

SHIFT DIFFERENTIAL

Shift differential is intended to compensate employees for working during shifts generally recognized as occurring substantially later than or prior to the normal university hours of operation.

Second Shift Rate

Shift differential shall be paid to classified employees working 2nd shift (employees scheduled to work four (4) or more hours after 4:30 p.m.) shall receive \$.40 per hour shift differential. (Night differential will be paid for the entire shift).

Third Shift Rate

Shift differential shall be paid to classified employees working 3rd shift (employees scheduled to work four (4) or more hours after 10:00 p.m.) shall receive \$.50 per hour shift differential. (Night differential will be paid for the entire shift).

Exclusions

Shift differential is to be paid only for **HOURS ACTUALLY WORKED**. Holiday, vacations, sick leaves, funeral leaves, jury duty, etc. are not computed for shift differential.

Eligibility

The university's shift differential encompasses only 2nd & 3rd shift work and is not intended for day shift weekend premium nor for coming in early or staying over on day shift.