

## DEPARTMENT OF INDUSTRIAL RELATIONS

Office of the Director – Research Unit  
455 Golden Gate Avenue, 9<sup>th</sup> Floor  
San Francisco, CA 94102

MAILING ADDRESS:  
P. O. Box 420603  
San Francisco, CA 94142-0603



**IMPORTANT NOTICE TO AWARDING BODIES & ALL INTERESTED PARTIES  
REGARDING CHANGES TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS**

**INTERIM DETERMINATION FOR THE  
CRAFT/CLASSIFICATION(S) OF #BRICKLAYER, BLOCKLAYER: BRICKLAYER, BLOCKLAYER, STONEMASON (ALL SHIFTS)**

**ISSUE DATE:** July 3, 2015

**EXPIRATION DATE OF DETERMINATION:** April 30, 2016\*\* The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director- Research Unit for specific rates at (415) 703-4774.

**This determination applies only to projects advertised for bids on or after July 13, 2015.** These rates supersede the Bricklayer, Blocklayer, Stonemason wage rates issued in the General Prevailing Wage Determinations 2015-1 for the following localities:

**LOCALITY:** All localities within Alameda, Contra Costa, San Benito, and Santa Clara Counties.

CLASSIFICATION (Journey person)	Employer Payments						Total Hourly Rates	Hours <sup>c</sup>	Overtime Hourly Rate		
	Basic Hourly Rate <sup>a</sup>	Health and Welfare	Pension	Vacation/ Holiday <sup>b</sup>	Training	Other Payments			Daily <sup>d</sup> 1.5X	Saturday <sup>d</sup> 1.5X	Sunday/ Holiday 2X
Bricklayer, Blocklayer, Stonemason	\$38.80	\$9.79	\$10.04	\$3.03	\$0.80	\$1.24	\$63.70	8.0	\$84.60	\$84.60	\$105.50
Bricklayer, Blocklayer, Stonemason 2nd Shift	\$42.98	\$9.79	\$10.04	\$3.03	\$0.80	\$1.24	\$67.88	8.0	\$90.87	\$90.87	\$113.86
Bricklayer, Blocklayer, Stonemason 3rd Shift	\$45.07	\$9.79	\$10.04	\$3.03	\$0.80	\$1.24	\$69.97	8.0	\$94.005	\$94.005	\$118.04

**LOCALITY:** All localities within Alpine, Amador, Butte, Calaveras, Colusa, El Dorado, Glenn, Lassen, Modoc, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Stanislaus, Sutter, Tehama, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Employer Payments						Total Hourly Rates	Hours <sup>c</sup>	Overtime Hourly Rate		
	Basic Hourly Rate <sup>a</sup>	Health and Welfare	Pension	Vacation/ Holiday <sup>b</sup>	Training	Other Payments			Daily <sup>d</sup> 1.5X	Saturday <sup>d</sup> 1.5X	Sunday/ Holiday 2X
Bricklayer, Blocklayer, Stonemason	\$34.81	\$9.79	\$9.14	\$2.53	\$0.80	\$1.18	\$58.25	8.0	\$76.905	\$76.905	\$95.56
Bricklayer, Blocklayer, Stonemason 2nd Shift	\$38.54	\$9.79	\$9.14	\$2.53	\$0.80	\$1.18	\$61.98	8.0	\$82.50	\$82.50	\$103.02
Bricklayer, Blocklayer, Stonemason 3rd Shift	\$40.41	\$9.79	\$9.14	\$2.53	\$0.80	\$1.18	\$63.85	8.0	\$85.305	\$85.305	\$106.76

**LOCALITY:** All localities within Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Siskiyou, Solano, Sonoma, and Trinity Counties.

CLASSIFICATION (Journey person)	Employer Payments						Total Hourly Rates	Hours <sup>c</sup>	Overtime Hourly Rate		
	Basic Hourly Rate <sup>a</sup>	Health and Welfare	Pension	Vacation/ Holiday <sup>b</sup>	Training	Other Payments			Daily <sup>d</sup> 1.5X	Saturday <sup>d</sup> 1.5X	Sunday/ Holiday 2X
Bricklayer, Blocklayer, Stonemason	\$36.99	\$9.79	\$14.13	\$3.03	\$0.80	\$1.26	\$66.00	8.0	\$85.995	\$85.995	\$105.99
Bricklayer, Blocklayer, Stonemason 2 <sup>nd</sup> Shift	\$40.99	\$9.79	\$14.13	\$3.03	\$0.80	\$1.26	\$70.00	8.0	\$91.995	\$91.995	\$113.99
Bricklayer, Blocklayer, Stonemason 3 <sup>rd</sup> Shift	\$42.99	\$9.79	\$14.13	\$3.03	\$0.80	\$1.26	\$72.00	8.0	\$94.995	\$94.995	\$117.99

*Continued on the next page*

**LOCALITY:** All localities within Fresno, Kings, Madera, Mariposa, and Merced Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate <sup>a</sup>	Employer Payments					Other Payments	Total Hourly Rates	Straight-time Hours <sup>c</sup>	Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday <sup>b</sup>	Training	Daily <sup>d</sup> 1.5X				Saturday <sup>d</sup> 1.5X	Sunday/ Holiday 2X	
Bricklayer, Blocklayer, Stonemason	\$34.18	\$9.79	\$9.52	\$2.03	\$0.80	\$1.18	\$57.50	8.0	\$75.59	\$75.59	\$93.68	
Bricklayer, Blocklayer, Stonemason 2 <sup>nd</sup> Shift	\$37.80	\$9.79	\$9.52	\$2.03	\$0.80	\$1.18	\$61.12	8.0	\$81.02	\$81.02	\$100.92	
Bricklayer, Blocklayer, Stonemason 3 <sup>rd</sup> Shift	\$39.61	\$9.79	\$9.52	\$2.03	\$0.80	\$1.18	\$62.93	8.0	\$83.735	\$83.735	\$104.54	

**LOCALITY:** All localities within Monterey and Santa Cruz Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate <sup>a</sup>	Employer Payments					Other Payments	Total Hourly Rates	Hours <sup>c</sup>	Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday <sup>b</sup>	Training	Daily <sup>d</sup> 1.5X				Saturday <sup>d</sup> 1.5X	Sunday/ Holiday 2X	
Bricklayer, Blocklayer, Stonemason	\$36.62	\$9.79	\$12.02	\$2.03	\$0.80	\$1.07	\$62.33	8.0	\$81.64	\$81.64	\$100.95	
Bricklayer, Blocklayer, Stonemason 2 <sup>nd</sup> Shift	\$40.48	\$9.79	\$12.02	\$2.03	\$0.80	\$1.07	\$66.19	8.0	\$87.43	\$87.43	\$108.67	
Bricklayer, Blocklayer, Stonemason 3 <sup>rd</sup> Shift	\$42.41	\$9.79	\$12.02	\$2.03	\$0.80	\$1.07	\$68.12	8.0	\$90.325	\$90.325	\$112.53	

#Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>

<sup>a</sup> Includes amount withheld for dues check off.

<sup>b</sup> Includes an amount factored at the overtime multiplier rate.

<sup>c</sup> Saturday in the same work week may we worked at straight-time if job is shut down during the normal workweek due to inclement weather.

<sup>d</sup> Rate applies to the first 2 daily overtime hours and the first 10 hours on Saturday; all other time is paid at the Sunday and Holiday overtime hourly rate.

\*\* Predetermined Increases

**Effective May 1, 2016**, there will be an increase of \$1.00 to be allocated to wages and/or fringes.

**Effective May 1, 2017**, there will be an increase of \$1.50 to be allocated to wages and/or fringes.

**Effective May 1, 2018**, there will be an increase of \$1.75 to be allocated to wages and/or fringes.

There are no further increases applicable to this determination.

**RECOGNIZED HOLIDAYS:** Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

**TRAVEL AND/OR SUBSISTENCE PAYMENT:** In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.



## HOLIDAY PROVISIONS

FOR

**BRICKLAYER, BLOCKLAYER:  
BRICKLAYER, BLOCKLAYER, STONEMASON**

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,  
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.

**RECEIVED 18-3-4**

*By Office of the Director - Research Unit at 8:12 am, Mar 02, 2015*

AGREEMENT

MAY 1, 2014 THROUGH APRIL 30, 2019

BY AND BETWEEN

BRICKLAYERS LOCAL UNION #3  
OF CALIFORNIA, IUBAC, AFL-CIO  
10806 Bigge Street  
San Leandro, CA 94577  
(510) 632-8781

AND

NORTHERN CALIFORNIA MASON CONTRACTORS MULTI-EMPLOYER  
BARGAINING ASSOCIATION  
2882 Grove Way, Castro Valley, CA 94546  
(510) 581-2776

**Section 6. HOLIDAY PAY**

- A. The recognized holidays are New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, the day after Thanksgiving and Christmas Day. Should the holiday fall on a Saturday, the Friday immediately prior shall be construed as the holiday. Should the holiday fall on a Sunday, the following Monday will be observed. Martin Luther King Day may be recognized on a voluntary basis by the craftworkers, it will become a recognized holiday if the five Basic Trades add it.
  
- B. Both parties recognize that the State and Federal Government have designated days for observance of the listed holidays different from those dates that holidays have been traditionally observed. Both parties agree to observe the listed holidays on the date designated by the State and Federal Government.



## SCOPE OF WORK PROVISIONS

FOR

**BRICKLAYER, BLOCKLAYER:  
BRICKLAYER, BLOCKLAYER, STONEMASON**

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,  
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#### **Section 4. TRADES JURISDICTION**

- A. This Agreement covers the work performed by the Bricklayer, Stonemason, Concrete Blocklayer, and Cleaner, or any work within the scope of brick masonry, stone masonry, block masonry, or refractory and acid resistant masonry whether performed at the jobsite or prefabricated on or off the jobsite.
- B. The trade jurisdiction of this Agreement shall include all forms of construction, maintenance, repair and renovation utilizing natural or artificial brick, stone, concrete block, concrete panels, exterior marble, pre-cast masonry, terra cotta, glass block, cork, dry stack block, unit pavers, refractory materials, the installation of all forms and types of masonry panels including on site fabrication, all washing down, cleaning, water blasting or sand blasting of brick or stone work, all integral elements of masonry construction and all forms of substitute materials or building systems
- C. The removal, replacement, repair, or in-place restoration of all materials listed above.

- D. The maintenance and repair of existing structures performed in the refractory industry, i.e. existing stacks, furnaces, glass tanks, boilers in refineries, ships, industrial plants and cement plants.
- E. All welding of pre-cast panels, concrete, exterior marble, granite, limestone, or other masonry materials, or masonry materials encased in metal frames, whether or not pre-assembled shall be installed by members of the International Union of Bricklayers and Allied Craftworkers..
- F. The installation, removal, setting and restoration of brick, cement block, concrete masonry units and all artificial stone or natural stone, brick paving, dry stack retaining walls and all prefabricated slabs regardless of size, either interior or exterior, where used for the backing up of exterior walls, the building of party walls, columns, girders, beams, floors, stairs and arches and all materials substituted for clay or natural stone products shall be within the trade jurisdiction covered by this Agreement.
- G. The cutting, setting, pointing of all concrete pre-fabricated slabs regardless of size shall be within the trade jurisdiction covered by this Agreement.
- H. All reinforcing steel placed in masonry construction such as brick, block, stone, refractory anchoring systems and fireproofing material for furnaces, heaters, boilers, stacks, ducts and structures including beams, columns and vessel skirts shall be work covered by this Agreement.

J. In addition, such other construction work in this area that traditionally has been performed, as is the custom and practice, of the bricklayer, stone mason, cleaner, blocklayer, and refractory mason members of this Union.

K. It shall not be a violation of this Agreement for any employee covered hereby to refuse to pass an authorized picket line, or to refuse to work on a job site at which persons are not working under a lawful contract with this Union, Building and Construction Trades Council, or with any of the organizations or subordinate body thereof, or to refuse to handle or work on material produced or fabricated on the job by employees not under contract with a labor organization which is recognized by the International Union of Bricklayers and Allied Craftworkers.



## TRAVEL AND SUBSISTENCE PROVISIONS

FOR

**BRICKLAYER, BLOCKLAYER:  
BRICKLAYER, BLOCKLAYER, STONEMASON**

IN

ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA,  
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**ARTICLE IV**  
**TRAVEL, SUBSISTENCE, SPECIALTY PAY, SICK LEAVE AND SAN FRANCISCO**  
**FFWO**

**Section 1.** Determination of Mileage For 45 Northern California counties covered under this Agreement.

- A. For the purpose of determining travel and subsistence reimbursement, all employees required to travel more than forty (40) miles from their residence or the employer's principal place of business, whichever is closer to the job site, shall be paid travel reimbursement and subsistence as follows. Mileage to be determined by the California State Automobile Association.
- B. The Employer's principal place of business is the city or town recognized as such by the California State Contractors' Licensing Board. The employer's principal place of business must be a bona fide place of business, which is permanent. Temporary offices or other places of business established at or near the job site after the bid opening date shall not be recognized as principal places of business for purposes of this Article.
- C. Any individual Employer who has no principal place of business within the area covered by this Agreement shall use the employee's residence in place of the employer's principal place of business for the purposes of this Article.
- D. Effective retroactive to February 5, 2007, the Union hereby waives the benefit of San Francisco's paid sick leave ordinance, codified as Chapter 12W of the San Francisco Administrative Code. The Union also agrees to waive the benefit of any other paid sick leave statute or ordinance enacted by the State of California or any local governmental entity that may be lawfully waived by a collective bargaining representative.

- E. Effective retroactive to February 14, 2014, the Union hereby waives the benefit of San Francisco's Family Friendly Workplace Ordinance (FFWO), codified as Chapter 12Z of the San Francisco Administrative Code.

**Section 2. TRAVEL and SUBSISTENCE**

**A. Travel Reimbursement shall not exceed the following:**

Less than 40 miles	Free zone
41 to 50 miles	\$16.00 per day
51 to 60 miles	\$20.00 per day
61 to 70 miles	\$24.00 per day
71 to 80 miles	\$28.00 per day
Over 80 miles	Subsistence

The travel reimbursement shall increase \$4.00 for each zone (excluding the less than 40 mile free zone) at such time, on or after May 1, 2011, that the California State average price per gallon of regular gasoline is \$5.00 or more as established by the most current data published by the Energy Information Administration ([www.eia.doe.gov/](http://www.eia.doe.gov/)).

**B. Subsistence expense reimbursement shall be actual expense not to exceed the following:**

On all jobs of over 80 miles the employee shall receive a subsistence allowance of up to eighty-five dollars (\$85.00) per day for each day worked. When an employee is entitled to subsistence and cannot work because of inclement weather, job shut down or act of God, the employee shall be entitled to subsistence. When subsistence applies, employees traveling from their residence or the employer's principal place of business, whichever is closer to the job site, located outside the 80 miles distance, and are not entitled to subsistence payment for reason of failure to produce expense receipts, that employee shall be paid mileage, not to exceed \$85.00 per day, calculated at the current published IRS rate on the day of travel involved as published at [www.irs.gov](http://www.irs.gov) per mile one way, and bridge tolls, for each day said employee is required to report to the job site and does not receive subsistence reimbursement. The employer, at his option, may provide covered transportation in lieu of payment of transportation or bridge tolls as heretofore set forth.

All subsistence for room and board shall be reimbursed as per receipts produced by the employee not to exceed eighty-five (\$85.00) dollars per day. Travel expense and subsistence shall be paid where applicable for each day worked or part of a day worked and shall not be prorated.

**Section 3. EMPLOYEE'S SPECIALTY PAY**

- H. Employees must be paid for going from one job to another during working hours and must not use any of their lunch period in making such change.
- I. Parking will be paid as follows on all job sites where free off-street parking is not available and/or where parking meters are in effect. The employee shall be paid his actual parking expenses. Employees must be prudent in selecting the least expensive parking facility within three (3) blocks of the job site. The employee must provide valid parking receipts. Bridge tolls will be payable to the employee upon presentation of receipts. BART/public transportation reimbursement will be paid per receipt in lieu of parking unless free parking is provided and available.



## SHIFT PROVISIONS

FOR

**BRICKLAYER, BLOCKLAYER:**  
**BRICKLAYER, BLOCKLAYER, STONEMASON**

IN

ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA,  
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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.

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## Section 5. SHIFT PAY

- A. SHIFT WORK: The first eight (8) hours worked on any shift shall constitute a day's work. Each shift shall include thirty (30) minutes for lunch. The rate of wages for employees shall be as set forth in Appendix A of this Agreement. All shifts worked outside of regular work day hours, as defined in Article II, Section 1A -- Hours, shall receive shift pay in addition to, where applicable, overtime pay based on the shift rate of pay.
- a) When three (3) - eight (8) hour shifts per day are worked the day shift will commence between 6:00 AM and 8:00 AM, as designated by the customer, to avoid conflicts with other crafts, and terminate between 2:00 PM and 4:00 PM, (i.e. 8 hours after starting). Swing shift will commence between 2:00 PM and 4:00 PM and terminate between 10:00 PM and midnight, as determined by the start of the day shift.

- Graveyard shift will commence between 10:00 PM and midnight and terminate between 6:00 AM and 8:00 AM, as determined by the start of the day shift.
- b) When two (2) - ten (10) hour shifts per day are worked, the day shift shall commence between 6:00 AM and 8:00 AM and terminate between 4:00 PM and 6:00 PM. The swing shift shall commence between 4:00 PM and 8:00 PM and terminate between 2:00 AM and 6:00 AM. The first eight (8) hours in either shift will be at straight time and the last two (2) hours at time and one-half the total taxable hourly wage rate or double the total taxable hourly wage rate as specified in Article II Section 4.
  - c) When two (2) - twelve (12) hour shifts per day are worked, the first ten (10) hours will be paid in accordance with Article II Section 4 above and last two (2) hours will be paid at double the total taxable hourly wage rate.
  - d) Shift work at straight time will commence at midnight Sunday and terminate at midnight Friday. All work from midnight Friday to midnight Saturday shall be paid at a rate of time and one-half the total taxable hourly wage rate. All work from midnight Saturday to midnight Sunday, or on Holidays shall be paid at a rate of double the total taxable hourly wage rate.
  - e) SHIFT DIFFERENTIAL: Day shift shall receive the total taxable hourly wage rate; swing shift shall receive 10% above the total taxable hourly rate and the graveyard shift shall receive 15% above the total taxable hourly wage rate.
  - f) All shifts less than twelve (12) hours will be provided a thirty (30) minute lunch break. For swing shift and graveyard shifts only, the lunch break will be at the employer's expense. All employees shall be allowed ten (10) minutes to clean up before quitting time.
  - g) In no case shall an employee work more than one shift in any one calendar day and each shift shall have its separate foreman, as required.
  - h) The employer is to provide a meal, if practical or one-half (½) hour pay on any "unscheduled" overtime over nine and one half (9½) hours. Time for this meal will be provided by the Employer.
  - i) When an employee is required to work twelve (12) hours, the Employer will provide two (2) thirty minute (30) lunch breaks and breaks per state law on the Employer's time.