ucop.edu/>
Last Modified Fri Jan 26 2007 08:31:26