

Buffalo & Erie County Public Library
PERSONNEL POLICIES AND PROCEDURES MANUAL

SUBJECT: Shift Differential

CHAPTER: VI

SECTION: 6

EFFECTIVE DATE: 1/81

REVISION DATE: 3/91, 8/06, Modified for the B&ECPL effective 1/1/15

I. STATEMENT OF POLICY

In accordance with collective bargaining agreements, the Buffalo & Erie County Public Library will pay for a shift differential in addition to regular straight time wage or salary to covered employees who are regularly or periodically assigned to work the afternoon or evening shift.

II. GUIDELINES

A. Eligibility

1. Covered employees of bargaining units will be paid shift differential at the rate and under the terms designated in their respective collective bargaining agreements.
2. Managerial/Confidential employees are not eligible for shift differential payments.

B. Payment

Cash payments for employees who are entitled to shift differential shall be made not later than in the next regular paycheck.