

SHIFT PROVISIONS

CRAFT/CLASSIFICATION

Painter: Taper

ID

200-X-15

LOCALITY

Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado (Portion of the county lying outside the Tahoe Basin Watershed), Fresno, Glenn, Humboldt, Kings, Lake, Lassen (Portion of the county lying outside the Tahoe Basin Watershed), Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada (Portion of the county lying outside the Tahoe Basin Watershed), Placer (Portion of the county lying outside the Tahoe Basin Watershed), Plumas (Portion of the county lying outside the Tahoe Basin Watershed), Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra (Portion of the county lying outside the Tahoe Basin Watershed), 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.

SHIFT

Section 10. Shift Work:

Shift Work is work performed outside the regular work day, Monday (12:01 am) through Friday (11:59 pm). When the Employer assigns employees to work any portion of their day outside the Regular Work Day, the employees shall be paid twenty percent (20%) above their Taxable Net Wage for all such hours worked outside the Regular Work Day. No Shift Work shall be established or started for less than five (5) consecutive workdays. For such Shift Work, Employers must obtain a permit from the Local Union in the area where the work is being performed. Overtime rates shall be paid for all hours worked outside the normal work day if no Shift Work permit has been issued.