STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
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SHIFT PROVISION

FOR

ELECTRICIAN:

TRANSPORTATION SYSTEMS WIREMAN ZONE A – 2ND SHIFT
TRANSPORTATION SYSTEMS WIREMAN ZONE A – 3ND SHIFT

TRANSPORTATION SYSTEMS TECHNICIAN ZONE A – 2ND SHIFT
TRANSPORTATION SYSTEMS TECHNICIAN ZONE A – 3ND SHIFT

IN

VENTURA 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.

61-952-1

INTELLIGENT TRANSPORTATION SYSTEMS AGREEMENT

between

LOCAL UNION NO. 952, I.B.E.W.

and

VENTURA DIVISION

RECEIVED 1/11/2010

of

LOS ANGELES COUNTY CHAPTER,

N.E.C.A.

Effective October 1, 2009 – September 30, 2012

Section 3.28(a)
When so elected by the contractor, multiple shifts of eight 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.

Section 3.28(b) The type of shift work shall be determined by the start time of the shift. This chart shall be used to determine which shift and corresponding rate is applicable.

First Shift (day shift):	Start time between 6:00 AM and 10:00 AM (straight time rate)
Second Shift (swing):	Start time between 10:01 AM and 8:00 PM (straight time rate + 17.3%)
Third Shift (graveyard):	Start time between 8:01 PM and 5:59 AM (straight time rate +31.4%)