

Appendix A

Shift Premium Rates Shift Premiums Policy HR.2-04

Shift Premiums are to be paid in accordance with the Shift Premiums HR.2-04 policy as follows:

For any scheduled shifts worked Monday to Friday where a minimum of 50% of the hours worked are outside the core hours, the premium will be paid at a rate of \$1.00/hour effective immediately, \$1.05/hour effective January 1, 2013 and \$1.10/hour effective January 1, 2014.

Shift premiums are not paid when overtime is applicable.

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