

ARTICLE 47. SHIFT DIFFERENTIAL

Employees in the Steam Plant only:

- A. An employee who works second shift (3:00 p.m. to 11:00 p.m.) shall receive the following shift differential pay per hour in addition to his/her regular hourly rate of pay:

One Dollar (\$1.00)

- B. An employee who works third shift (11:00 p.m. to 7:00 a.m.) shall receive the following shift differential pay per hour in addition to his/her regular hourly rate of pay:

One Dollar and ten cents (\$1.10)

- C. An employee who is scheduled to work a variable work week shall receive the following shift differential pay per hour in addition to his/her regular hourly rate of pay:

One Dollar and ten cents (\$1.10)

A variable work week is defined as a week in which the employee is assigned to work any combination of first, second or third shifts.

All other employees:

For employees who are regularly assigned to shifts other than those listed above, a shift differential shall be paid for all hours of a shift when four hours or more of the shift are worked after 4:30 p.m. and before 8:00 a.m. When an employee is eligible for shift differential, the amount paid will be determined by whether the hours occur during the second or third shift as defined above.