

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 8th 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

SANTA CLARA COUNTY

Note: The shift provisions provided in the following pages provide the work hours that are applicable to each shift. Shift differential pay is required and will be enforced during each applicable shift. Any provision limiting the work hours for a particular type of work will not be enforced on public works.

INSIDE AGREEMENT

Between

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Department of Industrial Relations

DEC 10 2008

Div. of Labor Statistics & Research
Chief's Office

Local Union No. 332

International Brotherhood of Electrical Workers

San Jose, California



and

**Santa Clara Valley Chapter
of
National Electrical Contractors Association, NECA**

Effective

June 1, 2008 – May 31, 2011

RECEIVED
Department of Industrial Relations

DEC 10 2008

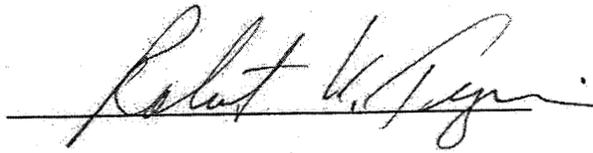
Div. of Labor Statistics & Research
Chief's Office

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**FOR THE NATIONAL ELECTRICAL
CONTRACTORS ASSOCIATION,
SANTA CLARA VALLEY CHAPTER**

**William T. Barrow
Chapter Manager**



**FOR THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, LOCAL #332**

**Robert V. Tragni
Business Manager**

SHIFT WORK

1
2
3 **Section 3.04** (a) When so elected by the contractor, multiple shifts
4 of eight (8) hours for at least five (5) days duration may be worked. When
5 two (2) or three (3) shifts are worked:
6

7 The first shift (day shift) shall consist of eight (8) consecutive hours worked
8 between the hours of 8:00 AM and 4:30 PM. Workmen on the "day shift"
9 shall be paid at the regular hourly rate of pay for all hours worked.
10

11 The second shift (swing shift) shall consist of eight (8) consecutive hours
12 worked between the hours of 4:30 PM and 1:00 AM. Workmen on the
13 "swing shift" shall be paid at the regular hourly rate of pay plus 17.3% for
14 all hours worked.
15

16 The third shift (graveyard shift) shall consist of eight (8) consecutive hours
17 worked between the hours of 12:30 AM and 9:00 AM. Workmen on the
18 "graveyard shift" shall be paid at the regular hourly rate of pay plus 31.4%
19 for all hours worked.
20

21 (b) The Employer shall be permitted to adjust the
22 starting hours of the shift by up to two (2) hours in order to meet the needs
23 of the customer.

24 (c) If the parties to the Agreement mutually agree, the
25 shift week may commence with the third shift (graveyard shift) at 12:30 AM
26 Monday to coordinate the work with the customer's work schedule.
27 However, any such adjustment shall last for at least a five (5) consecutive
28 day duration unless mutually changed by the parties to this Agreement.
29

30 (d) An unpaid lunch period of thirty (30) minutes
31 shall be allowed on each shift. All overtime work required before the
32 established start time and after the completion of eight (8) hours of swing or
33 graveyard shift any shift shall be paid at one and one-half times the "shift"
34 hourly rate.

35 (e) There shall be no pyramiding of overtime rates
36 and double the straight rate shall be the maximum compensation for any
37 hour worked.
38

39 There shall be no requirement for a day shift when either the second or third
40 shift is worked.