

SHIFT PROVISIONS

CRAFT/CLASSIFICATION

Sheet Metal Worker: All Classifications EXCEPT Sheet Metal Worker: Metal Deck and Siding

ID

166-104-10

LOCALITY

Monterey, San Benito, and Santa Cruz 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

9) Item 9. SHIFT WORK- SECTION I: Amend, "The Special Shift shall begin no earlier than 12:01 a.m. Monday and shall end no later than midnight Friday." to read "The Special Shift shall begin no earlier than 9:00 p.m. on Sunday and shall end no later than 3:00 a.m. on Saturday."

ITEM 9. SHIFWORK

SECTION A. Shift work will mean work performed immediately following the regularly scheduled work day 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 8 hours pay Monday through Friday and eight (8) hours work with 8 hours pay. The work week shall end on 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 10% of the Class II gross taxable hourly wage rate.

Third Shift: The third shift shall be seven (7) hours work with eight (8) hours pay, plus 15% of 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 will 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 15% 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.