

DEPARTMENT OF INDUSTRIAL RELATIONS  
Office of the Director - Research Unit  
455 Golden Gate Avenue, 9<sup>th</sup> Floor  
San Francisco, CA 94102

MAILING ADDRESS:  
P. O. Box 420603  
San Francisco, CA 94142-0603



## 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

DEL NORTE, HUMBOLDT, LAKE, MARIN, MENDOCINO,  
AND SONOMA 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.

# **INSIDE AGREEMENT**



**BETWEEN**

**LOCAL UNION 551**

**INTERNATIONAL BROTHERHOOD**

**OF ELECTRICAL WORKERS**

**AND**

**REDWOOD EMPIRE CHAPTER**

**NATIONAL ELECTRICAL CONTRACTORS**

**ASSOCIATION**

**EFFECTIVE**

**2015 - 2017**

### **Section 3.12: 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.

**Section 3.12 (a): Shift Work Benefits**

Employees working under the shift clause outlined in Article III, Section 3.12 shall have their fringe benefit contributions paid on a full eight (8) or ten (10) hours basis, depending on the shift. Employees working less than a full shift shall receive fringe benefit contributions based on hours actually worked.

## **SUPPLEMENTAL TUNNEL AGREEMENT**

**Section 2:** Shift work will be permissible, as set forth in ARTICLE III, Section 3.12, of the Inside Agreement.