



SHIFT PROVISIONS

FOR

ELECTRICIAN:
COMMUNICATION & SYSTEM INSTALLER

IN

INYO, LOS ANGELES, MONO, RIVERSIDE, SAN BERNARDINO,
SAN LUIS OBISPO, AND VENTURA COUNTIES

ELECTRICIAN:
SOUND ELECTRICIAN

IN

LOS ANGELES 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.



Southern California Chapters of NECA & IBEW Local Unions signed to the
Southern California 9th District Sound and Communications Agreement
Addendum 1 to the 9th District Sound & Communications Agreement



January 30, 2015

RECEIVED
Department of Industrial Relations

Director of Industrial Relations State of California
Office of the Director - Research Unit,
P.O. Box 420603, San Francisco, CA 94142,
(415) 703-4774.

FEB 11 2015

Office of the Director-Research

Re: the postings for Wage increases for the following agreement:

Southern California, 9th District Sound & Communications Agreement, Addendum No.1 to the 9th
District Sound & Communications Agreement, By and Between:

International Brotherhood of Electrical Workers Locals 11, 40, 413, 428, 440, 441, 477, 569,
639, 952 and,

National Electrical Contractors Association of Los Angeles County, Kern County, Orange County,
San Diego/Imperial Counties, Southern Sierras Chapter representing Riverside/San
Bernardino/Inyo/Mono Counties

From: December 1, 2014 to November 30, 2019

We are respectfully requesting that you post the first increase of December 1, 2014 to be in
place by your department on March 1, 2015 posting date for prevailing wages, as these items
have been agreed upon by all parties signed to this agreement.

The following pages will show items agreed to for this agreement with increases for each
successive year. We are still in the process of completing sections language that we expect to
have finalized on or around February 15, 2015. At that time we will submit the full agreement
to your office.

Respectfully,

Robert C Frost, IBEW 440
Chairman IBEW Southern Ca
Negotiations Committee

Jim Willson
Chairman NECA Southern CA
Negotiations Committee



**Southern California Chapters of NECA & IBEW Local Unions signed to the
Southern California 9th District Sound and Communications Agreement
Addendum 1 to the 9th District Sound & Communications Agreement**



December 1, 2014

Sound and Communications Negotiations

Items agreed upon for Southern California Addendum # 1, 9th District Agreement Sound
and Communications Agreement

Section 1.01 5 year agreement December 1, 2014 to November 30, 2019

61-X-7

Southern California
9th District Sound & Communications Agreement

Addendum No.1 to the 9th District Sound & Communications

Agreement

By and Between

International Brotherhood of Electrical Workers

And

National Electrical Contractors Association

December 1, 2008 to November 30, 2011

RECEIVED
Department of Industrial Relations

JUL 6 2009

Div. of Labor Statistics & Research
Chief's Office

Shift Work

Section 3:04 Multiple shifts of at least five consecutive days duration may be worked. Saturdays, Sundays and holidays, if worked within the shift schedule, (although paid according to section 3.02) are considered to be within the five consecutive days' duration.

- (a) The first shift (day shift) shall consist of eight (8) consecutive hours worked between the hours of 5:00 a.m. and 6:00 p.m., Monday - Friday. Employees on the "day shift" shall receive eight (8) hours pay at the regular hourly rate for eight (8) hours work.
- (b) The second shift (swing shift) shall be worked between the hours of 4:30 p.m. and 1:00 a.m., Monday - Friday. Employees on the "swing shift" shall receive eight (8) hours pay at the regular hourly rate, plus an additional 17.3% for all hours worked.
- (c) The third shift (graveyard shift) shall be worked between the hours of 12:30 a.m. and 8:00 a.m., Monday - Friday. Employees on the "graveyard shift" shall receive eight (8) hours pay at the regular hourly rate, plus 31.4% for all hours worked.
- (d) The Employer shall be permitted to adjust the starting hours by up to two (2) hours in order to meet the needs of the customer.
- (e) If the parties to the Agreement mutually agree, the shift week may commence with the third shift (graveyard shift) at 12:30a.m. 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.
- (f) An unpaid lunch period of thirty (30) minutes shall be allowed on each shift.
- (g) All overtime work required before the established start time and after the completion of eight (8) hours of any shift shall be paid at one and one-half times the "shift" hourly rate.
- (h) There shall be no pyramiding of overtime rates and two (2) times the straight time rate shall be the maximum compensation for any hour worked.
- (i) There shall be no requirement for a day shift when either the second or third shift is worked.
- (j) The appropriate shift shall be determined by the start time of the shift. This chart shall be used to determine which shift and corresponding rate is applicable:

First Shift (Day Shift):	Start time between 5:00 AM and 9:30 AM (Straight Time Rate)
Second Shift (Swing):	Start time between 9:31 AM and 8:00 PM (Straight Time Rate +17.3%)
Third Shift (Graveyard):	Start time between 8:01 PM and 4:59 AM (Straight Time Rate +31.4%)