

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

FOR

**ELECTRICIAN:**  
INSIDE WIREMAN, TECHNICIAN SECOND SHIFT  
INSIDE WIREMAN, TECHNICIAN THIRD SHIFT  
CABLE SPLICER SECOND SHIFT  
CABLE SPLICER THIRD SHIFT  
INSIDE WIREMAN (WHEN WELDING) – 2<sup>ND</sup> SHIFT  
INSIDE WIREMAN (WHEN WELDING) – 3<sup>RD</sup> SHIFT

IN

MONTEREY, SAN BENITO, AND SANTA CRUZ COUNTIES

**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 2<sup>nd</sup> or 3<sup>rd</sup> 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.

61-234-1

**INSIDE AGREEMENT**

by and between

the Monterey Bay California Chapter

of the

National Electrical Contractors Association (NECA)



and



International Brotherhood of Electrical Workers

Local Union No. 234

Effective May 26, 2008 – May 31, 2011

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**RECEIVED**  
Department of Industrial Relations

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Div. of Labor Statistics & Research  
Chief's Office

**Section 3.16. SHIFT WORK**

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

When two (2) or three (3) shifts are 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 eight (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 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 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 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.