

**USA Proposal #03**  
**Increase ARTICLE 8 (and ARTICLE 12, S. 10) Shift Differentials**

**USA Proposal to Management 10/23/2024, revised 11/6/2024**

**SECTION 1-6: No Change**

**SECTION 7. SHIFT DIFFERENTIAL**

- A. The shift differential shall be ~~thirty-seven-ninety-three~~ thirty-seven-ninety-three dollars and ~~fifty-seventy-five~~ fifty-seventy-five cents (\$~~37.50~~93.75 per week, ~~or two dollars and fifty cents (\$2.50) per hour~~, for full-time employees rendering service on a second-~~or~~ third-shift, as hereinafter defined.
- ~~B.~~ B. Unit members rendering service on a third shift shall receive a shift differential of four dollars (\$4.00) per hour for each hour worked.
- ~~B.C.~~ B. For the purpose of this section only, a second shift shall be one that commences at 1:00 p.m. or after and ends no later than 2:00 a.m. and a third shift shall be one that commences at 9:00 p.m. or after and ends no later than 9:00 a.m.
- ~~D.~~ C. Unit members rendering service on New Year's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, or Christmas Day shall receive a holiday differential of pay at the overtime rate of time-and-one-half (1.5 times pay) for each hour worked between the hours of 11:00 p.m. on the holiday eve and 11:00 p.m. on the holiday in addition to any compensatory time or holiday pay under Article 12. [Delete Section 10 of Article 12 and replace with this new language.]
- ~~E.~~ E. The above shift differential shall be paid in addition to regular salary for eligible employees when their entire workday is on a second or third shift. Eligible employees, who are required to work a second or third shift or any portion thereof on an overtime basis, replacing a worker who normally works such second or third shift, will receive a differential pursuant to paragraph A & B of this section.
- ~~D.F.~~ D. For employees who are required to work a second or third or weekend shift, overtime shall be compensated at the regular salary rate and the shift differential for the number of hours in excess of thirty-~~seven~~ and one-half (37.5) but fewer than forty (40) hours per week worked on such second or third shift, and at the rate of time and one-half of the regular salary rate and the shift differential for the number of hours in excess of forty ( 40) hours per week worked on such second or third shift.
- ~~E.G.~~ E. Part-time employees shall be eligible to receive the appropriate shift differential when their shift is on a weekend or holiday or if their shift begins on or after 6:00pm and ends no later than 9:00 am. ~~is~~

SECTION 9. WEEKEND DIFFERENTIAL Employees shall be paid a weekend differential of two dollars and fifty cents (\$2.50) ~~one dollar (\$1.00)~~ for each hour worked, in addition to their regular salary, for any shift worked between 12:01 am Saturday and 11:59 pm Sunday.

## Article 12

**SECTION 10:** Unit members rendering service on New Year's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, or Christmas Day shall receive a holiday differential of pay at the overtime rate of time-and-one-half (1.5 times pay) for each hour worked between the hours of 11:00 p.m. on the holiday eve and 11:00 p.m. on the holiday in addition to any compensatory time or holiday pay under Article 12. [Delete Section 10 of Article 12 and replace with this new language.]

~~SECTION 10. Employees who work on New Year's Day, Independence Day, Labor Day, Thanksgiving Day or Christmas shall receive a shift differential of eighty cents (80¢) per hour worked.~~

*Rationale: Increase differential to recognize the hard work of employees working off shift, weekends, overtime and holidays.*