ARTICLE 12
SHIFT DIFFERENTIALS

1. An employee in a UNIVERSITY classification contained in the Recognition Article in this Agreement will be paid shift differential when required to work on an assigned swing shift or owl shift.

2. The swing shift shall consist of the hours from 3:00 p.m. to 11:00 p.m. and an owl shift from 11:00 p.m. to 7:00 a.m.

3. Shift differentials will be as follows:
   
   a. Swing 7½% of the employee's base rate of pay

   b. Owl 15% of the employee's base rate of pay