



## SHIFT PROVISIONS

FOR

Plumber:  
Refrigeration Service HVACR

In

Los Angeles, Orange,  
San Luis Obispo, Santa Barbara, and Ventura 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 2<sup>nd</sup> or 3<sup>rd</sup> 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.

**Southern California Airconditioning and  
Refrigeration Service Master Labor Agreement**

**2015 – 2019**

**March 1, 2018 Extended through August 31, 2024**

**Between**

**The Airconditioning, Refrigeration and Mechanical  
Contractors Association of Southern California  
(ARCA/MCA)**

**And**

**The Southern California Pipe Trades  
District Council 16 (DC 16)**

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Department of Industrial Relations  
AUG 01 2018  
Office of the Director-Research

**12.05. "Shift Work"** When the nature of the work requires shift work a shift shall consist of no less than three (3) consecutive working days. Shift work shall be subject to the following conditions:

1. The employee shall be notified at least twenty-four (24) hours in advance of the shift work.
2. The shift(s) shall be eight (8) consecutive hours, exclusive of lunch, between 3:30 p.m. and 7:00 a.m.
3. All shift work shall be paid at fifteen (15%) percent over the employee's regular straight time hourly rate of pay.
4. Shift work shall be subject to the applicable overtime rates. Overtime hourly wage rates shall be based upon the hourly rate provided in subparagraph 3 above.
5. Employers may schedule shift work for less than three (3) consecutive days provided upon termination of the shift, the employees are provided an eight (8) hour schedule for their next scheduled work day or pay in lieu of work.