

SHIFT PROVISIONS

CRAFT/CLASSIFICATION

Carpet, Linoleum, Resilient Tile Layer

ID

200-1237-1

LOCALITY

Alpine, Amador, Butte, Calaveras, Colusa, El Dorado (Portion of county outside the Tahoe Basin area), Glenn, Lassen (Portion of county outside the Tahoe Basin area), Modoc, Nevada (Portion of county outside the Tahoe Basin area), Placer (Portion of county outside the Tahoe Basin area), Plumas, Sacramento, San Joaquin, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo and Yuba 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 9

HOURS OF WORK AND OVERTIME

[REDACTED]

2. The Normal Work Day shall be eight (8) consecutive hours between 5:00 a.m. and 5:00 p.m. with one-half (1/2) hour without pay being allowed for lunch.

(a) [REDACTED]

(b) Shift Work shall be permitted under this Agreement and shall be paid at fifteen percent (15%) above the Taxable Net Wage. Shift Work shall be paid for any portion of an employees' eight (8) hour work day which falls outside of the Normal Work Day. [REDACTED]

(1) Any employee who has already worked a Normal Work Day as specified in this Agreement (that is, within the normal eight (8) hour day between 5:00 a.m. and 5:00 p.m.) shall not be permitted to also work a Shift Work job in the same day.

(c) Participation of employees on [REDACTED] shift work shall be on a voluntary basis and no member shall be discriminated against by the Employer for refusing such work.

3. Overtime hours worked prior to or after the Normal Work Day, Monday through Friday, shall be paid at one and one-half (1 & ½) times the Taxable Net Wage. All work performed on Saturday shall be paid at least at one and one-half (1 & ½) times the Taxable Net Wage. All work performed on Sunday will be paid at least at two (2) times the Taxable Net Wage. All hours worked in excess of twelve (12) hours in one (1) day, Holidays, Designated Days Off and four (4) day holidays as listed in Article 11 Holidays and Designated Days Off, and all hours worked in excess of eight (8) on Shift Work shall be paid at two (2) times the Taxable Net Wage.

District Council 16 Sacramento Area Addendum to the Northern California Floor Covering Master Agreement

Article 9, Section 2(b) shall be amended to read as follows:

Shift work shall be paid at twenty percent (20%) above the Base Wage.

Article 9, Section 3 shall be amended to read as follows:

Overtime hours worked prior to or after the Normal Work Day, Monday through Friday, shall be paid at one (1) time the Taxable Net Wage and one half (1/2) times the Base Wage. All work performed on Saturdays and Designated Days Off shall be paid at least one (1) times the Taxable Net Wage and one half (1/2) times the base wage. All work performed on Sunday will be paid at least one (1) time the Taxable Net Wage and one (1) time the Base Wage All hours worked in excess of twelve (12) hours in one (1) day, Holidays, Designated Days Off and four (4) day holidays as listed in Article 11 (Holidays and Designated Days Off) and all hours worked in excess of eight (8) on Shift Work shall be paid at one (1) time the Taxable Net Wage and one (1) time the Base Wage.