

## SHIFT PROVISIONS

### CRAFT/CLASSIFICATION

Carpet, Linoleum, Soft Floor Layer

### ID

200-12-1

### LOCALITY

Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma 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 & 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.

[REDACTED]

(b) Shift Work shall be permitted under this Agreement and shall be paid at twenty percent (20%) 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.

(2) If a continuous forty (40) hour shift (8 hours per day) work week is scheduled, and less than half of the first (1<sup>st</sup>) or last day of the work week are worked on

Sunday or Saturday, the employee shall be paid at the Shift Work rate for the hours worked on Sunday or Saturday.

(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.