

## **SHIFT PROVISIONS**

### **CRAFT/CLASSIFICATION**

Plumber: Plumber, Industrial and General Pipefitter (2<sup>nd</sup> Shift);  
Landscape/Irrigation Fitter and Tradesman (2<sup>nd</sup> Shift); Sewer and Storm Drain  
Pipelayer (2<sup>nd</sup> Shift); Sewer and Storm Drain Pipe Tradesman (2<sup>nd</sup> Shift)

### **ID**

204-X-6

### **LOCALITY**

Imperial, Los Angeles, Orange, Riverside, San Bernardino, San Diego, 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.

### **SHIFTS**

#### **4.4 SHIFT WORK**

4.4.1 Where the nature of the work requires the working of employees covered by this Agreement on a shift basis, the shift arrangements shall be as follows:

4.4.1.1 Shifts. Shift work may be performed at the option of the Employer, but when performed it must continue for a period of not less than five (5) consecutive work days. Saturday and Sunday, if worked, can be used for establishing the five (5) day minimum shift work period. The straight time work week shall be considered to start with the day shift on Monday and end with the conclusion of the second and third shift on the fifth day. In the event the second or third shift of any regular work day shall extend into a holiday, employees shall be paid at the regular shift rate.

4.4.1.2 The first or day shift shall work on a regular eight (8) hour shift as outlined in Section 4, Paragraph 4.1.1 of this Agreement. If two (2) shifts are worked, the second shift shall be eight (8) hours for which each employee shall receive pay for the hours worked, plus fifteen percent (15%). Work in excess of eight (8) hours per shift shall be paid at overtime rates. In computing overtime pay the shift rate shall be the base rate.

4.4.1.3 If three (3) shifts are worked, the Employer and the Union shall establish

mutually acceptable hours and pay 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.

**CRAFT/CLASSIFICATION**

Service & Repair (Plumber/HVAC-Fitter) (2<sup>nd</sup> Shift)

**ID**

204-X-6

**LOCALITY**

Imperial, Riverside, San Bernardino and San Diego

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**CRAFT/CLASSIFICATION**

Service and Repair (2<sup>nd</sup> Shift)

**ID**

204-X-6

**LOCALITY**

San Luis Obispo, Santa Barbara and Ventura Counties

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**CRAFT/CLASSIFICATION**

Plumber, Industrial and General Pipefitter (2<sup>nd</sup> Shift); Landscape/Irrigation Fitter and Tradesman (2<sup>nd</sup> Shift); Refrigeration Fitter Service/Repair (2<sup>nd</sup> Shift)

**ID**

204-X-6

**LOCALITY**

Inyo, Kern and Mono Counties

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