



## SHIFT PROVISIONS

FOR

ELECTRICIAN:  
INSIDE WIREMAN, 2<sup>ND</sup> SHIFT  
INSIDE WIREMAN, 3<sup>RD</sup> SHIFT  
CABLE SPLICER, 2<sup>ND</sup> SHIFT  
CABLE SPLICER, 3<sup>RD</sup> SHIFT

IN

ALPINE, AMADOR, BUTTE, COLUSA, EL DORADO, GLENN, LASSEN,  
NEVADA, PLACER, PLUMAS, SACRAMENTO, SHASTA, SIERRA<sup>1</sup>, SUTTER,  
TEHAMA, TRINITY, YOLO, AND YUBA COUNTIES

<sup>1</sup> Applies to portion of county lying west of the main watershed divide.

**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.

61-340-7

**INSIDE WIREMAN'S AGREEMENT 2014 - 2017**

Agreement by and between the Sacramento Electrical Contractors Association Inc. and Local Union No. 340, IBEW.

It shall apply to all firms who sign a Letter of Assent to be bound by the terms of this Agreement.

As used hereinafter in this Agreement, the term SECA shall mean the Sacramento Electrical Contractors Association, Inc. and the term "Union" shall mean Local Union No. 340, IBEW.

The term "Employer" shall mean an individual firm who has been recognized by an assent to this Agreement.

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Department of Industrial Relations

JUL 02 2014

Office of the Director-Research

### **III.10 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 (8) 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.

## **ARTICLE XIII TUNNEL WORK**

### **XIII.2 SHIFT WORK**

Shift work will be permissible on the following basis:

#### **XIII.2 (A)**

Where shift work is required outside the regular work day, such shift work shall be regularly scheduled five (5) or more days, and Employees shall be compensated at one and one-quarter (1 1/4) times the regular day shift hourly rate of pay.

#### **XIII.2 (B)**

When such regular night shifts are established, the Employer shall establish such shifts on the following basis. Said shift may start on any day and shall continue for five (5) consecutive regular work days, with times to be established by mutual agreement.

#### **XIII.2 (C)**

When such regular night shifts are established, the shift hours may start and end at the tunnel heading, or change house. This will also include the regular work day shift when one or more night shifts are established.

#### **XIII.2 (D)**

Each shift will be scheduled for 8 hours with 7 1/2 hours pay, a half (1/2) hour lunch period within the 8 hour shift will be taken at a time convenient to the Employer. Eight (8) hours of benefits shall be paid when a full shift has been worked.

#### **XIII.2 (E)**

All scheduled shift work ending on the morning of the day following a regular work day shall be considered a regular shift, and shall be paid for as such.

#### **XIII.2 (F)**

Double the regular day shift hourly rate of pay shall be paid for any work in excess of the regular assigned shift, Saturdays, Sundays and Holidays included.