Inconvenience Pay

For: NonAcademic Staff

Subject: Wages and Salaries
Number: 6.7.14
Issued: 3/1/82
Revised: 3/21/13

Contact: Workforce Policy and Labor Relations
607.255.4652
equalopportunity@cornell.edu
www.hr.cornell.edu

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 .85 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.