

**Night Shift Premiums**

(89) A night shift premium on night shift earnings, including overtime premium pay hours, will be paid to associates who held seniority prior to the 2008 National Agreement for time worked on shifts according to their shift of record as follows: scheduled to start in accordance with the following chart:

<u>Schedule Shift of Record Starting Time</u>	<u>Amount of Regular Shift Premium</u>	<u>Amount of Conditional Shift Premium</u>
1. On or after 11:00 AM and before 7:00 PM <u>Second</u>	Five percent <u>\$0.55</u> per hour	Ten percent for all hours worked after 12 midnight when such associate is scheduled to work more than nine (9) hours and until or beyond 2:00 AM
2. On or after 7:00 PM and on or before 4:45 AM <u>Third</u>	Ten percent <u>\$0.80</u> per hour	
3. After 4:45 AM and before 6:00 AM	Ten percent until 7:00 AM	
4. On or after 6:00 AM and before 11:00 AM	None	Five percent for all hours worked in excess of eight (8) when such associate is scheduled to work twelve (12) or more hours.

In applying the above night shift premium provisions, associates shall be paid the premium rate, if any, which attaches to the associate's shift of record they work on a particular day.

A shift premium on shift earnings, including overtime hours, will be paid to associates hired on or after the effective date of the 2008 National Agreement for time worked in accordance with the following schedule:

<u>Shift of Record</u>	<u>Amount of Regular Shift Premium</u>
<u>Second</u>	<u>\$0.50 per hour</u>
<u>Third</u>	<u>\$0.75 per hour</u>

[See Par. (87)(6), (101)(i), (205), (205a)]

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