

DEPARTMENT OF INDUSTRIAL RELATIONS

Office of the Director – Research Unit

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SHIFT PROVISIONS

FOR

ELECTRICIAN:INSIDE WIREMAN – 2ND SHIFTINSIDE WIREMAN – 3RD SHIFTCABLE SPLICER – 2ND SHIFTCABLE SPLICER – 3RD SHIFT

IN

SANTA BARBARA 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.



**Local Union No. 413
International Brotherhood of Electrical Workers
A.F.L. - C.I.O.
Santa Barbara County, California**

and

**The California Central Coast Chapter
of the
National Electrical Contractors Association, Inc.**

AGREEMENT by and between
the California Central Coast Chapter, NECA
and Local Union No. 413, IBEW

ARTICLE I

EFFECTIVE DATE -- CHANGES GRIEVANCES -- DISPUTES

SECTION 1.01: This Agreement shall take effect June 1, 2016 and shall remain in effect until May 31, 2019 unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter, from June 1 through May 31 of each year, unless changed or terminated in the way later provided herein.

SECTION 3.02: 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 consist of eight (8) consecutive hours worked between the hours of 8:00 A.M. and 4:30 P.M. Workmen on the "day shift" shall be paid at the regular hourly rate of pay for all hours worked.

The second shift (swing shift) shall consist of eight consecutive hours worked between the hours of 4:30 P.M. and 1:00 A.M. Workmen on the "swing shift" shall be paid at the regular hourly rate of pay plus 17% for all hours worked.

The third shift (graveyard shift) shall consist of eight (8) consecutive hours worked between the hours of 12:30 A.M. and 9:00 A.M. Workmen on the "graveyard shift" shall be paid at the regular hourly rate of pay plus 31% for all hours worked.

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 time (1 1/2) the "shift" hourly rate.

There shall be no pyramiding of overtime rates and double the straight 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. (Refer to Section 3.06 (b) for compensation on high time rates.)