

SHIFT PROVISIONS

CRAFT/CLASSIFICATION

Sheet Metal Worker (HVAC): All Classifications EXCEPT Sheet Metal Worker (HVAC): Metal Deck and Siding

ID

166-104-1

LOCALITY

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity 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 2nd or 3rd 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.

SHIFTS

ITEM 9. SHIFT WORK

SECTION A. Shift work shall mean work performed immediately following the regularly scheduled workday and for the stated number of hours as follows:

SECTION B. Not less than five (5) consecutive days shall constitute a shift schedule, and all shift schedules shall end only on a Friday.

SECTION C. The first shift shall be considered the day shift, which starts at 7:00 a.m. The second shift shall start immediately following the first shift. The third shift shall start immediately following the second shift.

SECTION D. First Shift: The first shift shall be eight (8) hours' work with eight (8) hours' pay, Monday through Friday the first week, and eight (8) hours' work with eight (8) hours' pay, Monday through Thursday the following week, in accordance with the workweek (Item 7 Section A). The workweek shall end on Thursday or Friday at 3:30 p.m.

Second Shift: The second shift shall be seven and one-half (7½) hours' work with eight (8) hours' pay, plus ten percent (10%) of the Class II gross taxable hourly wage rate, and Friday shall comply with the contract workweek.

Third Shift: The third shift shall be seven (7) hours' work with eight (8) hours' pay, plus fifteen percent (15%) of the Class II gross taxable hourly wage rate and Friday shall comply with the contract workweek.

[SAN FRANCISCO shift pay shall be based on the seven (7)-hour workday. First shift shall be seven (7) hours' work with seven (7) hours' pay; second shift shall be seven (7) hours' work with seven and one half (7½) hours' pay plus ten percent (10%); and the third shift shall be seven (7) hours' work with eight (8) hours' pay plus fifteen percent (15%). All premium rates are based on the Class II gross taxable hourly wage rate].

SECTION E. Forepersons shall receive the appropriate shift percentage differential in addition to their Foreperson percentage premium.

SECTION F. Employees shall have an eight (8)-hour rest period when changing shifts.

SECTION G. The Local Union office and the shop or job steward shall be notified when shift work is practiced.

SECTION H. All shift work over the regular hours worked shall be paid at the overtime rate of pay Monday through Friday.

SECTION I. Upon request of the Employer, the Union shall authorize a special shift for energy conservation and retrofit work to be performed outside the regular workday in occupied buildings, if specified by the customer who must continue to operate his business in the normal manner. Two (2)-day special shift: Shall consist of no less than two (2) consecutive days (Monday - Friday) with eight (8) hours' work for eight (8) hours' pay PLUS twelve percent (12%) above the gross taxable Class II hourly rate. Employees shall have an eight (8)-hour rest period when changing shifts (any work performed within the eight (8)-hour rest period shall be paid at the appropriate overtime rate). The special shift shall begin no earlier than 12:01 a.m. Monday and shall end no later than midnight Friday. The Employer shall notify the Union prior to starting shift work. [SAN FRANCISCO shall be based on seven (7)-hour days].