



## SHIFT PROVISIONS

FOR

### **PLUMBER:**

PLUMBER, STEAMFITTER SECOND AND THIRD SHIFT  
PLUMBER (FOR TOTAL PLUMBING JOBS \$150,000 OR UNDER)  
SECOND AND THIRD SHIFT

IN

Portions of AMADOR, Portions of EL DORADO, Portions of NEVADA,  
Portions of PLACER, 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 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.

**MASTER  
LABOR AGREEMENT**

Between

**THE ASSOCIATED PLUMBING AND MECHANICAL  
CONTRACTORS OF SACRAMENTO, INC.**



on behalf of the contractors signatory hereto, and

**LOCAL UNION NO. 447**  
of the  
UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES  
of the  
PLUMBING and PIPEFITTING INDUSTRY  
of the UNITED STATES AND CANADA



and

Other Individual Plumbing and Piping Contractors  
in the following Counties of California

Sacramento

Yolo

Placer

Nevada

El Dorado

Amador

(Northern Portion of Ione)

This Agreement made and to become effective  
the first day of July, 2005 to June 30, 2011  
Extension - July 1, 2008 - June 30, 2014

Memorandum of Understanding

The following Memorandum of Understanding is entered into by United Association Local Union 447, Associated Plumbing and Mechanical Contractors Association and Northern Mechanical Contractors Association.

- 1) The current Master Labor Agreement which expires on June 30<sup>th</sup>, 2014 is extended through June 30<sup>th</sup>, 2017.

Accepted by:

William A. Holroy  
United Association Local 447

4-11-12  
Date

Clare Sonnenwirth  
Associated Plumbing and Mechanical  
Contractors Association

4/11/12  
Date

HW  
Northern California Mechanical  
Contractors Association

4-10-12  
Date

**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 meal period of one-half hour after completion of the first four hours of the work day. The foregoing starting time and meal period may be changed when mutually agreed to between the Employer and the representative of the Local Union.

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 men on the second and third shift shall be fifteen percent (15%) over and above the basic hourly rate.