

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director - Research Unit
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SHIFT PROVISIONS

FOR

ELECTRICIAN:
INSIDE WIREMAN
INSIDE WIREMAN (SECOND SHIFT)
INSIDE WIREMAN (THIRD SHIFT)
CABLE SPLICER
CABLE SPLICER (SECOND SHIFT)
CABLE SPLICER (THIRD SHIFT)

IN

SAN FRANCISCO 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.



INSIDE AGREEMENT

Between

**LOCAL UNION 6
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
SAN FRANCISCO, CALIFORNIA**

and

**THE SAN FRANCISCO
ELECTRICAL CONTRACTORS
ASSOCIATION, INC.**

June 1, 2014 - May 31, 2018

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Office of the Director-Research



SHIFT WORK

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3 Sec. 27. When so elected by the contractor, multiple shifts of at least
4 five (5) days' duration may be worked. When two (2) or three (3) shifts are
5 worked:

6 (a) The first shift (day shift) shall be worked between the hours
7 of 8:00 A.M. and 4:30 P.M. Workmen on the day shift shall receive eight (8)
8 hours' pay at the regular hourly rate for eight (8) hours' work.

9 (b) The second shift (swing shift) shall be worked between the
10 hours of 4:30 P.M. and 12:30 A.M. Workmen on the "swing shift" shall
11 receive eight (8) hours' pay at the regular hourly rate plus ten percent (10%)
12 for seven and one-half hours (7 1/2) hours' work.

13 (c) The third shift (graveyard shift) shall be worked between the
14 hours of 12:30 A.M. and 8:00 A.M. Workmen on the "graveyard shift" shall
15 receive eight (8) hours' pay at the regular hourly rate plus fifteen percent
16 (15%) for seven (7) hours' work.

17 (d) A lunch period of thirty (30) minutes shall be allowed on
18 each shift. All overtime work required after the completion of a regular shift
19 shall be paid at one and one-half (1-1/2) times the "shift" hourly rate.

20 There shall be no pyramiding of overtime rates and double the
21 straight-time rate shall be the maximum compensation for any hour worked.

22 There shall be no requirement for a day shift when either the second
23 or third shift is worked.

24 Sec. 28. Employees transferred from one shift to another, unless
25 relieved from work at least a full shift as set forth herein, before starting
26 their new shift, shall be paid the overtime rates for the first such shift
27 worked. However, if an Employee working on the "first" or regular daylight
28 shift is required to return to work on the "third" shift within the same
29 twenty-four (24) hour workday-period, he shall receive double time for the
30 first such "third" shift worked. The twenty-four (24) hour period mentioned
31 herein shall be the twenty-four (24) hour period commencing with the
32 starting time of the day shift. No Employee shall be transferred from his
33 regular assigned shift to another shift more than once in a workweek.
34 Except, however, he may be returned to his regular assigned shift.

35
36 (a) Shift starting time may be changed up to two (2) hours.
37 When this is implemented all corresponding conditions shall change
38 accordingly.