

DEPARTMENT OF INDUSTRIAL RELATIONS  
Office of the Director – Research Unit  
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## SHIFT PROVISIONS

FOR

### **TERRAZO WORKER TERRAZO FINISHER**

IN

ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA,  
CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN,  
HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIN,  
MARIPOSA, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA,  
NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO,  
SAN FRANCISCO, SAN JOAQUIN, SAN MATEO, SANTA CLARA,  
SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA,  
STANISLAUS, SUTTER, TEHAMA, TRINITY, TUOLUMNE, YOLO,  
AND YUBA COUNTIES.

**Note:** The shift provisions provided in the following pages provide guidance on the work hours that are applicable to each shift. Shift differential pay is required and will be enforced during each applicable shift where shift differential pay is in the determinations. Any shift provision restricting the work hours for a particular shift for a type of work will not be enforced on public works. However, if work is performed during hours typically associated with a 2<sup>nd</sup> or 3<sup>rd</sup> shift the appropriate shift rate of pay is required. Shift differential pay shall not apply to work during traditional shift hour (swing or grave) if the determination includes a footnote that indicates that the non-shift rate may be paid for a special single shift. Please note the exemptions in California Code of Regulations Section 16200 (a)(3)(F) do not waive the shift differential pay. These regulatory exemptions only apply to overtime pay. Overtime shall be required in accordance with the determination and Labor Code Section 1810 through 1815.

18-3-3

MASTER  
LABOR AGREEMENT

Between

THE TERRAZZO AND MOSAIC ASSOCIATION

And

BRICKLAYERS & ALLIED CRAFTWORKERS, LOCAL 3 -- CALIFORNIA

Effective July 1, 2008

Expires June 30, 2013

**RECEIVED**  
Department of Industrial Relations  
AUG - 1 2008  
Div. of Labor Statistics & Research  
Chief's Office

**SECTION 52. SHIFTS.**

A. When more than one shift per day is required, the rate of pay of each shift shall be based upon the regular straight time hourly rates set forth in this Agreement, except that employees on the second and third shifts Terrazzo Mechanics shall be paid an additional \$8.00 per hour and Terrazzo Finishers shall be paid an additional \$5.00 per hour. No employee shall work or be required to work more than one shift in any one twenty-four (24) hour day. The rate of pay for Overtime pay on shifts shall include the employee's base rate, as set out in the appropriate Appendix, plus the premium provided for in this sub-paragraph.

B. On work in an occupied building, the Employer may work employees on a second shift without working a first shift. In such cases, Terrazzo Mechanics shall be paid an additional \$8.00 per hour and Terrazzo Finishers shall be paid an additional \$5.00 per hour over the regular rate of pay for the first seven hours worked.