

**University counter proposal to Union on 2/26/25**  
**USA Proposal #03**  
**Increase ARTICLE 8 (and ARTICLE 12, S. 10) Shift Differentials**  
**Adding Section 9 as part of the Universities counter**

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**SECTION 1-6: No Change**  
**SECTION 7. SHIFT DIFFERENTIAL**

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- A. The shift differential shall be ~~thirty seven ninety three~~~~thirty six~~ dollars and ~~fifty seven~~~~five~~~~twenty five~~ cents (\$~~37.50~~~~93.75~~~~56.25~~ per week, ~~or two~~ ~~dollars one dollar and fifty cents~~ (\$~~2.50~~~~1.50~~) per hour, for full-time employees rendering service on a second ~~or third~~ ~~or third~~ shift, as hereinafter defined. ~~shift, as hereinafter defined.~~
- B. ~~Unit members rendering service on a third shift shall receive a shift differential of four dollars (\$4.00) two dollars and fifty cents (\$2.50) per hour for each hour worked. 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.~~
- ~~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.]~~
- ~~C.D.~~ ~~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.E.~~ ~~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.F.~~ ~~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.~~

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**Commented [KC1]:** Anyone who has ever had to work a third shift position for an extended period of time knows that third shift creates added challenges for staff, both at work and during non-work hours. Overnights can also take a toll on the physical and mental health of employees. The Association is proposing to keep an additional amount for a shift differential for third shift employees, as the number of third shift employees is much smaller than other shifts. Additionally, this would allow the University to hire and retain third shift employees. As this group of employees is small yet highly integral to the operations of the university, it's necessary to ensure that the University can retain these staff, and to do so would not be a substantial cost to the University.

**Commented [KC2]:** Management has rejected this language, but it warrants a discussion on whether it should be part of Article 8 or Article 12. (Current language is located in Article 12 of the CBA.)

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**SECTION 9. WEEKEND DIFFERENTIAL**

Employees shall be paid a weekend differential of one dollar and fifty cents (\$1.50) for each hour worked, in addition to their regular salary and above mentioned shift differentials, for any shift worked between 12:01 am Saturday and 11:59 pm Sunday.

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**Commented [KC3]:** It is the Association's position that it should not be an either/or differential, and is proposing to include the weekend differential to the shift differentials listed above.

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**Article 12**

**SECTION 10:**Unit members rendering service on New Year's Day, Rev Dr. Martin Luther King Jr. 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. (Maintain current language)~~

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