

EXAMPLE 06A:	On-Call Hours Scheduled (Paid On-Call)
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- Employee (non-exempt: permanent or temporary) regularly scheduled Mon-Fri (8am-5pm).
- Employee also scheduled for on-call shifts on Tuesday and Thursday from 5pm to 1am.
- Employee works regular schedule.
- Employee receives 40 hours paid time plus 16 hours of on-call pay.

TIM SYSTEM:

DAY	Pay Code	Paid Hrs Not Worked	IN	OUT	IN	OUT	Hours Worked	Cumul. Hrs.	On-Call Hrs	
MON			8a	12p	1p	5p	8.0	8.0		
TUE			8a	12p	1p	5p	8.0	16.0		
TUE			5p	1a					8.0	
WED			8a	12p	1p	5p	8.0	24.0		
THU			8a	12p	1p	5p	8.0	32.0		
THU			5p	1a					8.0	
FRI			8a	1a	1p	5p	8.0	40.0		
TOTALS:		-					40.0	40.0	16.0	
Total Pay Hours Worked:			40.0				AW ETO:	-	CTO:	-
Total Pay Hrs (not worked):			-				H.Prem:	-	TTO:	-
Hrs Eligible for OT Pay:			-				Hol ETO:	-	OCTO:	-
Total Pay On-Call Hrs:			16.0							

Refer to TIM documentation for more information on scheduling and recording on-call time.

EXAMPLE 06B:	On-Call Hours Scheduled (On-Call Time Off)
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- Employee (permanent only) regularly scheduled Mon-Fri (8am-5pm).
- Employee also scheduled for on-call shifts on Tuesday and Thursday from 5pm to 1am.
- Employee works regular schedule.
- Employee receives 40 hours paid time plus 2 hours On-Call Time Off [OCTO] (16 hrs on-call / 8).

TIM SYSTEM:

DAY	Pay Code	Paid Hrs Not Worked	IN	OUT	IN	OUT	Hours Worked	Cumul. Hrs.	On-Call Hrs
MON			8a	12p	1p	5p	8.0	8.0	
TUE			8a	12p	1p	5p	8.0	16.0	
TUE			5p	1a					(8.0)
WED			8a	12p	1p	5p	8.0	24.0	
THU			8a	12p	1p	5p	8.0	32.0	
THU			5p	1a					(8.0)
FRI			8a	1a	1p	5p	8.0	40.0	
TOTALS:		-					40.0	40.0	(16.0)
Total Pay Hours Worked:			40.0			AW ETO:	-	CTO:	-
Total Pay Hrs (not worked):			-			H.Prem:	-	TTO:	-
Hrs Eligible for OT Pay:			-			Hol ETO:	-	OCTO:	2.0
Total Pay On-Call Hrs:			-						

Refer to TIM documentation for more information on scheduling and recording on-call time.

EXAMPLE 06C:	On-Call Pay with Callback (Return to Work Location)
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- Non-exempt employee regularly scheduled Mon-Fri (8am-5pm).
- Employee also scheduled for on-call shifts on Tuesday and Thursday from 5pm to 1am.
- At 8 pm Tuesday, the employee was called back to work.
- The total time the employee worked on callback (including drive time to the workplace) was 1 hour.
- The employee is guaranteed at least 2 hours of paid time for the callback, so the employee will receive 1 hour of Callback Time Not Worked (2 hours guaranteed minus 1 hour worked).
- The employee physically worked 41 hours in the work week.
- The 1 hour of Callback Time Not Worked is not offset by additional hours worked (this is unlike vacation or sick leave use) and does not contribute to overtime pay calculation.
- The employee is paid at total of 42 hours, but 41 hours are paid at the hourly rate (40 hours for regular work week plus 1 hour for the Callback Time Not Worked) and only 1 hour worked is paid at the 1.5x overtime rate.
- The two hours of Callback time are backed out of the employee's total on-call compensation for the night (8-2=6).
- Total on-call time is 6 hours Tuesday and 8 hours Thursday for 14 hours for the work week.
- Management may either give 14 hours as on-call pay or convert it to 1.75 hours of On-Call Time Off.

TIM SYSTEM:

DAY	Pay Code	Paid Hrs Not Worked	IN	OUT	IN	OUT	Hours Worked	Cumul. Hrs.	On-Call Hrs	
MON			8a	12p	1p	5p	8.0	8.0		
TUE			8a	12p	1p	5p	8.0	16.0		
			5p	8p			-		3.0	
	(CallBk)		8p	9p			1.0	17.0		
	CBNW	1.0	9p	10p			-	18.0		
			10p	1a			-		3.0	
WED			8a	12p	1p	5p	8.0	26.0		
THU			8a	12p	1p	5p	8.0	34.0		
			5p	1a			-		8.0	
FRI			8a	12p	1p	5p	8.0	42.0		
TOTALS:		1.0					41.0	42.0	14.0	
Total Pay Hours Worked:			41.0			AW ETO:	-	CTO:	-	
Total Pay Hrs (not worked):			1.0			H.Prem:	-	TTO:	-	
Hrs Eligible for OT Pay:			1.0			Hol ETO:	-	OCTO:	-	
Total Pay On-Call Hrs:			14.0							

Refer to TIM documentation for more information on scheduling and recording on-call time.

EXAMPLE 06D:	On-Call Pay with Callback (Remote Response)
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- Non-exempt employee regularly scheduled Mon-Fri (8am-5pm).
- Employee also scheduled for on-call shifts on Tuesday and Thursday from 5pm to 1am.
- While on-call on Tuesday, the employee made four work responses by computer from home:
 - At 8:00 pm, the response took 5 minutes.
 - At 8:20 pm, the response took 10 minutes.
 - At 9:00 pm, the response took 20 minutes.
 - At 11:00 pm, the response took 60 minutes.
- The employee receives a total of 2 hours of additional pay for the four responses:
 - The minimum paid work time for remote response is 30 minutes; there is no Callback Not Worked for remote response.
 - Because the first two responses were handled within 30 minutes (between 8pm and 8:30pm) the employee receives only 30 minutes work time for the combined response.
 - The employee receives 30 minutes work time for the 9pm response.
 - The employee receives an additional 1 hour work time for the 11pm response.
- The employee worked at total of 42 hours in the work week, resulting in 2 hours of overtime (1.5x).
- The 2 work hours are backed out of the employee's total on-call compensation for the night (8-2=6).
- Total on-call time is 6 hours Tuesday and 8 hours Thursday for 14 hours for the work week.
- Management may either give 14 hours as on-call pay or convert it to 1.75 hours of On-Call Time Off.

TIM SYSTEM:

DAY	Pay Code	Paid Hrs Not Worked	IN	OUT	IN	OUT	Hours Worked	Cumul. Hrs.	On-Call Hrs
MON			8a	12p	1p	5p	8.0	8.0	
TUE			8a	12p	1p	5p	8.0	16.0	
			5p	8p			-		3.0
Refer to TIM System Documentation for how these daily transactions will appear on a Time Record. Each transaction is shown here for the purposes of explaining the compensation.			8p	8:30p			0.5	16.5	
			8:30p	9p			-		0.5
			9p	9:30p			0.5	17.0	
			9:30p	11p			-		1.5
			11p	12a			1.0	18.0	
			12a	1a			-		1.0
WED			8a	12p	1p	5p	8.0	26.0	
THU			8a	12p	1p	5p	8.0	34.0	
			5p	1a			-	34.0	8.0
FRI			8a	12p	1p	5p	8.0	42.0	
TOTALS:		-					42.0	42.0	14.0
Total Pay Hours Worked:			42.0			AW ETO:	-	CTO:	-
Total Pay Hrs (not worked):			-			H.Prem:	-	TTO:	-
Hrs Eligible for OT Pay:			2.0			Hol ETO:	-	OCTO:	-
Total Pay On-Call Hrs:			14.0						