

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS  
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1  
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**Craft: TUNNEL/UNDERGROUND (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)#**

**Determination:**

NC-23-63-1-2026-2C

**Issue Date:**

August 22, 2026

**Expiration date of determination:**

June 27, 2027\*\* 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.

**Localities:**

All localities within 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.

**AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties. (Portions of counties falling in each area detailed in the Operating Engineer (Heavy and Highway Work) determination)

**Wages and Employer Payments (Area 1):**

| Classification<br>(Journey person)<br><br>Classification Group <sup>a</sup> | Basic<br>Hourly<br>Rate | Health<br>and<br>Welfare | Pension | Vacation<br>and<br>Holiday <sup>b</sup> | Training | Other  | Hours <sup>c</sup> | Total<br>Hourly<br>Rate | Daily/<br>Saturday<br>Overtime<br>Hourly Rate<br>(1½ x) <sup>d</sup> | Sunday/<br>Holiday<br>Overtime<br>Hourly Rate<br>(2 x) |
|-----------------------------------------------------------------------------|-------------------------|--------------------------|---------|-----------------------------------------|----------|--------|--------------------|-------------------------|----------------------------------------------------------------------|--------------------------------------------------------|
| <b>Underground Rate</b> Group 1-A                                           | \$68.84                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$105.13                | \$139.55                                                             | \$173.97                                               |
| <b>Underground Rate</b> Group 1                                             | \$66.37                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$102.66                | \$135.85                                                             | \$169.03                                               |
| <b>Underground Rate</b> Group 2                                             | \$65.11                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$101.40                | \$133.96                                                             | \$166.51                                               |
| <b>Underground Rate</b> Group 3                                             | \$63.78                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$100.07                | \$131.96                                                             | \$163.85                                               |
| <b>Underground Rate</b> Group 4                                             | \$62.64                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$98.93                 | \$130.25                                                             | \$161.57                                               |
| <b>Underground Rate</b> Group 5                                             | \$61.50                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$97.79                 | \$128.54                                                             | \$159.29                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 1-A                                 | \$68.94                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$105.23                | \$139.70                                                             | \$174.17                                               |

| Classification<br>(Journey person)<br><br>Classification Group <sup>a</sup> | Basic<br>Hourly<br>Rate | Health<br>and<br>Welfare | Pension | Vacation<br>and<br>Holiday <sup>b</sup> | Training | Other  | Hours <sup>c</sup> | Total<br>Hourly<br>Rate | Daily/<br>Saturday<br>Overtime<br>Hourly Rate<br>(1½ x) <sup>d</sup> | Sunday/<br>Holiday<br>Overtime<br>Hourly Rate<br>(2 x) |
|-----------------------------------------------------------------------------|-------------------------|--------------------------|---------|-----------------------------------------|----------|--------|--------------------|-------------------------|----------------------------------------------------------------------|--------------------------------------------------------|
| <b>Shafts Stopes &amp; Raises</b> Group 1                                   | \$66.47                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$102.76                | \$136.00                                                             | \$169.23                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 2                                   | \$65.21                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$101.50                | \$134.11                                                             | \$166.71                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 3                                   | \$63.88                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$100.17                | \$132.11                                                             | \$164.05                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 4                                   | \$62.74                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$99.03                 | \$130.40                                                             | \$161.77                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 5                                   | \$61.60                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$97.89                 | \$128.69                                                             | \$159.49                                               |

**AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties. (Portions of counties falling in each area detailed in the Operating Engineer (Heavy and Highway Work) determination).

#### Wages and Employer Payments (Area 2):

| Classification<br>(Journey person)<br><br>Classification Group <sup>a</sup> | Basic<br>Hourly<br>Rate | Health<br>and<br>Welfare | Pension | Vacation<br>and<br>Holiday <sup>b</sup> | Training | Other  | Hours <sup>c</sup> | Total<br>Hourly<br>Rate | Daily/<br>Saturday<br>Overtime<br>Hourly Rate<br>(1½ x) <sup>d</sup> | Sunday/<br>Holiday<br>Overtime<br>Hourly Rate<br>(2 x) |
|-----------------------------------------------------------------------------|-------------------------|--------------------------|---------|-----------------------------------------|----------|--------|--------------------|-------------------------|----------------------------------------------------------------------|--------------------------------------------------------|
| <b>Underground Rate</b> Group 1-A                                           | \$70.84                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$107.13                | \$142.55                                                             | \$177.97                                               |
| <b>Underground Rate</b> Group 1                                             | \$68.37                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$104.66                | \$138.85                                                             | \$173.03                                               |
| <b>Underground Rate</b> Group 2                                             | \$67.11                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$103.40                | \$136.96                                                             | \$170.51                                               |
| <b>Underground Rate</b> Group 3                                             | \$65.78                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$102.07                | \$134.96                                                             | \$167.85                                               |
| <b>Underground Rate</b> Group 4                                             | \$64.64                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$100.93                | \$133.25                                                             | \$165.57                                               |
| <b>Underground Rate</b> Group 5                                             | \$63.50                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$99.79                 | \$131.54                                                             | \$163.29                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 1-A                                 | \$70.94                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$107.23                | \$142.70                                                             | \$178.17                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 1                                   | \$68.47                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$104.76                | \$139.00                                                             | \$173.23                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 2                                   | \$67.21                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$103.50                | \$137.11                                                             | \$170.71                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 3                                   | \$65.88                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$102.17                | \$135.11                                                             | \$168.05                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 4                                   | \$64.74                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$101.03                | \$133.40                                                             | \$165.77                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 5                                   | \$63.60                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8                  | \$99.89                 | \$131.69                                                             | \$163.49                                               |

## **CLASSIFICATIONS**

### **GROUP 1-A**

Tunnel Bore Machine Operator - 20 feet in diameter or more

### **GROUP 1**

Heading Shield Operator

Heavy Duty Repairman/Welder

Mucking Machine

Raised Bore Operator

Tunnel Mole Bore Operator

Tunnel Boring Machine Operator 10 ft up to 20 ft

### **GROUP 2**

Combination Slusher and Motor Operator

Concrete Pump or Pumpcrete Guns

Power Jumbo Operator

### **GROUP 3**

Drill Doctor

Mine or Shaft Hoist

### **GROUP 4**

Combination Slurry Mixer Cleaner

Grouting Machine Operator

Motorman

### **GROUP 5**

Bit Sharpener

Brakeman

Combination Mixer and Compressor (Guniting)

Compressor Operator

Assistant to Engineer

Pump Operator

Slusher Operator

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PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1  
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**Craft: TUNNEL/UNDERGROUND (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK#  
(SPECIAL SINGLE AND SECOND SHIFT)**

**Determination:**  
NC-23-63-1-2026-2C

**Issue Date:**  
August 22, 2026

**Expiration date of determination:**  
June 27, 2027\*\* 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.

**Localities:**  
All localities within 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.

**AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties. (Portions of counties falling in each area detailed in the Operating Engineer (Heavy and Highway Work) determination)

**Wages and Employer Payments (Area 1):**

| Classification<br>(Journeyman)<br>(Special Single and Second Shift)<br>Classification Group <sup>a</sup> | Basic<br>Hourly<br>Rate | Health<br>and<br>Welfare | Pension | Vacation<br>and<br>Holiday <sup>b</sup> | Training | Other  | Hours | Total<br>Hourly<br>Rate | Daily/<br>Saturday<br>Overtime<br>Hourly Rate<br>(1½ x) <sup>d</sup> | Sunday/<br>Holiday<br>Overtime<br>Hourly Rate<br>(2 x) |
|----------------------------------------------------------------------------------------------------------|-------------------------|--------------------------|---------|-----------------------------------------|----------|--------|-------|-------------------------|----------------------------------------------------------------------|--------------------------------------------------------|
| <b>Underground Rate</b> Group 1-A                                                                        | \$75.84                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$112.13                | \$150.05                                                             | \$187.97                                               |
| <b>Underground Rate</b> Group 1                                                                          | \$73.37                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$109.66                | \$146.35                                                             | \$183.03                                               |
| <b>Underground Rate</b> Group 2                                                                          | \$72.11                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$108.40                | \$144.46                                                             | \$180.51                                               |
| <b>Underground Rate</b> Group 3                                                                          | \$70.78                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$107.07                | \$142.46                                                             | \$177.85                                               |
| <b>Underground Rate</b> Group 4                                                                          | \$69.64                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$105.93                | \$140.75                                                             | \$175.57                                               |

| Classification<br>(Journey person)<br>(Special Single and Second Shift)<br>Classification Group <sup>a</sup> | Basic<br>Hourly<br>Rate | Health<br>and<br>Welfare | Pension | Vacation<br>and<br>Holiday <sup>b</sup> | Training | Other  | Hours | Total<br>Hourly<br>Rate | Daily/<br>Saturday<br>Overtime<br>Hourly Rate<br>(1½ x) <sup>d</sup> | Sunday/<br>Holiday<br>Overtime<br>Hourly Rate<br>(2 x) |
|--------------------------------------------------------------------------------------------------------------|-------------------------|--------------------------|---------|-----------------------------------------|----------|--------|-------|-------------------------|----------------------------------------------------------------------|--------------------------------------------------------|
| <b>Underground Rate</b> Group 5                                                                              | \$68.50                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$104.79                | \$139.04                                                             | \$173.29                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 1-A                                                                  | \$75.94                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$112.23                | \$150.20                                                             | \$188.17                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 1                                                                    | \$73.47                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$109.76                | \$146.50                                                             | \$183.23                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 2                                                                    | \$72.21                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$108.50                | \$144.61                                                             | \$180.71                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 3                                                                    | \$70.88                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$107.17                | \$142.61                                                             | \$178.05                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 4                                                                    | \$69.74                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$106.03                | \$140.90                                                             | \$175.77                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 5                                                                    | \$68.60                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$104.89                | \$139.19                                                             | \$173.49                                               |

**AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties.  
(Portions of counties falling in each area detailed in the Operating Engineer (Heavy and Highway Work) determination)

### Wages and Employer Payments (Area 2):

| Classification<br>(Journey person)<br>(Special Single and Second Shift)<br>Classification Group <sup>a</sup> | Basic<br>Hourly<br>Rate | Health<br>and<br>Welfare | Pension | Vacation<br>and<br>Holiday <sup>b</sup> | Training | Other  | Hours | Total<br>Hourly<br>Rate | Daily/<br>Saturday<br>Overtime<br>Hourly Rate<br>(1½ x) <sup>d</sup> | Sunday/<br>Holiday<br>Overtime<br>Hourly Rate<br>(2 x) |
|--------------------------------------------------------------------------------------------------------------|-------------------------|--------------------------|---------|-----------------------------------------|----------|--------|-------|-------------------------|----------------------------------------------------------------------|--------------------------------------------------------|
| <b>Underground Rate</b> Group 1-A                                                                            | \$77.84                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$114.13                | \$153.05                                                             | \$191.97                                               |
| <b>Underground Rate</b> Group 1                                                                              | \$75.37                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$111.66                | \$149.35                                                             | \$187.03                                               |
| <b>Underground Rate</b> Group 2                                                                              | \$74.11                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$110.40                | \$147.46                                                             | \$184.51                                               |
| <b>Underground Rate</b> Group 3                                                                              | \$72.78                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$109.07                | \$145.46                                                             | \$181.85                                               |
| <b>Underground Rate</b> Group 4                                                                              | \$71.64                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$107.93                | \$143.75                                                             | \$179.57                                               |
| <b>Underground Rate</b> Group 5                                                                              | \$70.50                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$106.79                | \$142.04                                                             | \$177.29                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 1-A                                                                  | \$77.94                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$114.23                | \$153.20                                                             | \$192.17                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 1                                                                    | \$75.47                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$111.76                | \$149.50                                                             | \$187.23                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 2                                                                    | \$74.21                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$110.50                | \$147.61                                                             | \$184.71                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 3                                                                    | \$72.88                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$109.17                | \$145.61                                                             | \$182.05                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 4                                                                    | \$71.74                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$108.03                | \$143.90                                                             | \$179.77                                               |
| <b>Shafts Stopes &amp; Raises</b> Group 5                                                                    | \$70.60                 | \$13.88                  | \$13.28 | \$6.19                                  | \$1.31   | \$1.63 | 8     | \$106.89                | \$142.19                                                             | \$177.49                                               |

**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 [Director's General Prevailing Wage Determinations Website](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm) (<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>). 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 [Director's General Prevailing Wage Determinations Website](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm) (<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>). 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.

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# Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

<sup>a</sup> For classifications within each group, see page 3.

<sup>b</sup> Includes an amount for supplemental dues.

<sup>c</sup> When three shifts are employed for five (5) or more consecutive days, seven and one-half (7½) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

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