

Emergency Call Back Pay and Variant Pay

CITATION REFERENCE

OFFICIAL TITLE	POLICY ON EMERGENCY CALL BACK PAY AND VARIANT PAY
VOLUME	HUMAN RESOURCES
RESPONSIBLE OFFICE	USG HUMAN RESOURCES OFFICE
ORIGINALLY ISSUED	APRIL 2009
REVISED	APRIL 13, 2022

Policy Statement

The University System of Georgia (USG) has established a process to provide guidance to institutions concerning variant or premium pay issues.

This policy ensures consistency in compensation practices among institutions of the University System while affording the appropriate level of flexibility needed at the institutional level.

Applicability

All units of the University System of Georgia are covered by this policy.

Who Should Read This Policy

All Human Resources staff and employees within the University System of Georgia should be aware of this policy.

HUMAN RESOURCES ADMINISTRATIVE MANUAL
CLASSIFICATION, COMPENSATION, AND PAY FOR EMERGENCY CALL BACK PAY AND VARIANT PAY

remain available for the next assignment, such time will not be considered compensable time.

- x De minimus: About minimal things, of insufficient significance to warrant judicial attention.
- x Emergency Call Back: When an employee has left the worksite and is called back by management to work before or after completing the regular work schedule and upon leaving the premises.
- x On Call: The scheduled state of availability to return to duty, ~~work~~, within a specified period of time.
- x Shift Differential:

Shift Differential Pay

To qualify for shift differential, more than half of the positions regular, recurring work shift should occur between the hours of 3:00 p.m. and 8:00 a.m. Shift premium is payable only for hours actually worked. It is not paid for hours accounted for through leave, paid time off, L Bsumumya pa

Responsible Parties and Contact Information

Party	Responsibility	Phone/Email/URL
Vice Chancellor for Human Resources, USG	Maintain and revise workweek and overtime policy as appropriate.	404-962-3235 usghr@usg.edu
Institution Chief Human Resources Officers	Each institution shall establish and maintain an adequate procedure for implementing this policy, including designation of an official institutional workweek.	See University System HR Officer Listing

Appendices | Internal Documents, Forms and Web Links

- x None

Related Documents and Resources (External)

- x O.C.G.A. §-4-1 (2008)
- x [Fair Labor Standards Act](#)
- x HRAP on Holiday Time Away from Work Policy