

Interest: When the County imposed conditions on the Association, the County changed the Night Shift Differential from a percentage to a flat dollar amount. The Association is requesting the Night Shift Differential be changed back to the percentage that it was before the imposition. The industry standard for Night Shift Differential is to pay it as a percentage of the employee's salary.

Proposal: The Association proposes the Night Shift Differential be converted back to a percentage of the employee's salary.

8.11- NIGHT SHIFT DIFFERENTIAL

- a. All employees assigned to work 50% or more of his/her hours between the hours of 5 p.m. and 6 a.m. on one or more shifts shall receive a **shift differential of 7.5%** of base pay for all hours worked.
- b. Employees regularly assigned to work 50% or more of his/her hours between the hours of 5 p.m. and 6 a.m. shall continue to receive the **7.5% shift differential** even when they work shifts that would otherwise not qualify for shift differential payments.
- c. Employees whose normal work shift does not qualify for night shift differential shall receive night shift differential when working a qualifying shift (50% or more of the hours are between the hours of 5 p.m. and 6 a.m.).
- d. Employees assigned to work a majority of hours of a regular shift (e.g., 5 hours of 8) between the hours of 5:00 p.m. (Day 1) and 8:00 a.m. (Day 2) shall receive a night shift differential of **seven and one-half percent (7.5%)** for all hours worked in that shift, in those classifications represented by the Association.