

DEPARTMENT OF INDUSTRIAL RELATIONS  
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## SHIFT PROVISIONS

FOR

**PLUMBER:**  
PLUMBER, PIPEFITTER (2<sup>ND</sup> SHIFT)  
PLUMBER, PIPEFITTER (3<sup>RD</sup> SHIFT)

IN

DEL NORTE AND HUMBOLDT 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.

204-290-1

**Master Labor Agreement  
and Working Rules  
of the  
United Association  
Local 290**

**April 1, 2017 – March 31, 2023**

**RECEIVED**

*By Office of the Director - Research Unit at 2:43 pm, Feb 01, 2018*

#### **SECTION 10.4: Hours of Labor – Shifts.**

- a. A regular established work day on single shift operations shall be eight (8) hours of work per day and shall begin between the hours of 6:00 a.m. to 8:00 a.m. and end by 4:30 p.m. with one-half (½) hour unpaid meal. The regular work week for all Employees covered by this Agreement shall be forty (40) hours per week.

**First** or regular day shift shall start at 8:00 a.m. ending at 4:30 p.m., an eight and one-half (8½) hour period less thirty (30) minutes for meals on the Employees time. Pay for a full shift period shall be a sum equivalent to eight (8) times the regular hourly rate. Starting time for regular day shift, other than 8:00 a.m. may commence between 6:00 a.m. and 8:00 a.m.

**Second** shift shall be an eight (8) hour period commencing at 4:30 p.m. and ending at 12:30 a.m. and thirty (30) minutes for mealtime which shall be included in the total of working hours. Pay for working a full second shift period shall be eight (8) hours pay at the regular hourly rate plus a ten percent (10%) premium based on taxable wages.

**Third** shift shall be a seven and one-half (7½) hour period commencing at 12:30 a.m., ending at 8:00 a.m. and thirty (30) minutes for mealtime which shall be included in the total of working hours. Pay for working a full third shift period shall be eight (8) hours at the regular hourly rate plus a ten percent (10%) premium based on taxable wages.

If three shifts are worked, the Employer and the Union shall establish mutually acceptable hours for shift work, considering among other things the schedule of shift work of the related crafts in the Local Building Trades area in which the job is located.

- b. Shifts: Shift work may be performed at the option of the Employer. In the event the second or third shift or any regular work day shall extend into a holiday, Employees shall be paid at the regular shift rate.

- c. The Employer will notify the Union, in writing, requesting permission for any deviation in shift work, overtime provisions, or regular hours of work in this Article, naming the job and approximate duration of the work involved.