

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



## HOLIDAY PROVISIONS

FOR

**ELECTRICIAN:**  
INSIDE WIREMAN, TECHNICIAN  
CABLE SPLICER  
HELIARC WELDING

IN

KERN COUNTY

**2017-2020  
IBEW - NECA  
INSIDE AGREEMENT**

RECEIVED  
Department of Industrial Relations  
JAN 17 2018  
Office of the Director-Research

**LOCAL UNION NO. 428  
of the  
INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS**

**and the**

**KERN COUNTY CHAPTER  
of the  
NATIONAL ELECTRICAL CONTRACTORS  
ASSOCIATION**

**Covering Inside Electrical Construction  
& Maintenance Work  
in  
Kern County, California**

**I.B.E.W.  
3921 N SILLECT AVE  
BAKERSFIELD, CA 93308  
PHONE: (661) 323-2979**

**N.E.C.A.  
4015 Coffee Road, Suite 210  
BAKERSFIELD, CA 93308  
PHONE: (661) 325-5937**

**Sec. 3.07 HOLIDAYS:**

(a) Work performed on Sundays and the following holidays: New Year's Day, Washington's Birthday - celebrated on the third Monday in February, Memorial Day - celebrated on the last Monday in May, Fourth of July, Labor Day - celebrated the first Monday in September, Veteran's Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day shall be paid at double (2) the straight time rate of pay.

(b) When any of the above holidays fall on Sunday, then the Monday after shall also be holiday.

(c) When any of the above holidays fall on Saturday, then the Friday before shall also be a holiday.

**Sec. 3.08 LABOR DAY:** No work shall be performed on Labor Day, except for the preservation of life or property.

## ARTICLE XII

### CODE OF EXCELLENCE

**Section 12.01.** The parties to this Agreement recognize that to meet the needs of our customers, both employer and employee must meet the highest levels of performance, professionalism, and productivity. The Code of Excellence has proven to be a vital element in meeting the customers' expectations. Therefore each IBEW local union and NECA chapter shall implement a Code of Excellence Program. The program shall include minimum standards as designed by the IBEW and NECA.

### SEPARABILITY AND SAVINGS CLAUSE

**SEPARABILITY:** Should any provision of this Agreement be declared illegal by any court of competent jurisdiction, such provisions shall immediately become null and void, leaving the remainder of the Agreement in full force and effect and the parties shall, thereupon, seek to negotiate substitute provisions which are in conformity with the applicable laws.

**SAVINGS:** Should any proposal submitted by the Union, and granted, not be put into effect because of prohibiting legislation, Executive Orders or Regulations relating to Wage and Price Controls, then such proposals, or any part thereof, shall become effective at such time as may subsequently become legal.

Signed for the Association:

Kern County Chapter,  
National Electrical Contractors Association, Inc.




Dylan Woodard, Executive Director

12-01-2017

Date

Signed for the Union:

Local 428,  
International Brotherhood of Electrical Workers



Jim Elrod, Business Manager

12-01-2017

Date