

News Media Guild:

## Article 16 – NIGHT AND SUNDAY DIFFERENTIAL

1. Through March 31, 2024, employees who are scheduled to and actually work between 7 p.m. and 6 a.m. (local time) on at least four nights in one week shall receive a weekly night differential of \$38.00. Effective April 1, 2024, this differential shall be increased to \$39.05; effective July 1, 2025, this differential shall be increased to \$40.12. and effective October 1, 2026, this differential shall be increased to \$41.52.
2. Employees who are scheduled to and actually work between 7 p.m. and 6 a.m. (local time) on three or fewer nights in one week shall receive one-fourth of the full weekly night differential for each such daily trick.
3. Through March 31, 2024, employees regularly assigned to work at any time between 3 a.m. and 6 a.m. (local time) shall receive an additional payment of \$10.00 for each such daily trick but shall receive the full weekly overnight differential of \$41.50 if they work two or more early tricks. Effective April 1, 2024, this differential shall be increased to \$10.28 for each such daily trick and the full weekly overnight differential shall be increased to \$42.64 if they work two or more early tricks. Effective July 1, 2025, this differential shall be increased to \$10.56 for each such daily trick and the full weekly overnight differential shall be increased to \$43.81 if they work two or more early tricks. Effective October 1, 2026, this differential shall be increased to \$10.85 for each such daily trick and the full weekly overnight differential shall be increased to \$45.34 if they work two or more early tricks.
4. Employees who are scheduled to and actually work on Sunday and whose Sunday trick begins after 6 a.m. and ends before 7 p.m. (local time) and who are not already receiving a night differential under Section 1 above, shall receive a Sunday differential equivalent to the daily night differential formula in Section 2 of this Article.
5. There shall be no deduction of night differential or Sunday differential for holidays off, sick leave, vacations or joint contributions to the Employer's voluntary pension plan.
6. There shall be no payment of night or Sunday differentials to employees whose work hours extend beyond their scheduled end of shift into those times outlined in Sections 1, 2, 3 and 4.