

**PAY DIFFERENTIAL 85  
NIGHT-SHIFT DIFFERENTIAL PAY –  
BARGAINING UNITS 01, 03, 04, 05, 06, 07, 09, 10, 11, 12, 13, 15, 17, 18, 19, 20, 21;  
EXCLUDED EMPLOYEES; AND LEGISLATIVE COUNSEL EMPLOYEES**

Effective: 07/01/84

Revised: 07/01/98, 10/01/01, 05/01/02, 01/01/06, 07/03/06, 12/01/06, 07/01/08, 11/02/10, 06/01/11, 07/01/14, 07/01/15, 07/01/16, 07/01/18, 07/01/19, 08/01/19, 07/01/20, 07/01/21, 07/01/22, 10/01/22, 07/01/23, 10/01/23

CLASS TITLE	DEPARTMENT
<b>Rank and File</b> With the exception of classes in Bargaining Unit 08 authorization to approve requests for the addition of classes eligible for NIGHT-SHIFT DIFFERENTIAL PAY is delegated to the various appointing authorities where the nature of the request clearly meets established standards.	All Departments
<b>Supervisory</b>	California Highway Patrol

DEFINITION OF SHIFT
<p>All Bargaining Units except Unit 05, R18 and R19.</p> <ul style="list-style-type: none"> <li>• Evening: A shift, four or more hours of which fall between 6 p.m. and midnight.</li> <li>• Night: A shift, four or more hours of which fall between 12 midnight and 6 a.m.; or a shift, four or more hours of which fall between 6 p.m. and 6 a.m.</li> </ul> <p>Unit 04 – TOLL COLLECTORS ONLY – Three (3) or more hours which fall into the above definition of Evening or Night-Shifts.</p> <p>Unit 13 – Four or more hours of which fall between 10 p.m. and 6 a.m.</p> <p>R05 and S05:</p> <ul style="list-style-type: none"> <li>• Evening/Swing Shift: A shift, four or more hours of which fall between 6 p.m. and 1 a.m.</li> <li>• Night/Graveyard Shift: A shift, four or more hours of which fall between 11 p.m. and 6 a.m.</li> </ul> <p>R18:</p> <ul style="list-style-type: none"> <li>• Evening: A shift, four or more hours of which fall between 6 p.m. and midnight.</li> <li>• Evening: An Identified Third Watch for CDCR-CCHCS (“Evening” rate is applicable as reflected in the following differential rate chart).</li> <li>• Night: A shift, four or more hours of which fall between 12 midnight and 6 a.m.; or a shift, four or more hours of which fall between 6 p.m. and 6 a.m.</li> </ul> <p>R19:</p> <ul style="list-style-type: none"> <li>• Evening: A regularly scheduled work shift, where four or more hours falls between 6 p.m. and midnight.</li> <li>• Night: A regularly scheduled work shift, where four or more hours falls between 12 midnight and 6 a.m.</li> </ul>

R19 - Rehabilitation Therapists in the Departments of Developmental Services and State Hospitals:

- Evening: A regularly scheduled work shift, where four or more hours falls between 4 p.m. and 12 midnight.
- Night: A regularly scheduled work shift, where four or more hours falls between 12 midnight and 6 a.m.

#### RATES

See Night-Shift Differential Rate Chart

#### CRITERIA

- An employee working the evening shift during the entire pay period would receive the shift differential per month including holidays.
- An employee working the night shift during the entire pay period would receive the shift differential per month including holidays.
- An employee working a fractional month or less than a full shift would receive a shift differential payment at the hourly rate for the entire shift worked.
- An employee whose shift qualifies for both the evening and night shifts would receive a shift differential at the higher rate.
- All Bargaining Units Except Unit 12 - Employees working regularly scheduled assigned night shifts in classes for which a night-shift differential has been authorized by the California Department of Human Resources may receive the appropriate night-shift differential during periods of paid leave. The night-shift differential during periods of paid leave shall only be paid for that shift or shifts the employee would have been expected to work were he/she not on paid leave.
- Unit 06 – Night shift differential is not to be combined with weekend shift differentials.
- Unit 07 – A “regularly scheduled work shift” are those regularly assigned work hours established by the department director or designee with no minimum duration period required. Only the classifications identified in the MOU are eligible for this differential.
- Unit 12:
- Employees working scheduled assigned night shifts in classes for which a night-shift differential has been authorized by the California Department of Human Resources may receive the appropriate night-shift differential during periods of paid leave. The night-shift differential during periods of paid leave shall only be paid for that shift or shifts the employee would have been expected to work were he/she not on paid leave.
- Employees who regularly work the day shift and work overtime on a different shift will receive the appropriate night-shift differential consistent with the criteria identified above.
- Employees whose shift is changed to the night shift in accordance with the Bargaining Unit 12 Memorandum of Understanding, Article 7.4 (Change of Shift, Work Hours, Work Week) will receive the appropriate night-shift differential consistent with the criteria identified above.
- Unit 13 – Employees whose shift is changed to the night shift in accordance with the Bargaining Unit 13 Memorandum of Understanding, Article 4.17 (Shift Changes) will receive the appropriate night-shift differential consistent with the criteria identified above.

**SECTION 14:****PAY DIFFERENTIALS**

<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	Yes (except No for R13 and R19 Only)

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

NOTE: All classes not eligible for night-shift differential are identified by Footnote 34.

\*Retired Annuitants are not eligible unless appointed under Government Code section 21232.

## NIGHT-SHIFT DIFFERENTIAL RATE CHART

CB/ID	Effective Date	Evening	Night	Reg. Pay/ Reg. OT	Prem. OT	Monthly
R01, R03, R21	01/01/90	X		\$ .40	\$ .60	\$ 69.33
R04 - Except Seasonal Clerks			X	.50	.75	86.67
Seasonal Clerks	11/02/10	X		.45	.68	78.00
			X	.55	.83	95.34
R05	07/01/08	X		1.00	1.50	173.33
			X	1.50	2.25	260.00
S05	07/01/08	X		1.00	1.50	173.33
			X	1.50	2.25	260.00
R06 and Excluded Correctional Classes	10/01/23		X*	2.50	3.75	444.18
R07 and Unit 07 Excluded Classes	10/01/23		X*	1.75	2.63	303.33
R09	01/01/90	X		1.80	2.70	311.99
			X	2.00	3.00	346.66
Unit 09 Excluded Classes	07/01/15	X		1.85	2.78	320.66
			X	2.05	3.08	355.33
R10, R11	01/01/90	X		.40	.60	69.33
			X	.50	.75	86.67
R12 and Unit 12 Excluded Classes	07/01/23	X		1.50	2.25	260.00
			X	2.50	3.75	433.33
R13	01/01/91	X		1.00	1.50	173.33
Unit 13 Excluded Classes	03/01/91		X	2.00	3.00	346.66
Excluded Printing Trade Classes**	01/01/90		X*	.50	.75	86.67
R15	01/01/91		X*	.50	.75	86.67
Unit 15 Excluded	10/01/92		X*	.50	.75	86.67
R17	01/01/90	X		.60	.90	104.00
			X	.75	1.13	130.00
Unit 17 Excluded Nursing Classes	01/01/90	X		.65	.98	112.67
			X	.80	1.20	138.67
R18*****	01/01/90	X		1.50	2.25	260.00
			X	1.75	2.63	303.33
Unit 18 Excluded Classes	07/01/15	X		1.45	2.18	251.33
			X	1.90	2.85	329.33
R19	07/01/21	X		1.65	2.48	285.99
			X	2.00	3.00	346.66
R19 - Rehabilitation Therapist	07/01/21	X		1.65	2.48	285.99
			X	2.00	3.00	346.66
R20	01/01/90	X		.40	.60	69.33
			X	.50	.75	86.67
C,E,M,S ****Excluded (Except Excluded Correctional, Excluded Unit 7, Unit 9, Unit 15, Unit 18, Nursing Classes, Stationary Engineers, Printing Trade Classes, and S05-see above).	01/01/91	X		.45	.68	78.00
			X	.55	.83	95.34
E25	01/01/91		X*	.50	.75	86.67

\* Applies to employees who work four or more hours between 6 p.m. and 6 a.m., and in accordance with the applicable MOU.

\*\* Applies only to Non-Office of State Printing Plant classes.

\*\*\* No longer applicable. PL 14-08

\*\*\*\* Associate Printing Plant Superintendent: \$249 per month (Evening Shift); \$308 per month (Night Shift).

- \*\*\*\*\* Regardless of shift work, as in the case of overtime, employees shall be paid for all hours worked at the differential rate of their regularly scheduled shift.
- \*\*\*\*\* Employees who regularly work the a.m. shift and work overtime on a different shift will receive shift differential consistent with the criteria as outlined in Article 4 Section 4.5 of the MOU.
- \*\*\*\*\* Applies to employees who work two or more hours between 6 p.m. and 6 a.m. and in accordance with the applicable MOU.
- \*\*\*\*\* Effective July 1, 2020 night shift rates for BU 06 and related excluded classifications were suspended for the duration of the Personal Leave Program (PLP) 2020, pursuant to Side Letter 20-019. Effective July 1, 2021, night shift rates for BU 06 and related excluded classifications are restored with the end of PLP 2020, pursuant to Side Letter 21-019.