

## SHIFT PROVISIONS

### CRAFT/CLASSIFICATION

Electrician: Communications & Systems Installer 2<sup>nd</sup> Shift; Communications & Systems Installer 3<sup>rd</sup> Shift; Communications & Systems Technician 2<sup>nd</sup> Shift; Communications & Systems Technician 3<sup>rd</sup> Shift

### ID

61-X-7(NO-2)

### LOCALITY

Alameda, Calaveras, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mariposa, Mendocino, Merced, Monterey, Napa, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma, Stanislaus and Tuolumne 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

#### SHIFT ARRANGEMENTS

Section 3:07. I. Shift work. When so elected by the Employer, multiple shifts of at least five (5) days duration may be worked. When two (2) or three (3) shifts are worked, the following conditions shall apply:

(a) The first shift (day shift) shall be worked between the hours of 8:00 a.m. and 4:30 p.m. Employees on the day shift shall receive eight (8) hours pay at the regular hourly rate for eight (8) hours work.

(b) The second shift (swing shift) shall be worked between the hours of 4:30 p.m. and 1:00 a.m. Employees on the "swing shift" shall receive eight (8) hours pay at the regular hourly rate plus 17.3% for eight (8) hours work.

(c) The third shift (graveyard shift) shall be worked between the hours of 12:30 a.m. and 9:00 a.m. Workmen on the "grave-yard shift" shall receive eight (8) hours pay at the regular hourly rate plus 31.4% for eight (8) hours work.

(d) When requested by the customer in writing on occupied remodel and renovation work, and when mutually agreed by the employee and employer, a single shift of eight (8) hours may be performed Monday through Friday, excluding Saturdays, Sundays and Holidays, between the hours of 2:30 p.m. and 6:00 a.m. The shift start time is any time after 2:30 p.m. Employees shall receive a minimum of eight (8) hours pay at the regular hourly rate plus ten percent (10%) regardless of the hours worked. Such written request shall be provided to the Union.

(e) A lunch period of thirty (30) minutes shall be allowed on each shift.

(f) All overtime work required after the completion of a regular shift shall be paid at one and one-half (1 1/2) times the "shift" hourly rate.

(g) There shall be no pyramiding overtime rates, and two (2) times the straight time rate shall be the maximum compensation for any hour worked. There shall be no requirement for a day shift when either the second or third shift is worked. Any shift starting time, as outlined in this section may be varied by up to two (2) hours.

### **CRAFT/CLASSIFICATION**

Electrician: Communications & Systems Installer 2<sup>nd</sup> Shift; Communications & Systems Installer 3<sup>rd</sup> Shift; Communications & Systems Technician 2<sup>nd</sup> Shift; Communications & Systems Technician 3<sup>rd</sup> Shift

### **ID**

61-X-7(NO-2)

### **LOCALITY**

Fresno, Kings, Madera and Tulare 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**

Item 1: This Memorandum of Understanding shall take effect December 1, 2019 and shall remain in effect until terminated as per the Master Agreement.

Item 2: Section 3:04 Shift work.

When so elected by the Employer, multiple shifts of at least five (5) days duration may be worked. When two (2) or three (3) shifts are worked, the following conditions shall apply:

(a) The first shift (day shift) shall be worked between the hours of 8:00 AM. and 4:30 P.M. Employees on the day shift shall receive eight (8) hours pay at the regular hourly rate for eight (8) hours work.

(b) The second shift (swing shift) shall be worked between the hours of 4:30 P.M. and 1:00 A.M. Employees on the "swing shift" shall receive eight (8) hours pay at the regular hourly rate plus one dollar (\$1.00) for eight (8) hours work.

(c) The third shift (graveyard shift) shall be worked between the hours of 1:00 a.m. and 8:00 a.m. Workmen on the "grave-yard shift" shall receive eight (8) hours pay at the regular hourly rate plus two dollars (\$2.00) for eight (8) hours work.

(d) When requested by the employer in writing on occupied remodel and renovation work, and when mutually agreed by the employee and employer, a single shift of eight (8) hours may be performed Monday through Friday, excluding Saturdays, Sundays and Holidays, between the hours of 2:30 p.m. and 6:00 a.m. The shift start time is anytime after 2:30 p.m. Employees shall receive a minimum of eight (8) hours pay at the regular hourly rate plus one dollar (\$1.00) for eight (8) hours work.

(e) A lunch period of thirty (30) minutes shall be allowed on each shift.

(f) All overtime work required after the completion of a regular shift shall be paid at one and one-half (1 1/2) times the "shift" hourly rate.

(g) There shall be no pyramiding of overtime rates, and two (2) times the straight time rate shall be the maximum compensation for any hour worked.

(h) There shall be no requirement for a day shift when either the second or third shift is worked.