



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, TULARE,
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 2nd or 3rd 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

B.A.C. LOCAL No. 3, CALIFORNIA

AFL-CIO

Bricklayers and Allied Craftworkers

8400 Enterprise Way, Room 103

Oakland, CA 94621

Phone: (510) 632-8781 Fax: (510) 632-8261

www.besthandsinthebusiness.com

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Department of Industrial Relations

DEC 29 2015

Office of the Director-Research

MEMORANDUM OF AGREEMENT

This Agreement is made and entered into this 1st day of February, 2016, by and between the Bricklayers and Allied Craftworkers, Local 3 California, and the Terrazzo and Mosaic Association of Northern California, which are parties to the Collective Bargaining Agreement for Terrazzo Mechanics and Terrazzo Finishers for the term of July 1, 2014 to June 30, 2019.

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18-3-3

By Office of the Director - Research Unit at 3:29 pm, Jul 09, 2014

MEMORANDUM OF AGREEMENT

This Agreement is made and entered into this 1st day of July, 2014, by and between the Bricklayers and Allied Craftworkers, Local 3 California, and the Terrazzo and Mosaic Association of Northern California, which are parties to the Collective Bargaining Agreement for Terrazzo Mechanics and Terrazzo Finishers for the term of July 1, 2008 to June 30, 2014.

This Agreement modifies and extends the July 1, 2008 through June 30, 2014 Agreement as follows:

18-3-3

2012 BAC 3 CA - Terrazzo
Memorandum of Agreement

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JUN 18 2012

**MEMORANDUM OF AGREEMENT EXTENDING CURRENT
AGREEMENT**

& Research
Union's Office

This Agreement is made by and between the Terrazzo and Mosaic Association of Northern California and Bricklayers and Allied Craftworkers, Local 3 California IUBAC, which are parties to the Collective Bargaining Agreement for Terrazzo Mechanics and Terrazzo Finishers for the term of July 1, 2008 to June 30, 2013.

This Agreement modifies and extends the July 1, 2008 to June 30, 2013 Agreement as follows:

1. Extension of Agreement

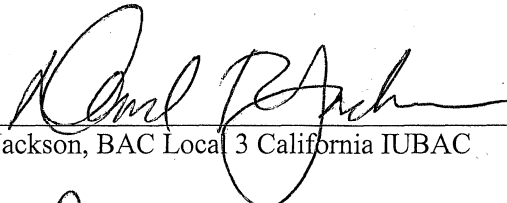
July 1, 2008 to June 30, 2013 Agreement shall be extended one year to June 30, 2014.

2012 BAC 3 CA - Terrazzo
Memorandum of Agreement

In all other respects the agreement remains the same without any changes.

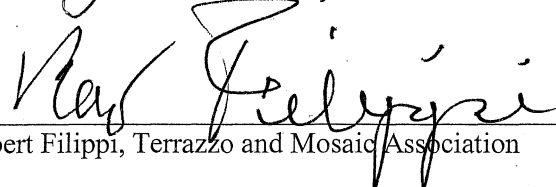
These changes shall be effective July 1, 2012

DATED: June 18, 2012



Dave Jackson, BAC Local 3 California IUBAC

Date: June 18, 2012



Robert Filippi, Terrazzo and Mosaic Association

Date: June 18-2012

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

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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.