

2011 ERC Pay Differential Survey Results Summary



This report summarizes the results of ERC's survey of organizations in Northeast Ohio, conducted in September of 2011, on practices related to pay differentials. 67 employers in Northeast Ohio completed the survey.

Shift differentials

- Sixty-six percent of organizations provide pay differentials for weekday second shifts, and 55% provide pay differentials for weekday third shifts.
- Approximately a third of employers provide pay differentials for weekend second and third shifts.
- Compensating a flat premium amount per hour was the most common practice among organizations that provide a pay differential.
- The average pay differential for weekday second and third shifts ranged from \$0.39 to \$0.77.
- The average pay differential for weekend shifts ranged from \$0.54 to \$0.83.

Overtime practices

- Most organizations consider all hours worked over 40 hours as overtime and therefore paid time and a half.
- A few employers pay overtime after 8 hours worked in a day and some pay overtime on vacation, holidays, and weekends. In special cases, some organizations will pay double time for these days.
- Mandatory overtime is a common practice among employers, used by 66% of employers. The majority of employers also assign overtime as needed.
- When communicating overtime, most organizations try to communicate the need for overtime in advance with 39% communicating it within 1-2 days and 31% communicating it as soon as possible.
- Employees who volunteer for overtime usually receive it, however overtime is sometimes assigned to individuals who have the necessary skills or the most seniority, especially in manufacturing organizations.
- On average, employees work between 6-9 hours of overtime in a given week, however, the number of days of overtime that employees work vary considerably with one and five days being the most common.
- Most employers limit the amount of hours employees can work in a week, reporting an average maximum amount of hours of 11-15 per day and 52-57 per week.

On-call pay

- Most employers do not require or compensate employees to be on-call.
- More commonly, employees in maintenance and information technology functions are required and compensated for being on-call, however this was not a widespread practice among respondents.
- Overtime for time worked was generally the most common compensation practice for employees required to be on-call.
- Most organizations that have on-call employees pay their employees a minimum of two hours of work and pay them time and a half.