

## SHIFT PROVISIONS

### CRAFT/CLASSIFICATION

Sheet Metal Worker (HVAC):  
Sheet Metal Worker (HVAC)  
Sheet Metal Technician  
Utility Worker

### ID

166-206-1

### LOCALITY

San Diego and Imperial 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.

### SHIFT

#### ARTICLE VI

SECTION 4. Shift work and the pay and conditions therefore shall be only as provided in written addenda attached to this Agreement. Energy conservation-Retrofit work performed outside the regular work day in occupied buildings shall be performed under shift work conditions to be established by the local parties or by the National Joint Adjustment Board on the request of either party, if not locally provided.

#### ADDENDUM 22

##### SHIFT WORK

Section A. Shift work shall be allowed on all construction and all shop work, only upon mutual agreement with the union.

Section B. Shift work shall be allowed on consecutive 5-day periods (4 consecutive days if 4-10's are worked) for days and hours other than those defined in the Working Hours addendum (6:00 a.m. to 4:30 p.m., Monday through Friday).

Section C. The Local Union Business Office, the Shop or Job Steward and Employee must be notified 72 hours prior to when shift work is to be practiced.

Section D. Employees must have an eight (8) hour rest period when changing shifts.

Section E. Overtime rates on shift work shall be accordance with the provisions of the Overtime addendum.

Section F. On all projects procured after July 1, 2020, in addition to Sections A. through E. above, the following provisions shall apply to all shifts worked.

1. The Swing Shift shall begin no later than 5:30 p.m. and the Graveyard Shift shall begin no later than 1:00 a.m.
2. Employees on the swing shift shall receive seven and one-half percent (7 1/2%) premium pay.
3. Employees on the graveyard shift shall receive fifteen percent (15%) premium pay.