

ARTICLE 35 - SHIFT DIFFERENTIAL

- A. Eligible employees assigned to an evening or night shift shall be paid a shift differential for all hours including overtime, which are worked. Work which is scheduled during the evening or night hours on the basis of convenience to the employee shall not be considered an assigned evening or night shift for the purpose of this provision.
- B. A shift differential shall be paid for all hours of a shift when four (4) or more hours of a shift are worked after 4:00 p.m. and before 12:00 a.m. (evening) or after 12:00 a.m. and before 8:00 a.m. (night). Employees assigned to the Heating Plant Operator Relief Shift shall be paid a shift differential for all hours worked on the relief shift.
- C. An employee in an eligible class regularly assigned to a day shift of eight (8) hours or longer shall be paid a shift differential as below for overtime hours when the overtime hours are worked after 5:00 p.m. and before 8:00 a.m. and the total overtime hours in one twenty-four (24) hour period are equal to at least half of the number of regular hours in the employee's shift.
- D. When an employee who usually works on an evening or night shift is temporarily assigned to a day shift for a period of four (4) working days or less, the employee shall continue to receive any shift differential. A temporary change of four (4) working days or less in shift assignment initiated by the employee is not covered by this provision.
- E. The shift differential shall be included in payments for all types of paid leave, provided that the employee would have been expected to work that shift or shifts if the employee were not on paid leave.

F. Shift differential shall be paid at the following rates:

Evening \$1.25 per hour

Night \$1.75 per hour

Relief \$2.00 per hour