



## SHIFT PROVISIONS

FOR

**ELECTRICIAN:**  
INSIDE WIREMAN, SECOND SHIFT  
INSIDE WIREMAN, THIRD SHIFT  
CABLE SPLICER, SECOND SHIFT  
CABLE SPLICER, THIRD SHIFT

IN

ALAMEDA 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.

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**SUMMARY OF THE  
JOINT RECOMMENDED  
SETTLEMENT FOR THE  
INSIDE CONSTRUCTION  
AGREEMENT FOR  
ALAMEDA COUNTY**

**NorCal Chapter, NECA**

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The following items were discussed and agreed upon by the negotiating committees for IBEW Local 595 and the Northern California Chapter, NECA regarding the Inside Construction Agreement for IBEW Local 595 and the Alameda County Division, Northern California Chapter, NECA.

- **Term of Agreement: Three Year Agreement**
  - June 1, 2016 through May 31, 2019

# **ALAMEDA COUNTY**

## **INSIDE CONSTRUCTION AGREEMENT**

**BETWEEN**

**ALAMEDA COUNTY BRANCH  
NORTHERN CALIFORNIA CHAPTER,  
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION**

**&**

**LOCAL UNION 595,  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

**EFFECTIVE**

**June 1, 2013, through May 31, 2016**

**Shift Work**

**Section 13 [3.13]**

When so elected by the contractor, multiple shifts of a 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 (7-1/2) 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 time 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.

**Shift Work – Hourly Rate of Pay**

**Section 14 [3.14]**

(a) When employees work less than seven and one-half hours (7.5) on a second shift (swing shift) per Article III, Section 13, the following formulae shall be used to calculate the hourly compensation rate:

(Regular hourly rate times 1.1) times 8 hours divided by 7.5 hours equals the hourly swing shift rate.  
[Example:  $(\$47.15 \times 1.1) \times 8 \text{ hours} / 7.5 \text{ hours} = \$53.32$  hourly swing shift rate]

(b) When employees work less than seven hours (7.0) on a third shift (graveyard shift) per Article III, Section 13, the following formulae shall be used to calculate the hourly compensation rate:

(Regular hourly rate times 1.15) times 8 hours divided by 7 hours equals the hourly graveyard shift rate.  
[Example:  $(\$47.15 \times 1.15) \times 8 / 7 \text{ hours} = \$61.97$  hourly graveyard shift rate.]

**Fringe Benefits for 2nd and 3rd Shift**

**Section 15 [3.15]**

Fringe benefit contributions for the 2nd and 3rd shifts as set forth in Article III, Section 13 shall be based on eight (8) hours.

Benefit Contributions shall be calculated for both swing shift and graveyard shift in the manner described above. For example, for hourly benefits on 2<sup>nd</sup> (swing) shift, the rate will be: (Regular hourly benefit contribution rate) times 8 hours divided by 7.5 equals the hourly benefit 2<sup>nd</sup> (swing) shift rate. [Example:  $(\$14.91 \text{ health and welfare}) \times 8 \text{ hours} / 7.5 \text{ hours} = \$15.90$  hourly benefit swing shift rate  
For the 3<sup>rd</sup> (graveyard) shift, the formulae used would be  $(\$14.91 \text{ health and welfare}) \times 8 \text{ hours} / 7 \text{ hours} = \$17.04$  hourly benefit 3<sup>rd</sup> (graveyard) shift rate.]