A. **EVENING (second) SHIFT**

A shift differential of sixth eight cents ($.68) per hour worked shall be paid to employees whose shift starts on or after 2:00 p.m. and before 4:00 p.m.

B. **NIGHT (third) SHIFT**

A shift differential of ninety five cents ($.95) per hour worked shall be paid to any employee whose shift starts on or after 10:00 p.m. and before 12:00 midnight.

C. **SHIFT DIFFERENTIAL PAY**

If, by mutual agreement, an employee’s work hours are adjusted so that the employee’s work schedule overlaps two (2) shifts, the employee shall be paid a combination shift differential at the prevailing rate of both shifts.
The foregoing Agreement between the Printing Trades Alliance and The Regents of the University of California, having been duly approved by both parties, is hereby executed by the undersigned authorized representative of each party.

The Regents of the University of California

By: ____________________________
   Judith W. Boyette
   Associate Vice President
   Human Resources and Benefits

Date: ____________________________

Approved as to form: ________________

University Counsel of The Regents of the University of California

By: ____________________________
   Dennis P. Marino
   Chief Negotiator

GRAPHIC COMMUNICATIONS UNION

By: ____________________________
   Steve Northup
   Vice President of Operations

Date: ____________________________