

SHIFT PROVISIONS

CRAFT/CLASSIFICATION

Plumber: Plumber, Steamfitter Second and Third Shift; Plumber (For Total Plumbing Jobs \$150,000 or Under) Second and Third Shift

ID

204-447-3

LOCALITY

All localities within Amador (Portions North of Sutter Creek), El Dorado (Portions Lying Outside of Tahoe Basin Area), Nevada (Portion Lying Outside the Tahoe Basin), Placer (Portion Lying Outside the Tahoe Basin), Sacramento, and Yolo 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.

SHIFTS

ARTICLE XVII

WORKING CONDITIONS

SECTION 1. Eight (8) consecutive hours between 7:00 a.m. and 4:30 p.m. shall constitute a day's work, with a lunch period of one-half hour after completion of the first four hours of the work day. The foregoing starting time and lunch period may be changed when mutually agreed to between the Employer and the representative of the Local Union but shall remain compliant with state labor laws with respect to rest breaks.

SECTION 5. SHIFTS. Shift work may be performed at the option of the Employer. The day shift shall work a regular eight (8) hour shift as outlined in foregoing Section 1 of this Article XVII. However, at the option of Local Union No. 447, the day shift may be omitted to address specific conditions. Employees working the second and third shift shall receive pay for actual hours worked. The hourly rate for employees on the second and third shift shall be fifteen percent (15%) over and above the basic hourly rate.