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:** COMMUNICATION & SYSTEM INSTALLER

IN

# INYO, LOS ANGELES, MONO, RIVERSIDE, SAN BERNARDINO, SAN LUIS OBISPO, AND VENTURA COUNTIES

## **ELECTRICIAN:** SOUND ELECTRICIAN

### IN

# LOS ANGELES 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  $2^{nd}$  or  $3^{rd}$  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.



Southern California Chapters of NECA & IBEW Local Unions singed to the Southern California 9<sup>th</sup> District Sound and Communications Agreement Addendum 1 to the 9<sup>th</sup> District Sound & Communications Agreement



January 30, 2015

RECEIVED Department of Industrial Relations

Office of the Director-Research

FEB 1 1 2015

Director of Industrial Relations State of California Office of the Director - Research Unit, P.O. Box 420603, San Francisco, CA 94142, (415) 703-4774.

#### Re: the postings for Wage increases for the following agreement:

Southern California, 9<sup>th</sup> District Sound & Communications Agreement, Addendum No.1 to the 9<sup>th</sup> District Sound & Communications Agreement, By and Between:

International Brotherhood of Electrical Workers Locals 11, 40, 413, 428, 440, 441, 477, 569, 639, 952 and,

National Electrical Contractors Association of Los Angeles County, Kern County, Orange County, San Diego/Imperial Counties, Southern Sierras Chapter representing Riverside/San Bernardino/Inyo/Mono Counties

From: December 1, 2014 to November 30, 2019

We are respectfully requesting that you post the first increase of December 1, 2014 to be in place by your department on March 1, 2015 posting date for prevailing wages, as these items have been agreed upon by all parties signed to this agreement.

The following pages will show items agreed to for this agreement with increases for each successive year. We are still in the process of completing sections language that we expect to have finalized on or around February 15, 2015. At that time we will submit the full agreement to your office.

Respectfully,

Robert C Flost, IBEW 440 Chairman IBEW Southern Ca Negotiations Committee

Jim Willson Chairman NECA Southern CA Negotiations Committee



Southern California Chapters of NECA & IBEW Local Unions singed to the Southern California 9<sup>th</sup> District Sound and Communications Agreement Addendum 1 to the 9<sup>th</sup> District Sound & Communications Agreement

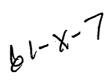


December 1, 2014

Sound and Communications Negotiations

Items agreed upon for Southern California Addendum # 1, 9<sup>th</sup> District Agreement Sound and Communications Agreement

Section 1.01 5 year agreement December 1, 2014 to November 30, 2019



#### Southern California

### 9<sup>th</sup> District Sound & Communications Agreement

Addendum No.1 to the 9<sup>th</sup> District Sound & Communications

Agreement

By and Between

### **International Brotherhood of Electrical Workers**

And

**National Electrical Contractors Association** 

December 1, 2008 to November 30, 2011

RECEIVED Department of Industrial Relations

JUL 6 2009

Div. of Labor Statistics & Research Chief's Office

#### Shift Work

**Section 3:04** Multiple shifts of at least five consecutive days duration may be worked. Saturdays, Sundays and holidays, if worked within the shift schedule, (although paid according to section 3.02) are considered to be within the five consecutive days' duration.

- (a) The first shift (day shift) shall consist of eight (8) consecutive hours worked between the hours of 5:00 a.m. and 6:00 p.m., Monday Friday. Employees on the "day shift" shall receive eight (8) hours pay at the regular hourly rate for eight (8) hours work.
- (b) The second shift (swing shift) shall be worked between the hours of 4:30 p.m. and 1:00 a.m., Monday – Friday. Employees on the "swing shift" shall receive eight (8) hours pay at the regular hourly rate, plus an additional 17.3% for all hours worked.
- (c) The third shift (graveyard shift) shall be worked between the hours of 12:30 a.m. and 8:00 a.m., Monday – Friday. Employees on the "graveyard shift" shall receive eight (8) hours pay at the regular hourly rate, plus 31.4% for all hours worked.
- (d) The Employer shall be permitted to adjust the starting hours by up to two (2) hours in order to meet the needs of the customer.
- (e) If the parties to the Agreement mutually agree, the shift week may commence with the third shift (graveyard shift) at 12:30a.m. Monday to coordinate the work with the customer's work schedule. However, any such adjustment shall last for at least a five (5) consecutive day duration unless mutually changed by the parties to this Agreement.
- (f) An unpaid lunch period of thirty (30) minutes shall be allowed on each shift.
- (g) 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.
- (h) There shall be no pyramiding of overtime rates and two (2) times the straight time rate shall be the maximum compensation for any hour worked.
- (i) There shall be no requirement for a day shift when either the second or third shift is worked.
- (j) The appropriate shift 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	5:00	AM and	9:30 AM	(Straight	Time	Rate)	
Second Shift (Swing):	Start time between	9:31	AM and	8:00 PM	(Straight	Time	Rate +17.3%)	ļ
Third Shift (Graveyard):	Start time between	8:01	PM and	4:59 AM	(Straight	Time	Rate +31.4%)	1