

SHIFT PROVISIONS

CRAFT/CLASSIFICATION

Plumber: Plumber, Industrial and General Pipefitter; Landscape/Irrigation Fitter and Tradesman; Sewer and Storm Drain Pipelayer; Sewer and Storm Drain Pipe Tradesman

LOCALITY

Imperial, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura Counties

CRAFT/CLASSIFICATION

Service & Repair (Plumber/HVAC-Fitter)

LOCALITY

Imperial, Riverside, San Bernardino and San Diego

CRAFT/CLASSIFICATION

Service and Repair

LOCALITY

San Luis Obispo, Santa Barbara and Ventura Counties

CRAFT/CLASSIFICATION

Plumber, Industrial and General Pipefitter; Landscape/Irrigation Fitter and Tradesman; Refrigeration Fitter Service/Repair

LOCALITY

Inyo, Kern and Mono Counties

ID

204-X-6

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.

SHIFTS

4.1.1 WORK DAY AND WEEK. The work days shall be eight (8) consecutive hours, exclusive of lunch period, between 4:00 A.M. and 4:30 P.M. Forty (40) hours, Monday 4:00 A.M. through Friday, 4:30 P.M., shall constitute a scheduled work week. The starting time shall be changed only to meet a bona fide job requirement. Written notification to the Business Manager having jurisdiction of a job starting outside the normal business hours-i.e. implementation of a bona fide job requirement. One single shift may be established outside of regular scheduled workday hours and paid at straight time. For purposes of this single shift, assignment of an employee to accept jobsite deliveries during regular scheduled workday hours shall not constitute a shift. Starting times shall not be staggered. Work performed outside of a regular workday (4:00 a.m. to 4:30 p.m.) shall be paid at the appropriate overtime rate with the exception of the special allowances of a bona fide job requirement as stated in this section.

4.4 SHIFT WORK

4.4.1 Where the nature of the work requires the working of employees covered by this Agreement on a shift basis, the shift arrangements shall be as follows:

4.4.1.1 Multiple Shifts. Multiple Shifts may be established at the option of the Employer, but when performed it must continue for a period of not less than five (5) consecutive work days. Saturday and Sunday, if worked, can be used for establishing the five (5) day minimum shift work period. The straight time work week shall be considered to start with the day shift on Monday and end with the conclusion of the second and third shift on the fifth day.

4.4.1.2 The first or day shift shall work on a regular eight (8) hour shift as outlined in Section 4, Paragraph 4.1.1 of this Agreement. If two (2) shifts are worked, the second shift shall be eight (8) hours for which each employee shall receive pay for the hours worked, plus fifteen percent (15%). Work in excess of eight (8) hours per shift shall be paid at overtime rates. In computing overtime pay the shift rate shall be the base rate.

4.4.1.3 If three (3) shifts are worked, the third shift shall be eight (8) hours for which each employee shall receive pay for the hours worked, plus twenty percent (20%). Work in excess of eight (8) hours shall be paid overtime rates. In computing overtime pay, the shift rate shall be the base rate.