

Operating Engineers, Local 3 – Shift Differential 5.3

Proposal

5.3 Shift Differential. Eligible employees, as defined herein, regularly assigned to work a swing shift, shall be paid a shift differential of ~~\$1.55~~ \$2.00 per hour for each eligible hour, as defined herein, to the nearest fifteen (15) minutes, of work performed. Eligible employees, as defined herein, regularly assigned to work a graveyard shift shall be paid a shift differential of ~~\$1.75~~ \$2.35 per hour, as defined herein, to the nearest fifteen (15) minutes of work performed.

-5.3.1 Eligibility and Application. To be eligible for payment of shift differential, an employee must be assigned to an on-going, regular shift of eight (8) hours or more. ~~which is regularly scheduled to start between the hours of:~~

a) ~~2:00 p.m. and 11:59 p.m. (i.e. swing shift), or~~

b) ~~12:00 midnight and 5:59 a.m. (i.e. graveyard shift)~~

5.3.2 A swing shift is defined as any regular shift of eight (8) hours or more ~~regularly scheduled to start when work is performed by an employee between the hours of 2:00 p.m. and 11:00 p.m.~~

5.3.3 A graveyard shift is defined as any regular shift of eight (8) hours or more ~~regularly scheduled to start when work is performed by an employee between the hours of 12 Midnight 10:00 pm and 6:00 a.m. Any employee who performs work during the hours of 10 p.m. and 6:00 a.m. will be considered to have worked the graveyard shift.~~

~~If the employee's shift starts within the time period defined above and the employee works a minimum of two (2) hours within that time period,~~ The employee shall be compensated with the applicable shift differential for the entire shift.

5.3.2 4 Except as otherwise required by applicable State or Federal law, shift differential pay shall not be included as regular compensation in computing other benefits.