

### 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	<b>0</b>	<b>\$0.40/hr</b>	<b>\$0.50/hr</b>
Employees in USUNM bargaining unit ( <i>eclass = SU</i> )	Applies to all	<b>0</b>	<b>5%</b>	<b>10%</b>
Employees in POA bargaining unit ( <i>eclass = SP</i> )	Applies to all	<b>0</b>	<b>\$0.60/hr</b>	<b>\$0.65/hr</b>
Non-Exempt Employees in Non-Bargaining Positions ( <i>eclass = SN or ST</i> )	Position Class code starts with E, F, L, M, or N	<b>0</b>	<b>5%</b>	<b>10%</b>
	Posn Class code is <b>S0032</b> in <b>Org Code 833A</b> ( <i>Physician Access Line</i> )	<b>0</b>	<b>5%</b>	<b>10%</b>
	Posn Class code is <b>S1005, S4005, or T0004</b> in <b>Org Code 040A</b> ( <i>Poison Control</i> ) *Includes on-call employees	<b>0</b>	<b>10%</b>	<b>12%</b>
	All other position classifications	<b>0</b>	<b>\$0.40/hr</b>	<b>\$0.50/hr</b>

**\*SHIFT DEFINITIONS**

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