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ARTICLE 11. OTHER COMPENSATION

Effective the first full pay period following ratification, differentials and premium rates of pay shall be as follows:

11.1. Shift Differential.

11.1.1. Shift differential applies to evening or night shifts. Employees will receive one (1) shift differential applicable to the hours for which the majority of the working shift occurs. Positions in the bargaining unit will be assigned to a differential level:

Level One:

Evening Shift (3:00 PM-11:00 PM): $2.50

Night Shift (11:00 PM-7:00 AM) $4.30

Level Two:

Evening Shift (3:00 PM-11:00 PM): $2.85

Night Shift (11:00 PM-7:00 AM) $5.95

11.2. Weekend Differential.

11.2.1. Employees working hours on the weekend will be paid a differential of $3.00 per hour. The weekend will be determined in accordance with the Hospital's current practice.

11.3. Standby Pay

11.3.1. Standby $5.00 / Standby Holiday $8.00

11.3.2. Cath Lab Standby - Per Current Practice

11.4. On Call Differential

11.4.1. On call employees shall be paid a 10% per hour differential for each hour worked in lieu of benefits plus shift differential, if applicable.

11.5 Short Rest: Per current Cath Lab practice, Cath Lab Only

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11.6 Multiple Job Classifications.

11.6.1 If the Medical Center regularly places an employee in more than one position, the employee will be paid the applicable rate of pay for each hour worked in each position.

11.7 Severance.

11.7.1 Employees in the bargaining unit will receive the same severance options as similarly situated non-bargaining unit employees.

11.8 Legacy Shift Incentive (LSI). Employees in the Bargaining Unit receive the same LSI as all other similarly situated non-represented technical employees.

11.9 Employees in the bargaining unit will receive any increases to standby, evening, night and/or weekend differentials that are received by similarly situated technical non-represented employees.

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