ARTICLE 41
SHIFT DIFFERENTIAL

A. **Second Shift Differential**
   An eligible employee who works second shift (3:00 p.m. to 11:00 p.m.) shall receive one dollar, fifty cents ($1.50) per hour in addition to his/her regular hourly rate of pay.

B. **Third Shift Differential**
   An eligible employee who works third shift (11:00 p.m. to 7:00 a.m.) shall receive two dollars ($2.00) per hour in addition to his/her regular hourly rate of pay.

C. A shift differential shall be paid for all hours of a shift when one-half (1/2) of the shift or at least four (4) hours are worked after 4:00 p.m. and before 7:00 a.m.

D. An employee who is scheduled to work a variable workweek shall receive two dollars ($2.00) per hour differential pay for each day worked in that week. A variable workweek is one in which an employee works various shifts within that week.