

## **ARTICLE 15 - PAY DIFFERENTIALS**

### **A. Shift Differential**

1. An employee who works an established swing shift shall receive one dollar and forty cents (\$1.40) per hour in addition to his/her regular hourly rate of pay. A swing shift is defined as a shift where at least four (4) of the regularly scheduled hours fall between 3:00 p.m. and 11:00 p.m.
2. An employee who works an established graveyard shift shall receive Two Dollars (\$2.00) per hour in addition to his/her regular hourly rate of pay. A graveyard shift is defined as a shift where at least four (4) of the regularly scheduled hours fall between 11:00 p.m. and 7:00 a.m.
3. An employee who is scheduled to work a variable work week shall receive the night shift differential specified above for each day worked in that week. A variable work week is one in which an employee works various shifts within that week.

### **B. Hazardous Duty Differential**

1. The University agrees to pay One Dollar (\$1.00) per hour pay differential for actual hours spent spray painting in the paint booth, trench work that requires shoring, elevated and swing stage work as defined hereafter. Elevated work is work performed more than twelve (12) feet above grade on non-stationary platforms, ladders, scaffolds, or other motorized or manually operated equipment.
2. The University agrees to pay One dollar (\$1.00) per hour pay differential for actual hours spent in asbestos, lead, mercury and mold abatement.

### **C. High Voltage Electrical Duty Differential**

The University agrees to pay One Dollar (\$1.00) per hour pay differential for actual hours spent performing high voltage electrical work as defined hereafter. High voltage electrical work is performed when electricians are working on utility distribution systems (energizing, de-energizing, switching and splicing) where the voltage exceeds 600 VAC or 1,500 VDC according to UCLA's approved "Energized Electrical Work Permit" and Policy Statement.