

Article 8. Shifts

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8.2 Weekend Differential

Employees scheduled to work between Friday 11:59 pm and Monday 12:01 am shall receive the swing shift differential in addition to any other applicable differentials.

8.3 Employees scheduled on a second, third or relief shifts shall receive the following shift differential in addition to their regular hourly rate as set forth in Schedule A for all hours worked on the second, third or relief shift:

| Shift | Eff. July 1, 2021 <u>Effective January 1, 2025</u> |
|-----------------|--|
| Second/Swing | \$1.69 <u>\$3.50</u> |
| Third/Graveyard | \$2.25 <u>\$5.00</u> |
| Relief | \$2.25 <u>\$5.00</u> |

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8.7 The shift premiums provided for in 8.3 above shall not apply when on vacation, sick leave or any other paid leave of absence. ~~The shift premiums of 8.3 shall be paid to any employee working full overtime shifts.~~ The shift premiums of 8.2 and 8.3 shall be to any employee working at least one (1) hour into a later or earlier shift or during a shift worked on a regular day of rest; however, such premiums shall be used in computing the overtime rate, as required by Federal Law.

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¹ ***Identifies text omitted from this proposal that will be retained in the final contract