

## **ARTICLE 20 - SHIFT EMPLOYEES AND DIFFERENTIALS**

**20.01** When an employee is scheduled to work shifts, there shall be a minimum of eight (8) hours off between scheduled tours.

**20.02** An evening and night differential of \$1.00 per hour will be paid to all employees covered by this Agreement for the time worked between the hours of 6:00 p.m. and 8:00 a.m.

This shall not apply to a day tour commencing after 7:00 a.m. or terminating prior to 6:00 p.m.

**20.03** The differentials outlined in this Article are not applicable when an employee is being paid premium holiday pay, overtime rates, nor shall evening or night differentials be paid if an employee is being paid the Saturday or Sunday differential for such tour of duty.

### **20.04 Christmas Eve/New Year's Eve Differential**

A differential of straight time extra shall be paid for each hour worked between the hours of 6:00 p.m. and 12:00 midnight on Christmas Eve and/or New Year's Eve. Employees receiving the Christmas Eve or New Year's Eve differential will not be eligible for differentials as provided under Sections 20.02 and 20.05.

### **20.05 Saturday and Sunday Differentials**

**20.05.1** An employee who is normally scheduled to work five (5) days per week or ten (10) days over a two (2) week period, and who, at the direction of the Company works at least one (1) tour of duty on each of successive Saturdays, shall be paid a differential of one dollar (\$1.00) per hour for time worked on all tours commencing on Saturday, regardless of terminating time (including the all night tour commencing at 11:30 p.m. on Friday) on the second and subsequent Saturdays so worked.

**20.05.2** A differential of one-half straight time extra shall be paid for each hour worked between midnight Saturday and midnight Sunday by an employee covered by this Agreement.

**20.05.3** The Saturday and Sunday differentials shall not be included in wage payments for paid absence from duty.

**20.05.4** The Saturday and Sunday differentials shall not be paid for any hours for which an employee is being paid premium holiday pay, Christmas Eve or New Year's Eve differentials or overtime rates.

- 20.05.5** Where an employee who is assigned to work on a Saturday or Sunday exchanges his/her Saturday or Sunday assignment with another employee who was not assigned to work on that Saturday or Sunday, such Saturday or Sunday work shall not be considered as having been performed "at the direction of the Company" by either employee.
- 20.06** For the duration of this Agreement, existing differentials being paid will not be modified or terminated.