

SHIFT PROVISIONS

CRAFT/CLASSIFICATION

Carpet Layer: Resilient Tile Layer (Second Shift)

ID

200-1399-2

LOCALITY

Imperial and San Diego 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

HOURS

Section 1. Regular Workday and Lunch Periods. A regular workday shall be any eight (8) consecutive hours between 4:00 a.m. and 8:00 p.m. Lunch will be one-half hour without pay. Ten-minute breaks will be halfway between starting time and lunch, and halfway between lunch and ending time, or as close as reasonably possible.

Section 3. Overtime and Holiday Notification.

B. On a regular workday, the first eight (8) hours will be at regular pay, the next four (4) hours will be at one and one half (1½) time the regular rate of pay. Any time thereafter will be at double-time (2) times the regular rate of pay.

C. Work performed in a regular work week which exceeds forty (40) hours per week will conform to applicable state law.

D. All work performed on Saturdays will be paid at one and one-half times the regular hourly rate for the first eight (8) hours. All additional hours will be at the double-time rate, provided the employee has worked all scheduled hours Monday thru Friday.

E. All work performed on Sundays or holidays will be at the double-time rate.

F. For work performed outside of normal working hours, a premium of fifteen per cent (15%) will be paid to all Journeymen and indentured Apprentices.