

SHIFT PROVISIONS

CRAFT/CLASSIFICATION

Plumber: Plumber, Pipefitter & Refrigeration Fitter (HVAC), Service Technician

ID

204-159-1

LOCALITY

Contra Costa County

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 XII

WORK-DAY, WORK-WEEK

106. SHIFT WORK: When shift work is performed it must continue for a period of not less than five (5) consecutive work days. If the Individual Employer notifies the Union of the shift work prior to the commencement of the project work, then the shift premium of fifteen percent (15%) may be paid from the first day of the project.

107. The regular starting time of the first or day shift shall be 7:00 a.m.

108. If two or three shifts are worked, the second or third shift shall be eight (8) hours for which each employee shall receive pay for the hours worked, plus fifteen (15) percent. Work in excess of eight (8) hours per shift shall be paid at overtime rates, including the shift premium rate.

109. If three shifts are worked, the Employer and the Union shall establish mutually acceptable hours for shift work, considering among other things the schedule of shift work of the related crafts of the Local Building Trades in which the job is located.

110. The regular starting times designated above may be changed by mutual agreement of the Union and the Individual Employer.