

DEPARTMENT OF INDUSTRIAL RELATIONS

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SHIFT PROVISIONS

FOR

ELECTRICIAN:

INSIDE WIREMAN, TECHNICIAN 2<sup>ND</sup> SHIFT  
INSIDE WIREMAN, TECHNICIAN 3<sup>RD</sup> SHIFT  
CABLE SPLICER SECOND SHIFT  
CABLE SPLICER THIRD SHIFT

IN

SAN LUIS OBISPO 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.

61-639-1

# **INSIDE AGREEMENT**

**Between**

**LOCAL UNION 639**

**of the**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,  
SAN LUIS OBISPO, CALIFORNIA**

**and**

**CALIFORNIA CENTRAL COAST CHAPTER**

**NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION**

**AMENDED June 1, 2018**

RECEIVED  
Department of Industrial Relations

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Office of the Director-Research

### **SECTION 3.13 SHIFT WORK**

When so elected by the Contractor, multiple shifts of at 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.

Second shift (swing shift) shall be worked between the hours of 4:00pm and 12:30 am. Workmen on the "swing shift" shall be paid for hours worked at the regular hourly rate plus 17%.

Third shift (graveyard shift) shall be worked between the hours of 12:00am and 8:30am. Workmen on the "graveyard shift" shall be paid for hours worked at the regular rate plus 31%.

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 the third shift is worked.