

# Shift Differential and PTO Update

**Important news:** Management proposed a shift differential and PTO contract change that would take us *backwards* at our hospital.

*Here's what you should know:*

SRMH's proposed change to our contract:

1. Article XII- Compensation paragraph a shall be modified as follows:

Employees working eight (8) hour shifts will be paid shift differentials for the hours worked on the evening and night shifts as follows:

Home Shift	Start Time at or after	Next higher shift applies after
1 Day	04:45	17:30
2 PM	13:45	23:30
3 NOC	22:45	n/a

Employees working an Alternative Work Schedule of ten (10) or twelve (12) hours will be paid shift differential for hours worked on designated home shift as follows:

Home Shift	Start Time at or after	Next higher shift applies after
1 Day	07:00	15:30
2 PM	15:00	23:30
3 NOC	23:00	n/a

Except for PTO, non-worked time such as training, meetings, bereavement leave, court appearance, on-call and extended illness are not eligible for shift differential pay.

*Why would we agree to let management change what they clearly agreed to?*



"I was shocked when I saw my first paycheck in July that did not include my shift differential for my hours worked and PTO. Especially when I had no warning.

It was a disappointment to see that management changed what was in our contract. After the last meeting with them they still want to change what was in our contract that we negotiated hard for.

I support our decision to go to arbitration because I know it is right and we will win.

Actions like this from management are one of the main reasons I wanted a union. Now we can all have a voice that matters in true 'shared governance.'"

—**Kimberly Boggeri**, ER Tech, 24 years

We voted to reject their offer and take this issue to arbitration. We are confident that we will win and the hospital will have to pay us the thousands of dollars that they owe us. Management should avoid this delay and reinstate the terms of the contract with back pay immediately.

For more information contact your steward or Mary Beth Schuler 415 498 0612

Shift Differential

- a. Employees working a majority of their hours on evening or night shifts will receive shift differential pay for their entire shift. Shift differential pay will be applied to all evening and night hours actually worked. Non-worked time for meetings and training are not eligible for shift differential pay.
- b. Shift differential pay is a percentage of the employee's base rate of pay. Shift differential rates are outlined below:

<u>Shift</u>	<u>Shift Differential</u>
Evening	9%
Night	25%