

**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:

Classifications	Basic Straight-Time Hourly Rate
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)

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

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 17th, Friday, February 14th, Friday, May 22nd, and Friday, September 4th.

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

¹ Includes an amount for work fees.

² 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.

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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.

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ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

CRAFT: RESIDENTIAL PLASTER TENDER #

RESIDENTIAL DETERMINATION: R-102-166-1-2019-1

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**

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 and Contra Costa Counties.

WAGE RATES:

Classifications	Basic Straight-Time Hourly Rate
Residential Plaster Tender	\$32.26

EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

Employer Payments	Amount
Health & Welfare	\$8.50 per hour worked
Pension	\$13.66 per hour worked
Vacation & Holiday	\$4.51 per hour worked ¹
Training	\$0.45 per hour worked
Other	\$0.43 per hour worked ²

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>.

¹ Includes Supplemental Dues.

² Amount is for Industry Fund.

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PREDETERMINED INCREASE(S):

Effective July 1, 2020, there will be an increase of \$2.75 allocated to wages and/or fringes.

Effective July 1, 2021, there will be an increase of \$2.75 allocated to wages and/or fringes.

Effective July 1, 2022, there will be an increase of \$2.75 allocated to wages and/or fringes.

There are no further increases applicable to this determination.

STRAIGHT TIME HOURS:

The regular workweek shall consist of eight (8) hours per day, Monday through Friday.

OVERTIME:

The first four (4) daily overtime hours worked in excess of the eight (8) hour workday and the first twelve (12) hours worked on Saturday shall be paid at one and one-half (1½x) the basic straight-time hourly rate. All other overtime is paid at double (2x) the basic straight-time hourly rate including all hours worked on Sundays and holidays.

RECOGNIZED HOLIDAYS:

New Year's Day, Labor Day, Washington's Birthday, Memorial Day, Independence Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day. If any holiday falls on a Sunday, the following Monday will be observed as the 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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ARTICLE 2, SECTIONS 1770, 1773, & 1773.1**

CRAFT: RESIDENTIAL PLASTERER #

RESIDENTIAL DETERMINATION: R-203-66-1-2019-1

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**

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, San Francisco, and San Mateo Counties.

WAGE RATES:

Classifications	Basic Straight-Time Hourly Rate
Residential Plasterer	\$41.52 ¹

EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

Employer Payments	Amount
Health & Welfare	\$13.58 per hour worked
Pension	\$15.97 per hour worked
Training	\$1.18 per hour worked
Other	\$1.20 per hour worked ²

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>.

¹ Includes amount for Vacation (\$3.50) and Dues Check-Off (\$2.43).

² Amount is for Labor-Management Cooperation Committee (\$0.70) and Industry Promotion (\$0.50).

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PREDETERMINED INCREASE(S):

Effective July 1, 2020, there will be an increase of \$2.75 allocated to wages and/or fringes.

There are no further increases applicable to this determination.

STRAIGHT TIME HOURS:

Forty (40) hours per week, Monday through Friday, shall constitute a workweek, and the regular workday shall consist of eight (8) hours. Saturday in the same workweek may be worked at straight time if the job is shutdown 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 and the first eight (8) hours worked on Saturdays. Double (2x) the basic straight-time hourly rate will be paid for all other hours worked including all hours worked on Sundays, and Holidays.

RECOGNIZED HOLIDAYS:

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day. If any of the holidays fall on Sunday, the Monday following 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.

NOTE: Plasterer operating and working behind plaster guns shall receive \$5.00 per day over the scale. Plasterers working on exterior suspended scaffold shall receive additional \$10.00 per day.

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 #

RESIDENTIAL DETERMINATION: R-204-159-1-2019-1

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 new rates after 10 days from expiration date, if no subsequent determination is issued.

LOCALITY:

All localities within Contra Costa County.

WAGE RATES:

Classifications	Basic Straight-Time Hourly Rate
Residential Plumber	\$40.22 ¹

EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

Employer Payments	Amount
Health & Welfare:	\$10.61 per hour worked
Pension:	\$5.63 per hour worked
Training:	\$0.90 per hour worked
Other:	\$0.50 per hour worked ²

PREDETERMINED INCREASE(S):

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

STRAIGHT TIME HOURS:

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

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>.

¹ Includes \$2.56 for Dues Check-Off

² Amount is for Contract Administration Fund and Joint Labor Management Trust

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OVERTIME:

One and one-half (1½x) times the basic straight-time hourly rate will be paid for the first two (2) daily overtime hours and the first ten (10) hours worked on Saturdays. Double (2x) the basic straight-time hourly rate will be paid for all other work including all work performed on Sundays and Holidays, and in excess of ten (10) hours a day, Monday through Saturday.

RECOGNIZED HOLIDAYS:

New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Friday before Labor Day, Labor Day, Veterans Day celebrated on November 11 each year¹, Thanksgiving Day, the Friday following Thanksgiving Day, the Day before Christmas Day, Christmas Day, and Day before New Year's Day. If any of the holidays fall on Sunday, the Monday following shall be considered a legal holiday. When a holiday falls on a Saturday, the Friday before shall also be considered a holiday. When a holiday falls on Thursday, the following Friday shall also be considered a holiday. All Fridays immediately prior to Monday holidays (except when Christmas Eve and New Year's Eve fall on a Monday) shall be considered holidays. (Veterans Day does not trigger additional 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.

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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:

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

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>.

¹ Includes an amount withheld for Vacation.

² Includes an amount withheld for Working Dues.

³ Amount of time employed in the industry.

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EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

Employer Payments: Residential Fire Sprinkler Fitter	Amount
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

Employer Payments: Residential Fire Sprinkler Fitter Trainee 1 through 5	Amount
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,

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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.

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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:

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

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>.

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

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

EMPLOYER PAYMENTS: (Labor Code Section 1773.1)

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

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

² 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.

³ Includes an amount for the Industry Promotion Fund (\$0.15)

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

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

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

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.