



## SHIFT PROVISIONS

FOR

### **ELECTRICIAN:**

INSIDE WIREMAN, TECHNICIAN, 2<sup>nd</sup> Shift

INSIDE WIREMAN, TECHNICIAN, 3<sup>rd</sup> Shift

CABLE SPLICER, 2<sup>nd</sup> Shift

CABLE SPLICER, 3<sup>rd</sup> Shift

HELIARC WELDING, 2<sup>nd</sup> Shift

HELIARC WELDING, 3<sup>rd</sup> Shift

IN

KERN COUNTY

61-428-1  
**RECEIVED**  
Department of Industrial Relations  
MAY 26 2009

2007-2010  
Div. of Labor Statistics & Research  
Chief's Office

**AGREEMENT**

**Covering Inside Electrical Construction Work**

**in Kern County, California**

**BETWEEN**

**LOCAL UNION NO. 428**

**OF THE**

**INTERNATIONAL BROTHERHOOD OF**

**ELECTRICAL WORKERS**

**AND**

**KERN COUNTY CHAPTER**

**NATIONAL ELECTRICAL CONTRACTORS**

**ASSOCIATION**

**N.E.C.A.**  
3008 SILLECT DRIVE, SUITE 103, BAKERSFIELD, CA 93308  
PHONE: (661) 325-5937

**I.B.E.W.**  
911 - 20TH STREET, BAKERSFIELD, CA 93301  
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**Sec. 3.13. SHIFT WORK:** When so elected by the contractor, multiple shifts of eight (8) hours for at least five (5) days' duration may be worked. When two (2) or three (3) shifts are worked:

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

The second shift (swing shift) shall consist of eight consecutive hours worked between the hours of 4:30 P.M. and 1:00 A.M. Workmen on the "swing shift" shall be paid at the regular hourly rate of pay plus 17.3% for all hours worked.

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

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

If the parties to the Agreement mutually agree, the shift week may commence with the third shift (graveyard shift) at 12:30 A.M. Monday to coordinate the work with the customer's work schedule. However, any such adjustment shall last for at least five (5) consecutive days' duration unless mutually changed by the parties to this agreement.

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

There shall be no pyramiding of overtime rates and double the straight 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.

**Sec. 3.14. ALTERATION OR MAINTENANCE:** In occupied commercial or industrial buildings, alteration or maintenance work that cannot feasibly be performed during the regular working hours of the Agreement, because of undue interference with the Owner's normal business, may be performed on the swing shift pay schedule. This work shift shall start between the hours of 4:30 PM and 9:00 PM however, this shift will not be permitted if it is a continuance of the day shift, or part of the job is performed by the day shift. Employees on this shift shall receive at least a full eight (8) hours pay per shift at the shift rate, unless they quite or are fired for just reason, and shall

not lose any normal hours of pay because of transferring from the day shift to this shift, or from this shift to the day shift, but will not be permitted to work the day shift, this shift, and the next day's shift.