

### 3. OTHER FORMS OF PREMIUM PAY FOR GENERAL SCHEDULE EMPLOYEES

a. **Shift Differential.** Employees who perform work during regularly scheduled hours between the hours of 6:00 p.m. and 6:00 a.m. shall receive 10 percent of basic pay for those hours.

b. **Sunday Premium.** Full-time [and part-time (see note below)] employees who perform work during a regularly scheduled non-overtime tour, any part of which falls between midnight Saturday and midnight Sunday, shall receive 25 percent of basic pay for that tour. [In accordance with Section 624 of Treasury and General Government Appropriations Act, 1999, as contained in section 101(h) of Public Law 105-277, Omnibus Consolidated and Emergency Supplemental Appropriations Act, 1999, the payment of Sunday pay is prohibited for periods of leave. Sunday pay is therefore only payable for periods when work is performed. Sunday pay is not payable for periods of paid leave or excused absence including annual leave, sick leave, compensatory time off, credit hours, military leave, court leave, excused absence on a holiday, or time off as an incentive or performance award.]

**NOTE:** *As a result of the Fathauer vs. United States court decision dated May 26, 2009, part-time employees are eligible for Sunday premium pay. (See Office of Personnel Management (OPM) Compensation Policy Memorandum 2009-21 dated December 8, 2009.) Human Resources Management Letter (HRML) 05-11-12, Administrative Claims for Sunday Premium Pay as a Result of Fathauer vs. United States dated February 15, 2011, provides instructions for identifying affected employees and processing claims for unpaid Sunday premium pay for a period up to six years prior to May 26, 2009, upon receipt of a written claim.]*

#### c. Weekend Premium

(1) **Hybrid Employees.** A full-time, part-time or intermittent employee in an occupation listed in 38 U.S.C. 7401(3) who performs service on a tour, any part of which is between midnight Friday and midnight Sunday, will receive premium pay for each hour of service on such tour. Premium pay for service under this paragraph is equal to 25 percent of the employee's basic hourly rate of pay unless a higher rate is approved under chapter 4 of this part.

(2) **Other VHA Health Care Employees.** A full-time, part-time or intermittent VHA employee in an occupation listed in appendix V-A who performs service on a tour, any part of which is between midnight Friday and midnight Sunday, will receive premium pay for each hour of service on such tour. Premium pay for service under this paragraph is equal to 25 percent of the employee's basic hourly rate of pay. Such employees are not eligible for premium pay under chapter 3 or chapter 4 of this part.

d. **Holiday Pay.** Employees who are required to perform regularly scheduled non-overtime work on a designated holiday shall receive pay at the rate of two times their hourly rate for actual hours worked on their tour, but not less than at least two hours. Employees who perform overtime work on a holiday will be compensated at their regular overtime rate.

e. **Standby Duty Pay.** Employees who are required to remain at their official duty station in a state of readiness may receive up to 25 percent of their rate of pay, paid on an annual basis. This payment is in lieu of all other premium pay, except pay for irregular and occasional overtime. Employees in health care-related occupations who need to remain available for duty shall be authorized on-call pay under the provisions of chapter 5 of this part, unless an exception to on-call is authorized.