



SHIFT PROVISIONS

FOR

ELECTRICIAN: INSIDE WIREMAN, TECHNICIAN - SECOND SHIFT INSIDE WIREMAN, TECHNICIAN - THIRD SHIFT

CABLE SPLICER - SECOND SHIFT CABLE SPLICER - THIRD SHIFT

IN

SANTA CLARA 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.

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**INSIDE AGREEMENT
LOCAL 332**

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Agreement by and between the National Electrical Contractors Association
(NECA) - Santa Clara Valley Chapter and Local Union No. 332, IBEW.

SHIFT WORK

Section 3.04 (a) 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 AM and 4:30 PM. 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 PM and 1:00 AM. 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 AM and 9:00 AM. Workmen on the "graveyard shift" shall be paid at the regular hourly rate of pay plus 31.4% for all hours worked.

(b) 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.

(c) If the parties to the Agreement mutually agree, the shift week may commence with the third shift (graveyard shift) at 12:30 AM 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.

(d) 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 swing or graveyard shift, any shift shall be paid at one and one-half times the "shift" hourly rate.

(e) 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.

OCCUPIED REMODEL AND RENOVATION WORK

(k) Occupied Remodel and Renovation Work. When so elected by the contractor, a single shift of work for eight (8) hours may be performed Monday through Friday, excluding Saturdays, Sundays and Holidays.

The shift work must be performed outside regular work hours as defined in Article III, Section 3.01(a). The shift start time is any time after 3:30 PM.

The shift shall be eight (8) hours of work between the hours of 3:30 PM and 8:00 AM. Workers shall be paid for a minimum of eight (8) hours for the shift, regardless of hours worked.

The thirty (30) minute lunch period is to be taken at the end of four (4) hours of work.

For hours worked between 3:30 PM and 12:00 midnight workers shall receive the regular hourly rate plus 10%.

For hours worked between 12:00 midnight and 8:00 AM, workers shall receive the regular hourly rate plus 15%.

Overtime before or after the shift shall be two times (2 x) the regular hourly rate.