

Shift Differential

Code: 30-01-30-80:00

Revised: 7/10/2007

UMDNJ provides premium differential pay for eligible staff employees formally assigned to work the evening and night shifts. A job classification's eligibility or ineligibility for shift differential will be determined by the Human Resources, Compensation Services Office at the time it is established. This will be based upon contractual obligations, FLSA (Fair Labor Standards Act) status, market practices and other appropriate considerations. Shift differential is considered a premium payment; it is not considered a part of base pay.

The controlling factor as to entitlement to shift differential compensation is the time the work is performed and the amount of hours worked during that period.

1. If an employee who is in a position eligible for shift differential pay works at least half of his/her work hours (excluding overtime) between 3:00 PM and 6:00 AM, the shift differential must be paid for the entire shift.
2. If the employee works less than half of his/her shift (excluding overtime) between 3:00 PM and 6:00 AM, no shift differential will be paid.

For specific information regarding shift differential rates, please contact your Campus Human Resources – Compensation Services Office.