

## **Proposal from SEIU 521 to Kern County**

**SEIU reserves the right to add, modify, and delete to the following proposal.**

### Shift Differential

A. Shift differential pay shall be:

A.M. Shift- ~~10.5~~7.5% of the employee's base rate of pay

P.M. Shift - ~~7.5~~5.0% of the employee's base rate of pay

B. A "shift" for the purpose of shift differential pay is defined as follows:

1. P.M. Shift - Any work period encompassing at least 5 hours of work between the hours of 3:00 p.m. and 12:00 midnight.

2. A.M. Shift- A.M. Shift shall be defined as any work period encompassing at least 5 hours of work between the hours of 12:00 midnight and 9:00 a.m.

3. The County shall not change the starting hours of employees, for the purposes of avoiding shift differential pay.

C. In counting the 5-hours-worked provisions. the following are excluded:

I. Any time off with or without pay, i.e., mealtime, vacation, sick leave, compensatory time off etc. (except rest periods).

2. ~~Time for which compensatory time off or overtime is earned.~~

~~Notwithstanding the foregoing, the time worked on a holiday or designated holiday pursuant to Article IV, Section 5 of this Agreement shall count when determining the five hours worked threshold for shift differential pay.~~

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D. A regular employee shall be entitled to shift differential pay for the entire shift (not just the 5 hours necessary qualifying time).

E. The County agrees to meet and confer regarding additional differential pay during the term of this Agreement should the County propose any additional shift assignments on the weekend.