

## SHIFT PROVISIONS

### CRAFT/CLASSIFICATION

Sheet Metal Worker

### ID

166-162-1

### LOCALITY

Amador, Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, 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.

### 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. 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. and shall receive premium pay and eight (8) hours pay for seven and one-half (7½) hours worked.

The third shift shall begin no later than 1:00 a.m. and shall receive premium pay 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.

### MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS, SHEET METAL WORKERS' LOCAL UNION NO. 104 AND SMACNA SACRAMENTO VALLEY CHAPTER

5) Establish new Shift Work Language: "Upon request of the Employer, the Union shall authorize a special shift for energy conservation and retrofit work to be performed

outside the regular workday in occupied buildings, if specified by the customer who must continue to operate his/her business in the normal manner. Two (2)-day special shift: Shall consist of no less than two (2) consecutive days (Monday - Friday) with eight (8) hours' work for eight (8) hours' pay PLUS twelve percent (12%) above the applicable gross hourly rate. Employees shall have an eight (8)-hour rest period when changing shifts (any work performed within the eight [8]-hour rest period shall be paid at the appropriate overtime rate). The special shift shall begin no earlier than 12:01 a.m. Monday and shall end no later than midnight Friday. The Employer shall notify the Union prior to starting shift work."

### **CRAFT/CLASSIFICATION**

Sheet Metal Worker: Mechanical Job Where Cost of Project is \$500,000 or under

### **ID**

166-162-1

### **LOCALITY**

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