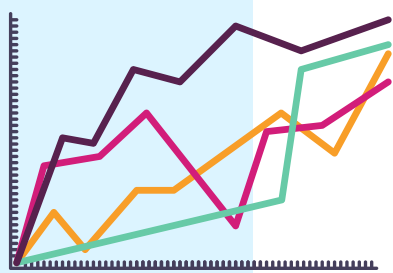# Celayix

# Ensuring Overtime Compliance in Healthcare with Celayix

## Overview

Employee scheduling is crucial in healthcare to ensure proper coverage and compliance with overtime rules. Using an employee scheduling software like Celayix can help healthcare facilities manage schedules efficiently and comply with labor laws.
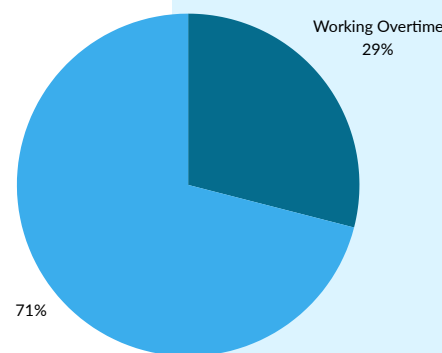
## Insights and Current Trends

In **2021**, over **236,000** healthcare workers averaged **8** hours per week of paid overtime and **5.8 hours per week** of **unpaid overtime**. The number of workers clocking overtime continues to be increasing.

*Source: Canadian Institute of Health Information*

As of 2024, **29% of Canadian Nurses** are working **overtime**, with an average of **9.1 additional hours**. This has risen significantly due to **workforce shortages** resulting from early retirements and a lack of work-life balance. A large problem concerning overtime is that over **1.3 hours** are currently **unpaid**.

Working Overtime 29%

71%

*Source: Statistics Canada*

## Recent News

**March 25, 2024:** Two Home Healthcare Providers in **Louisiana** paid around **118 employees straight-time rates** for **overtime hours**, resulting in **back wages** and **liquidated damages** of **over $140K**.

**March 26, 2024: Santa Clara County** Braces for **Healthcare Disruptions** as **Nurses Announce Strike**.

*Source: U.S. Department of Labor and NBC Bay Area*

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## What the Canadian Institute of Health Information (CIHI) has to say:

> *One thing that for sure the pandemic has taught us is how central the health of our society, our health care system, is to a well-functioning society. So, we do need to build a more resilient health care system that can sustain this. We need to do the work to ensure that we've got that resilient health care system so it's there when people need it.*

Laura Greer, Patient advocate, CIHI

*Source: Canadian Institute of Health Information*

## Major Compliance Problems in Healthcare

- Misclassification of employee exemptions.
- Failure to pay overtime under the 8 and 80 system.
- Lack of agreement for 8 and 80 system application.
- Inaccurate total hours calculation for overtime.
- Deducting for meal breaks during work duties.
- Working off the clock without crediting overtime.
- Exclusion of shift differentials, bonuses, or on-call fees in regular pay calculation.

*Source: The Lore Law Firm*

## How we can help solve these challenges:

- **Celayix's Scheduling Rules Engine** ensures proper classification by applying specific business rules, including **qualification rules**. It can also enforce the 8 and 80 system, ensuring employees are paid overtime correctly for hours worked over 8 in a day or 80 in a 14-day period.
- **Celayix Time and Attendance** tracks all hours worked across departments or facilities, providing accurate totals for calculating overtime.
- **Celayix's Field Reporting and Shift Tasks** feature allows employees to report work-related activities during meal breaks, ensuring they are paid for all time worked.
- **Celayix's Employee App** ensures that all work hours, including those worked off the clock, are accounted for and credited towards overtime.
- **Celayix's system** can accurately calculate the regular rate of pay, including all relevant components such as shift differentials, bonuses, and on-call fees.

These are just few of the many features that help ensure accurate and compliant pay practices, reducing the risk of overtime violations.

For more information on how Celayix's features can help solve these challenges, contact our solutions advisors to discuss in detail, or email us at educate@celayix.com.