

SHIFT ALLOWANCE SCHEDULE FOR NON-EXEMPT UNM STAFF EMPLOYEES

Employee Category	Position Classification Category	Shift Allowance 1st Shift*	Shift Allowance 2nd Shift*	Shift Allowance 3rd Shift*
Employees in CWA bargaining unit (<i>eclass = SW</i>)	Applies to all	0	\$0.40/hr	\$0.50/hr
Employees in USUNM bargaining unit (<i>eclass = SU</i>)	Applies to all	0	5%	10%
Employees in POA bargaining unit (<i>eclass = SP</i>)	Applies to all	0	\$0.35/hr	\$0.40/hr
Non-Exempt Employees in Non-Bargaining Positions (<i>eclass = SN, SO, or ST</i>)	Position Class code starts with E, F, M, or N	0	5%	10%
	Position Class code is S0044, S0045, or S6015 in Org Code 160L (Nurse Advice)	\$3.00/hr	\$3.35/hr	\$4.50/hr
	Posn Class code is S0032 in Org Code 833A (Physician Access Line)	0	5%	10%
	Posn Class code is S1005, S4005, or T0004 in Org Code 040A (Poison Control)	0	10%	12%
	All other position classifications	0	\$0.40/hr	\$0.50/hr

*** SHIFT DEFINITIONS**

<p>1st Shift: At least half of employee's hours are worked between 8:00 A.M. and 4:30 P.M.</p> <p>2nd Shift: At least half of employee's hours are worked between 4:30 P.M. and Midnight</p> <p>3rd Shift: At least half of employee's hours are worked between Midnight and 8:00 A.M.</p>

NOTE: Shift allowance rates apply to the entire work period, not just the hours between 4:30 P.M. and 8:00 A.M., and will be paid at the highest applicable shift rate. Overtime is calculated at the employee's regular rate of pay (base pay plus applicable shift allowance)