

**IFPTE Local 21, Bargaining Unit 16
2022 Contract Negotiations – Solano County
Union Proposal #16
Date Presented: 8/4/22**

8.2. Shift Pay Differential

1. Any employee, who works an assigned swing or graveyard shift, shall, in addition to his or her regular salary, be paid a shift differential for each swing or graveyard shift actually worked.

2. For purposes of this Section a swing shift is defined as a work shift of eight (8) consecutive hours or more which includes at least four (4) hours of work between the hours of 5:00 p.m. and prior to 10:00 p.m. Graveyard shift is defined as a work shift of eight (8) consecutive hours or more which includes at least four (4) hours or more of work between the hours of 10:00 p.m. and prior to 5:00 a.m. Overtime which is worked as an extension of an assigned day or swing shift shall not qualify an employee for night shift differential.
 - A. An employee who works a swing shift as defined above, shall receive ~~five and one-half percent (5.5%)~~ six percent (6%) per hour above the employee's hourly rate for each hour actually worked on a swing shift.

 - B. An employee who works an assigned graveyard shift as defined above shall receive ~~six and three-quarters percent (6.75%)~~ seven and one-quarter percent (7.25%) per hour above the employee's hourly rate for each hour actually worked on a graveyard shift.

For the Union:

For the County:

DATE:

DATE: