

**USA Proposal #03**  
**Increase ARTICLE 8 (and ARTICLE 12, S. 10) Shift Differentials**  
**Adding Section 9 as part of the Universities counter**  
**University counter proposal to Union on 2/26/25**  
**University response 05.07.25**

**SECTION 1-6: No Change**

**SECTION 7. SHIFT DIFFERENTIAL**

- A. The shift differential shall be fifty-six dollars and twenty-five cents (\$56.25 per week, or one dollar and fifty cents (\$1.50) per hour, for full-time employees rendering service on a second or third shift, as hereinafter defined.
- 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.
- 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 of this section.
- E. 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.
- 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.

**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, for any shift worked between 12:01 am Saturday and 11:59 pm Sunday.

## Article 12

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.

**Commented [AD4]:** University would like to maintain current language.