

DEPARTMENT OF INDUSTRIAL RELATIONS  
Office of the Director – Research Unit  
455 Golden Gate Avenue, 9<sup>th</sup> Floor  
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## SHIFT PROVISION

FOR

FIELD SURVEYOR: CHIEF OF PARTY  
INSTRUMENTMAN  
CHAINMAN/RODMAN

IN

ALAMEDA, BUTTE, COLUSA, CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO,  
HUMBOLDT, MADERA, MARIN, MARIPOSA, MERCED, MONTEREY, NAPA, NEVADA,  
PLACER, SACRAMENTO, SAN BENITO, SAN FRANCISCO, SAN JOAQUIN, SAN  
MATEO, SANTA CLARA, SANTA CRUZ, SHASTA, SISKIYOU, SOLANO, SONOMA,  
STANISLAUS, SUTTER, 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.

**2018-2021**

**MASTER AGREEMENT**

**FOR**

**TECHNICAL ENGINEERS AND GENERAL SURVEYING**

**FOR**

**NORTHERN CALIFORNIA AND NORTHERN NEVADA**

**BETWEEN**

**OPERATING ENGINEERS LOCAL UNION NO. 3 OF THE  
INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO**

**And**

**CALIFORNIA & NEVADA CIVIL ENGINEERS AND LAND SURVEYORS ASSOCIATION, INC.**



**RECEIVED**

*By Office of the Director - Research Unit at 3:41 pm, Jan 31, 2018*

**04.03.01** *Night Shift.* Seven (7) consecutive hours of work (exclusive of meal period) shall constitute a regular workday, and five (5) regular workdays, starting at 5:00 p.m. Sunday and ending 7:00 a.m. Friday, a regular workweek.

**04.03.02** *Night Shift Report Pay.* For reporting and the first four (4) hours of work an Employee shall be paid for five (5) hours at his regular straight-time rate.

**04.03.03** *Night Shift Pay.* When work is performed on a night shift, an Employee assigned to work such night shifts shall be paid twelve and one-half percent (12-1/2%) differential in addition to his/her regular pay. Night shift rates shall be applicable to all shifts starting between 4:00 p.m. and 4:00 a.m.

**04.03.04** *Consecutive Hours Work.* The hours of work shall be consecutive, except for a one-half (½) hour meal period.

**04.03.05** *Shift Starting Times.* The regular starting time of the shifts shall be established by the mutual written consent of the Individual Employer, the Employees and the Union's Business Agent, such consent not to be unreasonably withheld.

**04.05.00** *One Shift Per Day.* Except in emergency, no Employee shall work more than one (1) shift at straight time in any consecutive twenty-four (24) hours. No arrangement of shifts shall be permitted that prevents any Employee from securing eight (8) consecutive hours of rest in any consecutive twenty-four (24) hours.