

ARTICLE 37 – SHIFT DIFFERENTIAL

- A. All employees in this bargaining unit are eligible for shift differential subject to the eligibility criteria in this Article.
- B. 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.
- C. A shift differential shall be paid for all hours of a shift when four (4) or more hours of a regularly assigned 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).
- D. An employee 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 outside of the hours of the employee's regularly scheduled day shift 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.
- E. When shift differential applies and an employee is called back to work in accordance with Article 13, the employees call-back time shall be counted as hours worked regardless of whether it is/is not worked, subject to the limitations contained in Article 13.
- F. 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.
- G. 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.

H. The University shall not change an employee's schedule for the purpose of avoiding payment of a shift differential.

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

Evening \$2.00 per hour

Night \$2.50 per hour

Relief \$2.50 per hour

Weekend \$1.50 per hour

For the purpose of this section, weekend is defined as 12:00 a.m. on Saturday through 11:59 p.m. on Sunday.

J. There shall be no compounding or pyramiding of shift differentials. The highest eligible differential for any given hours of work shall apply.