

How Pay is Calculated

Some of our team members are paid based on the number of hours they work and when they have worked them. The One UMMS pay practices and policies determine how their pay is calculated

Tonya



Tom



Linda

Linda had worked 30 hours in this work week before she started her Saturday shift.



7:00 a.m. Wednesday

DAY SHIFT

8.0

Meal Break

EVENING SHIFT

4.0

7:30 p.m. Wednesday

12.0

7:00 p.m. Friday

EVENING SHIFT

3.5

Meal Break

8.5

WEEKEND NIGHT SHIFT

7:30 a.m. Saturday

12.0

6:00 p.m. Saturday

WEEKEND EVENING SHIFT

5.0

Meal Break
Meal Break

8.0

WEEKEND NIGHT SHIFT

WEEKEND DAY SHIFT

8:00 a.m. Sunday

1.0

13.0

8 hours day shift zone

4 hours evening shift zone

Meal Break: 30-minute uninterrupted

= 12 work hours, majority worked in day shift zone

3.5 hours evening shift zone

8.5 hours weekend night shift zone

Meal Break: 30-minute uninterrupted

= 12 work hours, majority worked in night shift zone

5 hours weekend evening shift zone

8 hours weekend night shift zone

1 hour weekend day shift zone

Meal Break: two, 30-minute uninterrupted

= 13 work hours, majority worked in weekend night shift zone

Pay:

= 12 hours at day shift zone base rate



Pay:

= 12 hours at base rate

+ 3.5 hours night shift premium 

+ 8.5 hours weekend night shift premium 



This Week's Pay:

= 12.5 hours at base rate

+ 12.5 hours weekend night shift premium 

+ 2.5 hours overtime premium 



Next Week's Pay:

30 minutes at base rate

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Definitions

		Day Shift	7:00 a.m. to 3:00 p.m.
Times When Shift Differential Applies		Evening Shift	3:00 p.m. to 11:00 p.m.
		Night Shift	11:00 p.m. to 7:00 a.m.
		Weekend Shift	11:00 p.m. Friday to 7:00 a.m. Monday (includes Weekend Day, Weekend Evening and Weekend Night)
		7:30 a.m. Day Divide	divides hours daily, between weeks and between pay periods
		Majority Rule	a pay practice that establishes that if you work overlapping shifts, you will be paid the rate of the shift (Day, Evening, Night, or Weekend) where the majority of your hours are worked
		Exact Timekeeping	the function of tracking exact time you clock in and clock out
		Overtime Pay	additional compensation paid when a team member works more than 40 hours in one work week; under the Fair Labor Standards Act (FLSA), overtime pay is determined by multiplying the employee's "straight time rate of pay" by all overtime hours worked PLUS 1/2 of the employee's "hourly regular rate of pay" times all overtime hours worked
		Premium Pay	any pay received in addition to base pay; may include shift differentials, overtime and bonuses