

## **ARTICLE 31**

### **SHIFT DIFFERENTIAL**

The parties recognize that shift differentials are a convention used in personnel and labor relations to compensate employees performing -- except for the time of day -- otherwise reasonably similar duties during non-traditional working hours.

Employees shall be paid a shift differential of five percent above their straight time hourly rates for all hours worked in a day if their regular schedule for that day provides that the employee is scheduled to begin work at or after 1:20 p.m. but before 5:00 a.m., excluding any time spent in pre-shift meetings, or if 50% or more of the regularly scheduled shift falls between the hours of 4:00 p.m. and 5:00 a.m., excluding any time spent in pre-shift meetings.

While on sick, annual, holiday or administrative leave no employee shall earn shift differential.

It is agreed that when employees are released from duty to carry out Union activities in accordance with Article 9, Grievance Procedure; Article 11, Labor-Management Meetings; and Article 12, Section J., Health and Safety, Safety Inspections, they shall be entitled to payment of the shift differential for such released hours.

It is agreed that employees shall not be paid the shift differential for hours they are released under the provisions of Article 7, Union Business and Activities, and Article 8, Section D., Union Representation, Union Negotiating Committees.

Shift premium shall be based on overtime rates for overtime hours worked on an afternoon or night shift. If, under this Agreement, an employee elects to receive compensation for such overtime shift hours in the form of compensatory time in lieu of cash payment, the employee shall be paid for the shift premium subsequent to the paycheck covering the pay period in which the overtime shift hours were worked.

The value of shift premium shall not be included in determining the value of fringe benefits which are based on pay rate; all such fringe benefits will be based on the straight-time pay rate.