STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

DEPARTMENT OF INDUSTRIAL RELATIONS
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HOLIDAY PROVISION

FOR

LIGHT FIXTURE MAINTENANCE
MAINTENANCE ELECTRICIAN, OUTDOOR LIGHTING TECHNICIAN, SERVICEMAN, FIXTURE CLEANER

IN

ORANGE COUNTY

ELECTRICAL MAINTENANCE AGREEMENT

BETWEEN

LOCAL UNION 441

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

AND

ORANGE COUNTY CHAPTER

NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

COVERING

ORANGE COUNTY, CALIFORNIA

DECEMBER 1, 2000 THROUGH NOVEMBER 30, 2002

RECEIVED
Department of Industrial Relations

AUG 21 2001

Div. of Labor Statistics & Research
Chief's Office

Each employee shall submit to the Local Union by May1 or November 1 of each year any classification change request. Notification shall be made on an approved form and in accordance with the rules and regulations adopted by the Union and approved by the Chapter.

Upon notification by the Union to the employer of an approved classification change, the Employer shall pay wages and fringe contributions at the approved classification level until and unless notified by the Union of a classification change.

In no event, however, shall a classification change be implemented except by proper notification and no more than two classification changes may be effected annually and shall be June 1 or December 1. An employee may select Class I, II, III status at the time of dispatch without restriction.

APPRENTICESHIP

SECTION 4.6 Each Employer subject to the terms of this Agreement shall contribute twenty five cents ($.25) per hour for each hour worked by all employees covered under the terms of this Agreement into the Orange County Electrical Joint Apprenticeship and Training Trust Fund in a manner prescribed by the Trustees of said Fund.

DUES DEDUCT

SECTION 4.7 The Employer agrees to deduct and forward to the Financial Secretary of the Local Union the union dues from the pay of each IBEW member, upon substantiation of voluntary authorization. The amount to be deducted shall be the amount specified in the approved Local Union Bylaws. Such amount shall be certified to the employer by the Local Union upon request by the Employer.

ORANGE COUNTY IBEW-NECA LABOR MANAGEMENT COOPERATIVE COMMITTEE

SECTION 4.8 A Board of Trustees for the Joint Cooperative Trust Fund is hereby established and shall consist of an equal number of members selected by the Union and the Chapter. The Board of Trustees is hereby authorized to establish and implement such joint Cooperative Trust Fund, Trust Fund Agreement, and reporting forms as they consider necessary to administer the plan.

Effective June 1, 1991, the Employer shall contribute five cents ($.05) per hour, for each hour worked on behalf of each employee covered by this Agreement. An additional five cents ($.05) per hour shall be deducted from the wage of each employee covered by this Agreement. This contribution and deduction shall be forwarded to the Joint Cooperative Trust in the same manner and be subject to the same conditions as the other Trust Funds contributions contained in this Agreement.

ARTICLE V

HOURS OF WORK/OVERTIME/HOLIDAYS/SHIFTS/TRAVEL/PAID PARKING

HOURS OF WORK

SECTION 5.1 The work day shall be from 8:00 A.M. to 4:30 P.M. with thirty (30) minutes for lunch period. The work week shall be five (5) consecutive days, Monday through Friday, or

Tuesday through Saturday. Any change in an employee's scheduled work week shall be for at least two (2) consecutive weeks. Employees required to change scheduled work weeks shall receive no less than two (2) working days notice.

Example: Employees changing from Monday-Friday work week to a Tuesday-Saturday work week shall be notified no later than starting time the Thursday immediately preceding scheduled change.
Employees changing from Tuesday-Saturday work week to Monday-Friday work week shall be notified no later than starting time the Friday immediately preceding scheduled change.

OVERTIME AND HOLIDAYS
SECTION 5.2 Double the straight time rate of pay shall be paid for work performed on Sundays and the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day, or days celebrated as such. All other work performed outside the regularly scheduled work day shall be paid for at time and one-half the straight time rate of pay.

No work shall be performed on Labor Day except in case of emergency and then only after permission is granted by the Business Manager of the Union.

SHIFT WORK
SECTION 5.3 (a) Journeyman and Apprentice Maintenance Electrician

When so elected by the Employer, multiple shifts of at least five (5) days duration may be worked.

THE FIRST SHIFT (day shift) shall be worked between the hours of 8:00 A.M. and 4:30 P.M. Workmen on the day shift shall receive (8) hours pay at the regular hourly rate for eight (8) hours work.

THE SECOND SHIFT (swing shift) shall be worked between the hours of 4:30 P.M. and 12:30 A.M. Workmen on the "swing shift" shall receive eight (8) hours pay at the regular hourly rate plus ten percent (10%) for seven and one-half (7-1/2) hours work.

THE THIRD SHIFT (graveyard shift) shall be worked between the hours of 12:30 A.M. and 8:00 A.M. Workmen on the "graveyard shift" shall receive eight (8) hours pay at the regular hourly rate plus fifteen percent (15%) for seven (7) hours work.

A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one half (1-1/2) times the 'shift' hourly rate. There shall be no pyramiding of overtime rates and double the straight-time rate shall be the maximum compensation for any hour worked. There shall be no requirement for a day shift when either the second or third shift is worked.

(b) There shall be no shift differential for Lighting Maintenance classifications.