

DEPARTMENT OF INDUSTRIAL RELATIONS

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## **SHIFT PROVISIONS**

**FOR**

**PLASTERER**

**IN**

**ALAMEDA, CONTRA COSTA, SAN FRANCISCO,  
AND SAN MATEO 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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Department of Industrial Relations

AUG 02 2017

Office of the Director-Research

**PLASTERERS**

**MASTER AGREEMENT**

*Between*

**THE WALL AND CEILING ALLIANCE**

*and*

**GOLDEN GATE LODGE**

**OF**

**PLASTERERS' AND SHOPHANDS'**

**LOCAL UNION NO. 66**

**O. P. & C. M. I. A.**

**39 South Linden Ave**

**South San Francisco, CA 94080**

**650-872-8922**

**Effective:**

**July 1, 2017 - June 30, 2021**

## **ARTICLE X SHIFT WORK**

**Section 1.** On jobs impossible to plaster during the regular work day, shift work will be permitted. Shift work can only be established upon prior notice from the Individual Employer to the Union. No shift work shall be established or started for less than three (3) consecutive work days.

**Section 2.** When two (2) or three (3) shifts are worked, the regular shifts shall be as follows:

(a) The first shift (day shift) shall begin at 7:00 a.m. or 8:00 a.m. Employees on the day shift shall receive eight (8) hours' pay at the regular hourly rate for eight (8) hours' work.

(b) The second shift (swing shift) shall be worked between the hours of 3:30 p.m. and 12:30 a.m. Employees on the "swing shift" shall receive eight (8) hours' pay at the regular hourly rate plus one dollar (\$1.00) per hour for seven (7) hours' work.

(c) The third shift (graveyard shift) shall be worked between the hours of 12:30 a.m. and 8:00 a.m. Employees on the "graveyard shift" shall receive eight (8) hours' pay at the regular hourly rate plus two dollars (\$2.00) per hour for seven (7) hours' work.

**Section 3.** A lunch period of thirty (30) minutes shall be allowed on each shift. One ten (10) minute coffee break or rest period shall be allowed for every four (4) hours, or major portion thereof, worked.

**Section 4.** There shall be no requirement for a day shift when either the second or third shift is worked.

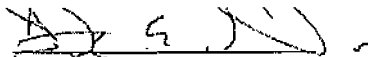
**Section 5.** The first two (2) hours worked after the regular swing shift or regular graveyard shift set forth above shall be paid at one and one-half times the regular shift hourly rate. All other time worked in excess of the regular swing shift or the regular graveyard shift shall be paid at double the regular shift hourly rate.

Shift Work On jobs impossible to plaster during the regular workday, shift work will be permitted. When so elected by the Union and Contractor, multiple shifts for at least three (3) days duration may be worked. When two (2) or three (3) shifts are worked.

- a) The first shift (day shift) shall begin at 7:00 AM or 8:00 AM. Employees on the "Day Shift" shall receive eight (8) hours pay at the regular hourly rate for eight (8) hours work.
- b) The second shift (swing shift) shall be worked between the hours of 3:30 PM and 12:30 AM. Workmen on the "Swing Shift" shall receive eight (8) hours pay at the regular hourly rate plus \$1.00 per hour for seven (7) hours work.
- c) The third shift (graveyard shift) shall be worked between the hours of 12:30 AM and 8:00 AM. Workmen on the "graveyard shift" shall receive eight (8) hours' pay at the regular hourly rate plus \$2.00 per hour for seven (7) hours work.
- d) A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1-1/2) time the "shift" hourly rate. Coffee break will remain the same.

There shall be no pyramiding of overtime rates and double the straight-time rate shall be the maximum compensation for any hour worked. There shall be no requirement for a day shift when either the second or third shift is worked.

  
Chester Murphy, Business Manager, Plasterers Local 66

  
Frank Nunes, CEO, Wall and Ceiling Alliance