

**PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL  
RELATIONS PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1,  
ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

**CRAFT: RESIDENTIAL CARPENTER#**

**RESIDENTIAL DETERMINATION:** R-23-31-1-2019-1A

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

**ISSUE DATE:** December 1, 2019

**EXPIRATION DATE:** June 30, 2020\*\*

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 at (415) 703-4774.

**LOCALITY:**

All localities within Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, and Solano Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Carpenter	\$49.90
Residential Hardwood Floorlayers	\$50.05
Residential Shinglers	\$50.05
Residential Power Saw Operators	\$50.05
Residential Steel Scaffold and Steel Shoring Erectors	\$50.05
Residential Saw Filers	\$50.05

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare	\$11.45 per hour worked

# Indicates an apprenticeable craft. To obtain current residential apprentice wage rates please fax a request to (415) 703-4771 or send to the Office of the Director – Research Unit at P.O. Box 420603, San Francisco, CA 94142-0603. To obtain any commercial and residential apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

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<b>Employer Payments</b>	<b>Amount</b>
Pension	\$10.40 per hour worked
Vacation/Dues	\$5.02 per hour worked <sup>1</sup>
Training	\$0.98 per hour worked
Other	\$2.64 per hour worked <sup>2</sup>

**PREDETERMINED INCREASE(S):**

Effective on July 1, 2020, there will be an increase of \$2.77 allocated to wages and/or fringes.

Effective on July 1, 2021, there will be an increase of \$2.87 allocated to wages and/or fringes.

Effective on July 1, 2022, there will be an increase of \$2.98 allocated to wages and/or fringes.

There are no further increases applicable to this determination.

**STRAIGHT TIME HOURS:**

Eight (8) consecutive hours per day, Monday through Friday, shall constitute a day's work. Saturday in the same workweek may be worked at a straight-time rate if a job is shut down during the normal workweek due to inclement weather.

**OVERTIME:**

One and one-half (1½x) the basic straight-time hourly rate will be paid for the first four (4) daily overtime hours, the first eight (8) hours worked on Saturday. Double (2x) the basic straight-time hourly rate will be paid for all hours worked in excess of the first four daily overtime hours and the first eight hours on Saturday and all hours worked on Sundays and Holidays. For the four designated off/holidays, one and one-half (1½x) the basic straight-time hourly rate will be paid for the first eight (8) hours worked.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day. If any of the holidays fall on Saturday, the preceding Friday shall be observed as the holiday. If any of the above holidays fall on Sunday, the Monday following shall be observed as the holiday.

The following days in 2020 will be designated off/holidays: Friday, January 17<sup>th</sup>, Friday, February 14<sup>th</sup>, Friday, May 22<sup>nd</sup>, and Friday, September 4<sup>th</sup>.

**TRAVEL AND SUBSISTENCE:**

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. Travel and/or

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<sup>1</sup> Includes an amount for work fees.

<sup>2</sup> Includes an amount for Annuity Trust Fund, Industry Promotion Fund, Contract Work Preservation, Carpenter Employers Contract Administration, Carpenters International Fund, and Vacation/Holiday/Sick Leave Admin.

*Residential Determination: R-23-31-1-2019-1A*

*Residential Carpenter*

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subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

**PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

**CRAFT: RESIDENTIAL ELECTRICIAN #**

**RESIDENTIAL DETERMINATION:** R-61-551-2-2019-1A

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

**ISSUE DATE:** December 1, 2019

**EXPIRATION DATE:** December 1, 2020\*\*

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 at (415) 703-4774.

**LOCALITY:**

All localities within Napa and Solano Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Electrician: Inside Wireman	\$33.00
Residential Electrician: Inside Wireman (Second Shift)	\$38.72
Residential Electrician: Inside Wireman (Third Shift)	\$43.37

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare:	\$11.55 per hour worked

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<b>Employer Payments</b>	<b>Amount</b>
Pension:	\$3.24 per hour worked <sup>1</sup>
Training:	\$0.85 per hour worked
Other:	\$0.64 per hour worked <sup>2</sup>

<b>Employer Payments (Second Shift)</b>	<b>Amount</b>
Health & Welfare:	\$11.55 per hour worked
Pension:	\$3.41 per hour worked <sup>1</sup>
Training:	\$0.85 per hour worked
Other:	\$0.70 per hour worked <sup>2</sup>

<b>Employer Payments (Third Shift)</b>	<b>Amount</b>
Health & Welfare:	\$11.55 per hour worked
Pension:	\$3.55 per hour worked <sup>1</sup>
Training:	\$0.85 per hour worked
Other:	\$0.74 per hour worked <sup>2</sup>

**PREDETERMINED INCREASE(S):**

Effective on December 1, 2020 there is a \$1.25 predetermined increase allocated as follows: \$1.00 to the basic hourly rate and \$0.25 to Pension.

There are no further increases applicable to this determination.

**STRAIGHT TIME HOURS:**

Eight (8) hours per day, Monday through Friday, shall constitute a day's work.<sup>3</sup>

**OVERTIME:**

One and one-half (1½x) times the basic straight time hourly rate is paid for all hours worked in excess of the eight hour workday and for all hours worked on Saturdays. Double (2x) the basic straight-time hourly rate is paid for all hours worked on Sundays and Holidays. Saturdays, Sundays and Holidays shall be paid at the non-shift rate. Workers employed on the 2nd shift shall receive eight (8) hours pay for seven and one-half (7.5) hours of work. Workers employed on the 3rd shift shall receive (8) hours pay for seven (7) hours of work.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King Jr. Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas

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<sup>1</sup> Includes an amount equal to 3% of the Basic Hourly Rate added for NEBF (National Employees Benefit Fund) which is factored at the applicable overtime multiplier, and an amount (\$2.25) for Pension.

<sup>2</sup> Amount is for LMCC (\$0.30), National LMCC (\$0.01), and CAF equal to 1% of the Basic Hourly Rate. CAF is factored at the applicable overtime multiplier.

<sup>3</sup> For 2nd Shift, 8 hours pay for 7.5 hours worked at the straight time Basic Hourly Rate. For 3rd Shift, 8 hours pay for 7 hours worked at the straight time Basic Hourly Rate.

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Day, and the weekday before or after Christmas. When Christmas day falls on a Tuesday, Wednesday, Friday, or Saturday the holiday shall be observed on the previous day (Monday, Tuesday, Thursday or Friday). When Christmas day falls on Sunday, Monday, or Thursday the holiday shall be observed on the following day (Monday, Tuesday or Friday). If any of the above holidays fall on Sunday, the Monday following shall be considered a holiday. If any of the holidays fall on Saturday the preceding Friday shall be observed as a holiday.

**TRAVEL AND SUBSISTENCE:**

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. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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**CRAFT: RESIDENTIAL PLUMBER #**

**RESIDENTIAL DETERMINATION:** R-204-343-1-2019-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

**ISSUE DATE:** December 1, 2019

**EXPIRATION DATE:** June 30, 2020\*

Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

**LOCALITY:**

All localities within Napa and Solano Counties.

**WAGE RATES:**

<b>Classification(s)</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Plumber	\$30.85 <sup>1</sup>

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Employer Payments</b>	<b>Amount</b>
Health & Welfare:	\$11.70 per hour worked

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<sup>1</sup> Includes an amount for Dues Check-off (\$1.70)

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<b>Employer Payments</b>	<b>Amount</b>
Pension:	\$7.80 per hour worked <sup>2</sup>
Training:	\$0.90 per hour worked
Other:	\$0.49 per hour worked <sup>3</sup>

**PREDETERMINED INCREASE(S):**

\* The rates are in effect throughout the duration of the project.

**STRAIGHT TIME HOURS:**

Eight (8) consecutive hours per day, forty (40) hours per week for (5) consecutive days Monday through Friday.<sup>4</sup>

**OVERTIME:**

The first two (2) overtime hours, Monday through Friday, and the first ten (10) hours worked on Saturday will be paid at one and one-half (1½x) the basic straight-time hourly rate. All other overtime hours including Sundays and mandatory Holidays will be paid at double (2x) the basic straight-time hourly rate. Work performed on optional holidays shall be paid at the straight-time rate.

**RECOGNIZED HOLIDAYS:**

2019: Dec. 25th (m) and 26th (o). 2020: Jan. 1st (m), 2nd (m), and 20th (o). Feb. 14th (o) and 17th (m). May 22nd (o) and 25th (m). July 3rd (o) and 6th (m). Sept. 4th (o) and 7th (m). Nov. 11th (o) and 26th (m) and 27th (m). Dec. 24th (o), 25th (m), and 31st (m). 2021: Jan. 1st (m) and 18th (o). Feb. 12th (o) and 15th (m). May 28th (o) and 31st (m). July 2nd (o) and 5th (m). Sept. 3rd (o) and 6th (m). Nov. 11th (o) and 25th (m) and 26th (m). Dec. 24th (o), 27th (m), and 31st (m). 2022: Jan. 3rd (m) and 17th (o). Feb. 18th (o) and 21st (m). May 27th (o) and 30th (m). July 1st (o) and 4th (m). Sept. 2nd (o) and 5th (m). Nov. 11th (o) and 24th (m) and 25th (m). Dec. 23rd (o), 26th (m), and 30th (m). 2023: Jan. 3rd (m) and 16th (o). Feb. 17th (o) and 20th (m). May 26th (o) and 29th (m). If any holiday falls on Sunday, the Monday following shall be considered a legal holiday. If any holiday falls on Saturday, the preceding Friday shall be considered a legal holiday.

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<sup>2</sup> Pursuant to labor code sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

<sup>3</sup> Amount is for Joint Labor Management (\$0.25) and Contract Administration Fund (\$0.24).

<sup>4</sup> Saturdays in the same work week may be worked at the straight-time hourly rate up to the first 8 hours if weather conditions prevent work from being performed during the regular work week. The next 2 hours worked shall be paid at 1 1/2x the straight-time hourly rate. All other time shall be paid 2x the straight-time hourly rate.

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**TRAVEL AND SUBSISTENCE:**

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. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

**PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL  
RELATIONS PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1,  
ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

**CRAFT: RESIDENTIAL PLUMBER: FIRE SPRINKLER FITTER #**

**RESIDENTIAL DETERMINATION:** R-204-483-1-2019-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

**ISSUE DATE:** December 1, 2019

**EXPIRATION DATE:** December 31, 2019\*\*

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 at (415) 703-4774.

**LOCALITY:**

All localities within Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Fire Sprinkler Fitter	\$40.32 <sup>12</sup>
Residential Fire Sprinkler Fitter Trainee 1 (0-6 Months) <sup>3</sup>	\$18.83
Residential Fire Sprinkler Fitter Trainee 2 (7-12 Months) <sup>3</sup>	\$20.71
Residential Fire Sprinkler Fitter Trainee 3 (13-18 Months) <sup>3</sup>	\$26.35 <sup>2</sup>
Residential Fire Sprinkler Fitter Trainee 4 (19-24 Months) <sup>3</sup>	\$30.11 <sup>2</sup>
Residential Fire Sprinkler Fitter Trainee 5 (25-32 Months) <sup>3</sup>	\$35.75 <sup>2</sup>

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<sup>1</sup> Includes an amount withheld for Vacation.

<sup>2</sup> Includes an amount withheld for Working Dues.

<sup>3</sup> Amount of time employed in the industry.

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**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Employer Payments: Residential Fire Sprinkler Fitter</b>	<b>Amount</b>
Health & Welfare:	\$6.60 per hour worked
Pension:	\$7.60 per hour worked
Training:	\$0.65 per hour worked
Other:	\$0.55 per hour worked

<b>Employer Payments: Residential Fire Sprinkler Fitter Trainee 1 through 5</b>	<b>Amount</b>
Health & Welfare:	\$6.10 per hour worked
Pension:	\$1.00 per hour worked
Training:	\$0.65 per hour worked
Other:	\$0.55 per hour worked

**PREDETERMINED INCREASE(S):**

Residential Fire Sprinkler Fitter:

Effective on January 1, 2020, a \$0.14 increase to Pension.

Effective August 3, 2020, an increase of \$1.75 to be allocated to wages and/or employer payments.

Effective August 2, 2021, an increase of \$1.75 to be allocated to wages and/or employer payments.

Effective August 1 2022, an increase of \$1.75 to be allocated to wages and/or employer payments.

Effective July 31, 2023, an increase of \$1.75 to be allocated to wages and/or employer payments.

There are no further increases applicable to this determination.

Residential Fire Sprinkler Fitter Trainee 1 through 5

No Predetermined Increases. Rates are in effect throughout the duration of the project.

**STRAIGHT TIME HOURS:**

Eight (8) hours per day, Monday through Friday, shall constitute a day's work.

**OVERTIME:**

One and one-half (1½x) the basic straight-time hourly rate will be paid for work performed in excess of eight (8) hours of the regular work day and over forty (40) hours during the regular work week and for all work on Saturdays. Saturday in the same work week may be worked at straight time if the job is shutdown during the normal workweek due to inclement weather. Double (2x) the basic straight-time hourly rate will be paid for all work performed on Sundays and Holidays.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King Jr. Day, Washington's Birthday (President's Day), Decoration Day (Memorial Day), Independence Day, Labor Day, Veteran's Day,

Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve. If a Holiday falls on Sunday, the Monday following the holiday will be considered the Holiday. If the Holiday falls on Saturday, the preceding Friday will be considered the Holiday. Designated days off, if worked, shall be paid at the Sunday Rate. The following days will be considered designated days off: 2020: February 14, May 22, July 3, September 4; 2021: February 12, May 28, July 2, September 3; 2022: February 18, May 27, July 1 September 2; 2023: February 17, May 26, September 1, December 22; 2024: February 16, May 24, July 5, August 30.

**TRAVEL AND SUBSISTENCE:**

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. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

**PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL  
RELATIONS PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1,  
ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

**CRAFT: RESIDENTIAL SHEET METAL WORKER#**

**RESIDENTIAL DETERMINATION:** R-166-104-1-2019-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

**ISSUE DATE:** December 1, 2019

**EXPIRATION DATE:** June 28, 2020\*\*

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 at (415) 703-4774

**LOCALITY:**

All localities within Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma and Trinity Counties.

**WAGE RATES:**

<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential Sheet Metal Worker	\$40.93 <sup>1</sup>
Residential Sheet Metal Worker (Special Shift)	\$45.84 <sup>1</sup>
Residential Sheet Metal Worker (Second Shift)	\$45.02 <sup>1</sup>
Residential Sheet Metal Worker (Third Shift)	\$47.07 <sup>1</sup>
Residential A/C Journeyman	\$32.66 <sup>1</sup>
Residential A/C Journeyman (Special Shift)	\$36.58 <sup>1</sup>
Residential A/C Journeyman (Second Shift)	\$35.93 <sup>1</sup>
Residential A/C Journeyman (Third Shift)	\$37.56 <sup>1</sup>

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<sup>1</sup> Includes amounts for Vacation/Holiday and Dues Check-Off

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<b>Classifications</b>	<b>Basic Straight-Time Hourly Rate</b>
Residential A/C Specialist	\$27.99 <sup>1</sup>
Residential A/C Specialist (Special Shift)	\$31.35 <sup>1</sup>
Residential A/C Specialist (Second Shift)	\$30.79 <sup>1</sup>
Residential A/C Specialist (Third Shift)	\$32.19 <sup>1</sup>
Residential Service Mechanic	\$34.68 <sup>1</sup>
Residential Service Mechanic (Special Shift)	\$38.84 <sup>1</sup>
Residential Service Mechanic (Second Shift)	\$38.15 <sup>1</sup>
Residential Service Mechanic (Third Shift)	\$39.88 <sup>1</sup>
Residential Service Technician	\$31.49 <sup>1</sup>
Residential Service Technician (Special Shift)	\$35.27 <sup>1</sup>
Residential Service Technician (Second Shift)	\$34.64 <sup>1</sup>
Residential Service Technician (Third Shift)	\$36.21 <sup>1</sup>

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

<b>Employer Payments: Residential Sheet Metal Worker</b>	<b>Amount</b>
Health & Welfare:	\$14.60 per hour worked
Pension:	\$21.62 per hour worked <sup>2</sup>
Training:	\$1.41 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

<b>Employer Payments: Residential A/C Journeyman</b>	<b>Amount</b>
Health & Welfare:	\$14.00 per hour worked
Pension:	\$10.02 per hour worked <sup>2</sup>
Training:	\$1.21 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

<sup>2</sup> Includes an amount for Profit Sharing Plan (\$4.55) that is factored at the applicable overtime multiplier (\$1.43 for Residential A/C Journeyman; \$0.88 for Residential A/C Specialist; \$2.50 for Residential Service Mechanic; \$1.50 for Residential Service Technician). Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

<sup>3</sup> Includes an amount for the Industry Promotion Fund (\$0.15)

(Continued)

<b>Employer Payments: Residential A/C Specialist</b>	<b>Amount</b>
Health & Welfare:	\$14.00 per hour worked
Pension:	\$4.51 per hour worked <sup>2</sup>
Training:	\$1.21 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

<b>Employer Payments: Residential Service Mechanic</b>	<b>Amount</b>
Health & Welfare:	\$14.00 per hour worked
Pension:	\$15.08 per hour worked <sup>2</sup>
Training:	\$1.23 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

<b>Employer Payments: Residential Service Technician</b>	<b>Amount</b>
Health & Welfare:	\$14.00 per hour worked
Pension:	\$9.71 per hour worked <sup>2</sup>
Training:	\$1.23 per hour worked
Other:	\$0.15 per hour worked <sup>3</sup>

**PREDETERMINED INCREASE(S):**

No Predetermined Increases. The rates in are effect throughout the duration of the project.

**STRAIGHT TIME HOURS:**

Eight (8) hours per day, Monday through Friday, shall constitute a day's work. Saturday in the same workweek may be worked at straight time if the job is shutdown during the normal workweek due to inclement weather. The Special Shift shall be 8 hours worked for 8 hours pay. The Second Shift shall be 7.5 hours worked for 8 hours of pay. The Third Shift shall be 7 hours worked for 8 hours pay.

**OVERTIME:**

The first two (2) overtime hours, Monday through Friday, and the first eight (8) hours worked on Saturday (First 7.5 hours for Second Shift, first 7 hours for Third Shift) will be paid at one and one-half (1½x) the basic straight-time hourly rate. All other overtime hours including Sundays and Holidays will be paid at double (2x) the basic straight-time hourly rate.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Day, and the day after Christmas. If any of the holidays fall on Sunday, the Monday following shall be observed as a holiday. If any of the holidays fall on Saturday,

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the Friday preceding shall be considered a holiday. When Christmas falls on Friday, Saturday, or Sunday, Friday and Monday shall be observed as holidays.

**TRAVEL AND SUBSISTENCE:**

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. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.