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RNPA Proposal 24, December 4, 2023 (revised)

Section 8.9 - Shift Differentials

a) Definition of shifts:

1. DAY shift - any hours between 0700 - 1500. ~~any scheduled shift of at least eight (8) hours beginning on or after 6:00 a.m. and ending on or before 6:00 p.m.~~
2. EVENING shift - any hours between 1500 - 2300. ~~any scheduled shift of at least eight (8) hours beginning on or after 2:00 p.m. and ending on or before 2:00 a.m.~~
3. NIGHT shift - any hours between 2300 - 0700. ~~any scheduled shift of at least eight (8) hours beginning on or after 10:00 p.m. and ending on or before 10:00 a.m.~~

b) Part Time/Overlapping Shifts:

1. For shifts of fewer than eight (8) hours, a differential will be paid as applicable for the designated hours as defined in Section a) above. ~~on the hours worked only if at least half the hours fall between 5:00 p.m. and 6:00 a.m.~~
2. For overlapping shifts ~~which fall across the shifts as defined above,~~ a differential will be paid as applicable for the designated hours as defined in Section a) above. ~~if at least half the hours fall between 5:00 p.m. and 6:00 a.m.~~
3. ~~For shifts which fall across both the evening and night shifts times as defined above, the differential will be paid according to which shift contains the majority of hours worked. If the split is half and half, the night shift differential will be paid.~~



c) Pay Rates:

1. ~~The hourly rate for evening shift differential is \$5.50.~~ **A differential of ten percent (10%) will be added to the hourly base rate for evening shifts.**
2. ~~The hourly rate for night shift differential is \$9.50.~~ **A differential of eighteen percent (18%) will be added to the hourly base rate for night shifts.**
3. The above differentials are **apply to all hours in paid status in the shifts defined above Section 8.9 a).** ~~on productive hours worked only.~~