SHIFT PROVISIONS

CRAFT/CLASSIFICATION
Sheet Metal Worker (HVAC)

ID
166-273-1

LOCALITY
San Luis Obispo, Santa Barbara and Ventura 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
SHIFT WORK
SECTION 1. Shift work shall be allowed between the Contractors/Employers and the Union and not less than five (5) full consecutive regular workdays shall constitute a shift.

SECTION 2. When a shop or job goes on a shift basis, the evening shift shall receive 10% premium and eight (8) hours pay for eight (8) hours worked and the shift shall begin no later than 5:30 p.m. The graveyard shift shall receive 10% premium pay and eight (8) hours pay for eight (8) hours worked and the shift shall begin no later than 1:00 a.m. Employees must have an eight (8) hour rest when changing shifts.

SECTION 3. The Local Union office and the shop of Job Steward must be notified when shift work is to be practiced.

SECTION 4. All shift work over the normal hours worked will be paid at the overtime rate of pay Monday through Friday.