

POLICY

Corewell Health East - Shift and Weekend Differentials

This Policy is Applicable to the following Corewell Health sites:

Beaumont Pharmacy Solutions, Beaumont Post Acute Care, Corewell Health Beaumont Grosse Pointe Hospital, Corewell Health Beaumont Troy Hospital, Corewell Health Dearborn Hospital, Corewell Health Farmington Hills Hospital, Corewell Health Medical Group East, Corewell Health Taylor Hospital, Corewell Health Trenton Hospital, Corewell Health Wayne Hospital, Corewell Health William Beaumont University Hospital (Royal Oak), Corporate (Corewell Health East)

Applicability Limited to:	Corewell Health East Employed Team Members
Reference #:	28813
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Effective Date:	07/01/2023
Functional Area:	Compensation, Human Resources, Payroll
Department Area:	Human Resources, PolicyStat Migrated Document (CHE ONLY)

1. Purpose

Corewell Health recognizes the necessity of a flexible workforce to facilitate staffing requirements. The intent of this policy is to determine which non-exempt team members shall be eligible for this benefit and under which conditions this benefit shall be applicable.

2. Definitions

- A. **Shift:** All continuous hours worked within a schedule.
- B. **Shift Differential:** An amount paid (in addition to base hourly pay rate) to team members in eligible job classifications when they work a particular time of day or day of the week considered less desirable to work. At Corewell Health East, shift differentials are paid for the afternoon and midnight and weekend shift periods.
- C. **Shift Periods:**
 - 1) Midnight Shift: begins at 11:00 p.m. and ends at 7:00 a.m.
 - 2) Day Shift: begins at 7:00 a.m. and ends at 3:00 p.m.
 - 3) Afternoon Shift: begins at 3:00 p.m. and ends at 11:00 p.m.
 - 4) Weekend Shift: begins on Friday 11:00 p.m. and ends on Sunday 10:59 p.m.
- D. **Shift Zone:** Defined start and end time, 3 p.m. - 7 a.m. where a shift differential is earned/paid.
- E. **Expansion Margin:** Additional compensation for a one-hour period for eligible team members who need to work after a scheduled shift that qualifies for a shift differential. The team member must punch out within the additional hour of work to be eligible to receive the shift differential in the one-hour expansion margin. Only Midnight shift differential is eligible for expansion. Exceptions must be reviewed and approved by departmental leadership.
- F. **Pay Period:** A recurring length of time over which team member time is recorded and paid. The first shift of the pay period begins at 11:00pm on Saturday.

3. Policy

Entities will reference associated Documentation contained within this document as applicable. Printouts of this document may be out of date and should be considered uncontrolled.

Shift differential will be paid for non-exempt team members and select exempt team members in eligible job classifications for actual time worked during recognized shift zones.

4. Procedure

- A. The team member will be eligible to receive Shift differential when a minimum of four hours is worked in an eligible job code where hours fall within an eligible defined shift zone.
- B. Weekend shift differential is paid for all hours worked beginning Friday 11:00 p.m. through 10:59 p.m. Sunday. No minimums or expansions will be applied.
- C. Shift differential is paid for both weekend and the applicable afternoon/midnight shift when hours worked include both the weekend shift and the afternoon/midnight shift zones.
- D. Shift differential is paid for exempt team members in eligible job classifications in accordance with defined criteria below:
 - 1) The exempt team member is part of a clinical area.
 - 2) At least part of the exempt team member's regular shift falls within a shift period that is eligible for a shift differential (i.e. an exempt team member who is regularly scheduled to work the midnight shift would be eligible for the shift differential as this is a normal shift for this team member).
- E. Link to Current shift differentials for shift differential pay for East here: [Corewell Health East Shift and Weekend Differentials](#)

5. Revisions

Corewell Health reserves the right to alter, amend, modify or eliminate this document at any time without prior written notice.

- 6. Policies Superseded and Replaced:** This policy supersedes and replaces the following policies as of the effective date of this policy: Shift and Weekend Differential Policy: PolicyStat ID#8330697-Beaumont Health

7. References

- [Corewell Health East - Alternative Work Schedule](#)
- [Corewell Health East - On-Call and Called In \(back\)](#)
- [Corewell Health East - Grace Period / Rounding Rules](#)

8. Policy Development and Approval

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9. Keywords:

shift differential, first shift, second shift, third shift, weekend, premium, weekend premium