



# Inconvenience Pay

**For: NonAcademic Staff**

**Subject: Wages and Salaries**

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## Eligibility

Regular full-time and part-time nonexempt staff, and benefits-eligible temporary staff who are regularly required to work a shift which includes four or more hours between the hours of 6:00 p.m. and 6:00 a.m. are eligible for inconvenience pay. If eligible, inconvenience pay will be for all hours worked during the shift, not just hours that fall within the 6:00 p.m. to 6:00 a.m. timeframe. Inconvenience pay will also be paid for the following paid leave situations: vacation, holiday, health and personal leave, and funeral leave. Inconvenience pay will not be paid during Workers' Compensation and Short Term Disability Absences.

Non benefits-eligible temporary staff, casual staff, and exempt staff are not eligible.

## Rates

Nonexempt staff who meet the requirements for inconvenience pay as described above shall be paid .90 cents per hour in addition to their regular rate of pay.

## Payment

Payment is made during the pay period in which it occurs and is charged as regular wages on the department accounts.

## NOTE:

For Cornell University policy information, visit the [University Policy Office](#).