

ARTICLE 29: PREMIUM PAY

A. SHIFT DIFFERENTIAL

An employee shall receive a shift premium of 7.5% per hour for work performed on the swing shift (3:00 p.m. to 11:00 p.m.) and a shift premium of 15% per hour for work performed on the owl shift (11:00 p.m. to 7:00 a.m.).

The parties agree that should the Laboratory change the calculation of the premium from a percentage of base pay to a flat rate for all other non-represented employees at the Laboratory, the Association would also accept the change for its members.

All hours worked by an employee during a work day shall be considered as being worked on the shift on which he/she starts to work, except that work performed on two shifts shall be paid the rate of the shift on which the majority of time is worked and when two complete shifts are worked, the rate applicable to each shift will be paid.

B. SITE 300 PAY

Employees assigned to Site 300 shall receive an additional \$5.00 per shift worked at Site 300. However, should the Laboratory discontinue this policy and/or practice for all other nonSPOA represented employees assigned to Site 300, the SPOA would also accept this change for its members.

C. CALL-BACK PAY

Any employee who has completed his/her regular shift and has left Laboratory premises and who is subsequently called back to work outside of his/her regularly scheduled hours (as in the case of an emergency) shall be given, at a minimum, three (3) hours work, or if no work is available, he/she shall be given three (3) hours pay at his/her regular rate of pay. Wage payments for hours not worked shall not be considered as hours worked for the purpose of computing overtime.

D. SPECIAL RESPONSE TEAM S(RT)

Security Police Officers (655. 1.) who successfully complete the specialized SRT training and who continue to meet the requirements for SRT membership, and are subsequently assigned to an SRT assignment, will receive, in addition to the normal straight-time pay, one dollar (\$1.00) per hour premium for all hours worked.