

**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. Classes eligible for a shift differential and shift differential rates by location are listed in Appendix A. 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.** Shift differential shall be paid for all hours of a shift when four hours or more of a shift are worked after 5:00 p.m. and before 8:00 a.m.
- C.** An employee in an eligible class regularly assigned to a day shift of eight hours or longer shall be paid a shift differential for overtime hours when the overtime hours are worked after 5:00 p.m. and before 8:00 a.m., the total overtime hours in one 24-hour day are equal to at least one-half of the number of regular hours in the employee's day shift, and the overtime is not compensated at a premium rate.
- 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 working days or less, the employee shall continue to receive any shift differential. A temporary change of four 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.** Prior to assigning a shift differential rate to a classification that does not have an established rate, the University and CUE must negotiate the shift differential rate to be assigned to that classification.

SHIFT DIFFERENTIAL -- LAWRENCE BERKELEY LABORATORY

Policies, procedures, definitions, qualifications, calculations, covered hours and rates relative to Shift Differential at the Laboratory shall remain in effect for employees at the Laboratory and shall supersede the provisions of this Article in A. through E. above. Shift differential rates for employees at the Laboratory are listed in Appendix B.