

For the University
1/12/17

FOR AFSCME 3299
SEN
01/11/17
Richard
01/11/17

UCSC Last, Best, and Final Proposal
December 21, 2016

Side Letter for Article 18 (Hours of Work)

N. Alternate Work Schedule – Power Plant Operators (PPO)

a. Unless by written exception granted, all Power Plant Operators shall participate on an alternate work schedule similar to a 3/12 schedule as detailed in paragraph (c) below. An exception to the alternate work schedule (8 a.m. – 4 p.m.) is approved for Wes Jessup and may only be changed on a temporary basis for University business needs.

b. Alternate Work Schedules Shift hours:

1. The alternate Day Shift shall begin at 12:00 and end at 00:00.
2. The alternate Night Shift shall begin at 00:00 and end at 12:00.
3. The 8-hour Day Shift shall begin at 16:00 and end at 00:00.
4. The 8-hour Night Shift shall begin at 00:00 and end at 08:00.
5. ~~Start times shall remain as above and end four hours early for the eight-hour night shift, and begin four hours later for the day shift¹.~~
5. There will be no rotating shifts.

c. The schedule is a bi-weekly schedule. Power Plant Operators shall work 80 hours over a 14-day period. Each Power Plant Operator shall work three (3) 12-hour shifts per week and one eight (8) hour day in each bi-weekly period as scheduled.

d. A workweek is a period of time consisting of seven (7) consecutive days. Each Power Plant Operator's workweek shall be modified to begin half way during the eight-hour day.

e. When positions are vacated, Cogeneration shop seniority shall be used to re-bid the vacancy first. New hires shall occupy the open shift after the seniority bidding process has been completed.

f. Shift Differential:

All Power Plant Operators who work the Night Shift (00:00 – 12:00) shall receive shift differential, in accordance with Article 35, for all hours worked during a regularly assigned Night Shift at the night shift differential rate.

All Power Plant Operators who work the Day Shift (12:00 – 00:00) shall receive shift differential, in accordance with Article 35, for all hours worked during a regularly assigned Day Shift at the evening shift differential rate.

All other regularly assigned shifts shall be subject to shift differential in accordance with the Side Letter Agreement to Article 35 – Shift Differential – executed on May 12, 2016.

g. Holidays:

~~In accordance with department procedures, Power Plant Operators who are scheduled to work holidays must request and have approval to be off shift for the holiday in advance. For all other holiday issues, the practices used for Vacation shall prevail (Article 21).~~

¹ For example, the eight-hour Night Shift will begin at 00:00 and end at 08:00, and the eight-hour Day Shift will begin at 16:00 and end at 00:00.

UCSC Last, Best, and Final Proposal
December 21, 2016

~~h. Affected Articles—This change is limited to Power Plant Operators. The contract language, including but not limited to, Articles: 2 (Definitions), 18 (Hours of Work), 19 (Overtime), 33 (Wages), 35 (Shift Differential) will be interpreted to comply with this Side Letter.~~

~~i. This Side Letter shall not abridge, enlarge, or modify the rights and obligations of the parties in other circumstances not addressed here, specifically though not limited to, Article 46 (Management Rights).~~