

SHIFT PROVISIONS

CRAFT/CLASSIFICATION

Sheet Metal Worker

ID

166-162-3

LOCALITY

Alpine, Calaveras, and San Joaquin 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 17. SHIFT WORK

The first shift shall be considered the day shift and shall start between 6:00 a.m. and 9:00 a.m. in Sacramento and Modesto, 6:30 a.m. and 9:00 a.m. in Stockton. The second shift shall start immediately following the first shift at the same location. The third shift shall immediately follow the second shift at the same location.

The second shift shall begin no later than 6:00 p.m. in Sacramento, 5:30 p.m. in Stockton and Modesto, and shall receive premium pay (10%-Sacramento, Stockton, 8% Modesto) and eight(8) hours pay for seven and one-half (7 1/2) hours worked.

The third shift shall begin no later than 1:00 a.m. and shall receive premium pay (15%-Sacramento, Stockton, 12% Modesto) and eight (8) hours pay for seven (7) hours worked.

The second and third shift may be instituted only when each shift employs no less than three (3) men in the shop or on the jobsite for five (5) consecutive working days.