

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

San Francisco P.O. Box 420603
CA 94142-0603



SHIFT PROVISIONS

FOR

ELECTRICIAN:
INSIDE WIREMAN, TECHNICIAN SECOND SHIFT
INSIDE WIREMAN, TECHNICIAN THIRD SHIFT
CABLE SPLICER SECOND SHIFT
CABLE SPLICER THIRD SHIFT

IN

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.

INSIDE WIREMAN AGREEMENT

BETWEEN

LOCAL UNION 302

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

and

CONTRA COSTA CHAPTER

NATIONAL ELECTRICAL CONTRACTORS' ASSOCIATION, INC.

2005 - 2008

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Each employee shall have the opportunity to take two weeks vacation during each calendar year.

Any electrical employee called for duty outside of the regular working hours for emergency repair work or service calls shall receive a minimum of one hour's pay at double time; however, any electrical employee called for duty outside of the regular working hours on jobs in progress shall receive a minimum of two hours' pay at the double-time rate. In the event an electrical employee is required to work during his regular lunch period, he shall receive the regular overtime rate for such work, and shall be granted a thirty-minute lunch period with pay, as soon thereafter as practical.

When an electrical employee has worked six or more hours, immediately previous to starting the regular work day, he shall receive the overtime rate until relieved from duty.

Article III, Section 2 - When so elected by the Contractor, multiple shifts of at least five days duration may be worked when two or three shifts are worked.

See 11 { 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 eight hours pay at the regular hourly rate for eight 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 hours pay at the regular hourly rate plus ten percent (10%) for seven and one-half (7 ½) 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 hours pay at the regular hourly rate plus fifteen percent (15%) for seven 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 ½) 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.

Article III, Section 2A - Employees working under the shift clause outlined in Article III, Section 2 shall have their fringe benefit contributions paid on a full eight (8) or ten (10) hour basis, depending on the shift. Employees working less than a full shift shall receive fringe benefit contributions based on hours actually worked.

Article III, Section 3 - Electrical employees shall receive a one-half hour lunch period with pay and meals at the expense of the Employer, if the employee is required to work beyond ten (10)