

## SHIFT PROVISIONS

### CRAFT/CLASSIFICATION

Plasterer

### ID

203-66-1

### LOCALITY

Alameda, Contra Costa, San Francisco and San Mateo 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

#### ARTICLE X

Section 4. Shift Work. On jobs impossible to plaster during the regular work day, shift work will be permitted. Shift work can only be established upon prior notice from the Individual Employer to the Union. No shift work shall be established or started for less than three (3) consecutive work days.

When two (2) or three (3) shifts are worked, the regular shifts shall be as follows:

(a) The first shift (day shift) shall begin at 7:00 a.m. or 8:00 a.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 3:30 p.m. and 12:30 a.m. Employees on the "swing shift" shall receive eight (8) hours' pay at the regular hourly rate plus one dollar (\$1.00) per hour for seven (7) hours' work.

(c) The third shift (graveyard shift) shall be worked between the hours of 12:30 a.m. and 8:00 a.m. Employees on the "graveyard shift" shall receive eight (8) hours' pay at the regular hourly rate plus two dollars (\$2.00) per hour for seven (7) hours' work.