

ARTICLE 15 - PAY DIFFERENTIALS

A. Shift Differential

1. An employee who works an established swing shift shall receive ~~one dollar and fifty cents (\$1.50)~~ **two dollar and fifty cents (\$2.50)** per hour in addition to his/her regular hourly rate of pay. A swing shift is defined as a shift where at least four (4) of the regularly scheduled hours fall between 3:00 p.m. and 11:00 p.m.
2. An employee who works an established graveyard shift shall receive ~~Two Dollars (\$2.00)~~ **three dollar (\$3)** per hour in addition to his/her regular hourly rate of pay. A graveyard shift is defined as a shift where at least four (4) of the regularly scheduled hours fall between 11:00 p.m. and 7:00 a.m.
3. An employee who is scheduled to work a variable work week shall receive the night shift differential specified above for each day worked in that week. A variable work week is one in which an employee works various shifts within that week.

B. Hazardous Duty Differential

1. The University agrees to pay ~~One two~~ **One two** dollars and ~~ten fifty~~ **ten fifty** cents (~~\$1.102.50~~) per hour pay differential for actual hours spent spray painting in the paint booth, trench work that requires shoring, **permitted confined space work, work requiring SCUBA diving, and** elevated and swing stage work as defined hereafter. Elevated work is work performed more than twelve (12) feet above grade on non-stationary platforms, ladders, scaffolds, or other motorized or manually operated equipment. **Elevated work shall also include areas of work requiring a fall arrest/protection system.**
2. The University agrees to pay ~~One dollar and ten cents (\$1.10)~~ **Three Dollars (\$3)** per hour pay differential for actual hours spent in asbestos, lead, mercury and mold abatement.
3. **The University agrees to pay Two Dollars and 50 Cents, (\$2.50) per hour pay differential for actual hours spent when working in the street.**
4. **The University agrees to pay employees Two Dollars and fifty cents (\$2.50) per hour when handling Muriatic Acid Calcium Hypochlorite, Tri Chlor, and Di Chlor.**

G. High Voltage Electrical Duty Differential

The University agrees to pay Electricians the **High Voltage Electrician pay rate** One Dollar (\$1.00) per hour pay differential for actual hours spent performing high voltage electrical work as defined hereafter. High voltage electrical work is performed when electricians are working on utility distribution systems (energizing, de-energizing, switching and splicing) where the voltage exceeds 600 VAC or 1,500 VDC according to UCLA's approved "Energized Electrical Work Permit" and Policy Statement.

D. Weekend Differential

The University agrees to pay two dollars and fifty cents (\$2.50) per hour pay differential for a scheduled weekend shift. A weekend differential shall not be paid to employees working overtime during the weekend. A weekend shift is any shift where at least four (4) of the regularly scheduled hours fall between 12:00 a.m. Saturday and 11:59 p.m. Sunday.

E. Healthcare Differential

The University agrees to pay two dollars and 50 centers (\$2.50) per hour pay differential to employees assigned to work in hospitals and/or healthcare settings.

F. Plumbing Differential

The University agrees to pay Two Dollars and fifty cents (\$2.50) per hour pay differential to Plumbers assigned to work in Back Flow Prevention and/or Medical Gas Piping, Medical Brazing.