

Board of Trustees Agenda Item

Board Meeting Date: May 3, 2010

Title of Item:

Language Additions to the OE3 *Agreement*

Background and Analysis:

Language additions have been made to Article 6 and Article 8 in the current *Agreement* (January 1, 2010 – December 31, 2012) between Foothill-De Anza Community College District and Operating Engineers, Local 3.

Recommendation: (specify if information only)

Kim Chief Elk, Director of Human Resources and Equal Opportunity recommends approval.

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|---------------------------|---|
| Submitted by: | Kim Chief Elk, Director of Human Resources, ext. 6109 |
| Additional contact names: | Dorene Novotny, Vice Chancellor, Human Resources & Equal Opportunity, ext. 6211 |
| Is backup provided? | Yes |

6.6 **Shift Differential Pay**

- 6.6.1 A full time officer who has selected a shift pursuant to Article 8.2.1 in which the hours worked extends after 9:00 pm shall be entitled to the swing shift differential of 4.5% of the officer' base pay. A full time officer who has selected a shift pursuant to Article 8.2.1 in which the hours worked during the shift extend after 5:00 am shall be entitled to the graveyard shift differential of 6% of the officer' s base pay.
- 6.6.2 A full time officer who has selected a shift including a Saturday or Sunday pursuant to Article 8.2.1 shall be entitled to additional compensation of \$75 dollars per month.
- 6.6.3 An officer who is receiving shift differential pay based upon his selected shift will continue to receive that pay regardless of whether he or she trades shifts with another officer on a shift where no differential pay is due. An officer who is not receiving shift differential pay based upon his selected shift will continue to receive his or her regular pay regardless of whether he or she trades shifts with another officer on a shift where differential pay is due.

- 8.2.4.8 Except for special event overtime pursuant to 8.2.5, the overtime rate will be based on the employee's regular rate of pay for his regular shift. The overtime rate of an officer who is receiving shift differential pay will include the shift differential regardless of whether the overtime hours worked are in a shift where no differential pay is due. The overtime rate of an officer who is not receiving shift differential pay will not include the shift differential regardless of whether the overtime hours worked are in a shift where differential pay is due.