

DEPARTMENT OF INDUSTRIAL RELATIONS

Office of the Director – Research Unit

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SHIFT PROVISIONS

FOR

ELECTRICIAN:
INSIDE WIREMAN, TECHNICIAN

IN

SAN MATEO 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.

INSIDE
AGREEMENT

2014-2015-2016-2018

between

Local Union 617

International Brotherhood

of

Electrical Workers

AFL-CIO

and

The San Mateo Chapter

National Electrical

Contractors Association Inc.

Covering

San Mateo County

California

Effective June 1, 2014 through May 31, 2018

SHIFT WORK:

Section 3.14 (a). 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 ½) 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.

ALTERNATE SHIFT:

Section 3.14 (b). An alternate 8 hour shift may be worked on any hours other than the first, second, or third shift listed in the previous section.

A lunch period of thirty (30) minutes shall be allowed after four (4) hours on each shift.

All overtime work required after the completion of a regular shift shall be paid at one-and-one-half (1 ½) times the "shift" hourly rate.

The shift shall be worked a minimum of five (5) days with workers receiving their regular hourly rate plus twenty (20) percent for hours worked.

There shall be no requirement for any other shift when the alternate shift is worked.

SHIFT BREAK

Section 3.14 (c). Workers changing shift hours will be provided a minimum break of eight (8) hours before starting work.