

434.3 Sunday Premium

434.31 Policy

Sunday premium is paid to eligible bargaining unit employees for all work and paid training or travel time performed during a scheduled tour that includes any part of a Sunday. EAS–23 and below nonbargaining employees receive Sunday premium only for time actually worked on Sunday, provided that the time is part of the employee’s regular schedule, or the time is eligible for FLSA–exempt additional pay (see [Exhibit 434.3](#)). Note that:

a. An employee entitled to Sunday premium may also be entitled to other premiums for the same tour (see [434.8](#)).

b. Bargaining unit employees may not be credited with Sunday premium in excess of the hours worked per tour, of 8.00 hours per tour, or of 16 hours per service week.

c. Sunday premium does not apply if Sunday time is due only to late clocking out or early clocking in (see [432.462](#) and [432.464b](#)), to a temporary schedule change at the employee’s request, or to a temporary schedule initiated by management if the employee receives out-of-schedule premium or nonbargaining rescheduling for the Sunday time

d. 434.34 Pay Computation

e. Eligible employees receive Sunday premium, in addition to their basic salary, equal to 25 percent of their hourly straight time rate for each hour of work up to 8.00 hours, or in the case of nonbargaining employees, for each hour of work eligible for FLSA–exempt additional pay.

f. **Note:** Hours worked in excess of 8.00 paid hours on a Sunday by bargaining unit employees are paid as overtime pay, as provided in [ELM 434.13](#).