

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

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San Francisco, CA 94142-0603



## SHIFT PROVISIONS

FOR

**ELECTRICIAN:**  
INSIDE WIREMAN, RADIO MONITOR TECHNICIAN  
CABLE SPLICER-WELDER  
TUNNEL WIREMAN  
TUNNEL CABLE SPLICER

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<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 WIREMEN'S AGREEMENT**

**BETWEEN**

**LOCAL UNION 11  
INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS**

**AND**

**LOS ANGELES COUNTY CHAPTER  
NATIONAL ELECTRICAL CONTRACTORS  
ASSOCIATION**

**2014 – 2019**

## Shift Work

Section 3.12. 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 beginning at a start time between 5:00 a.m. and 9:30 a.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 beginning at a start time between 9:31 a.m. and 8:00 p.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 beginning at a start time between 8:01 p.m. and 4:59 a.m. Workmen on the "graveyard shift" shall be paid at the regular hourly rate of pay plus 31.4% for all hours worked.

If the parties to the Agreement mutually agree, the shift week may commence with the third shift (graveyard shift) beginning before 4:59 a.m. Monday (which would normally be considered part of the Sunday workday) 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 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 first shift (day shift) when either the second shift (swing shift) or third shift (graveyard shift) is worked.

The shift rate of pay is determined by the start time of the shift (see chart below).

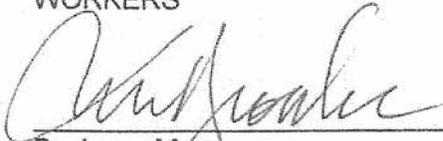
First Shift (Day Shift):	Start time between 5:00AM and 9:30AM (Straight Time Rate)
Second Shift (Swing):	Start time between 9:31AM and 8:00PM (Straight Time Rate +17.3% )
Third Shift (Graveyard):	Start time between 8:01PM and 4:59AM (Straight Time Rate +31.4% )

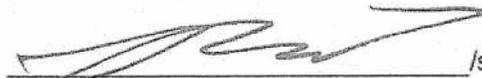
Negotiated by Local Union 11, IBEW and Los Angeles County Chapter, National Electrical Contractors Association.

Effective Date: July 1, 2014

Signed For:

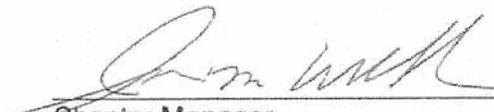
LOCAL UNION NO. 11, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

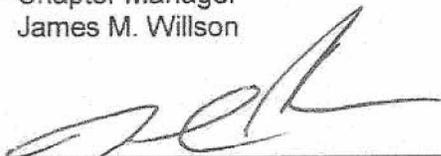
  
\_\_\_\_\_/ss  
Business Manager  
Marvin Kropke

  
\_\_\_\_\_/ss  
President  
Richard Reed

Signed For:

LOS ANGELES COUNTY CHAPTER NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

  
\_\_\_\_\_/ss  
Chapter Manager  
James M. Willson

  
\_\_\_\_\_/ss  
President  
Fred Neubauer