STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:
P.O. Box 420603
San Francisco CA 94142-0603

SCOPE OF WORK PROVISION

FOR

LIGHT FIXTURE MAINTENANCE
(ALL CLASSIFICATIONS)

IN

IMPERIAL AND SAN DIEGO COUNTIES

61-569-20

AGREEMENT

BETWEEN

LOCAL UNION 569

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

AND

OSRAM SYLVANIA LIGHTING SERVICES

JANUARY 1, 1993 - DECEMBER 31, 1995

RECEIVED
Department of Industrial Relations
JUL 28 1995
Div. of Labor Statistics & Research
Chief's Office

ARTICLE VIII - HOURS - WAGES - CLASSIFICATIONS

Section 1. Hours

A. The normal work day shall be any eight (8) continuous hours in a twenty-four (24) hour period. Forty (40) hours work, based on any five (5) consecutive working days, followed by two (2) consecutive days off shall constitute a week's work. Overtime at the rate of time and a half (1 1/2X) shall be paid for work performed after eight (8) hours in a twenty-four (24) hour period and on the sixth (6th) consecutive day of a week, double (2X) time shall be paid on the seventh (7th) consecutive day of a week.

B. Any employee who is required to remain on the premises of the employer or any shop location shall be paid for all such time, including overtime regardless of whether or not work is performed. In the event that such an employee is required to remain on the premises more than eight (8) hours, then the overtime rate shall apply.

C. Any employee called back to work without an eight (8) hour rest period between shifts shall be paid at double time (2X) for all call back hours, <u>with the exception of a Safety meeting, whereby the Company agrees to pay the employee at his or her normal rate of pay for the duration of such meeting</u>.

Section 2. Classification Duties:

<u>Fixture Cleaner</u>:

(a) Cleaning, washing, destaticizing and relamping of electrical fixtures and ceilings, including luminous and other types of diffused area lighting, together with the necessary removals and replacement necessitated thereby, which do not illuminate signs.

<u>Fixture Cleaners, who have been properly trained and are designated by management, may change lighting fixture ballasts when outages are discovered during the course of washing and relamping. This shall not include illuminated signs or lights that illuminate signs. In such cases, the designated Fixture Cleaners will be paid a minimum Service Worker's wage classification.</u>

<u>Service Worker</u>:

<u>Must demonstrate and prove knowledge and experience related to electrical installation and be able to</u> perform lighting maintenance duties including internal fixture wiring, sockets, ballasts, lamps, and due cleaning thereof, interior and exterior electric lighting fixtures, including luminous ceilings and other

types of diffused area lighting, together with due necessary removals and replacements necessitated thereby; such work will not include the maintenance of any lighting fixtures that illuminate signs. The Company agrees to establish guidelines reviewed by the Union when hiring service workers.

Section 3.

Wages:

January 1, 1993 - Ratification Bonus - $350.00 net for all classifications.

The Ratification Bonus will be subject to applicable local, state and federal taxes.

Fixture Cleaner:	1-1-94	1-1-95
Start	$ 6.33	$ 6.46
6 months	$ 6.70	$ 6.83
9 months	$ 7.07	$ 7.20
12 months	$ 7.44	$ 7.57
15 months	$ 7.81	$ 7.94
18 months	$ 8.18	$ 8.31
21 months	$ 8.55	$ 8.68
24 months	$ 8.91	$ 9.04

Serviceman:	1-1-94	1-1-95
Start	$ 9.46	$ 9.59
3 months	$ 9.76	$ 9.89
6 months	$10.06	$10.19
9 months	$10.36	$10.49
12 months	$10.66	$10.79
15 months	$10.96	$11.09
18 months	$11.26	$11.39
21 months	$11.56	$11.69
24 months	$11.83	$11.96

January 1, 1994 - General Wage Increase - sixteen cents per hour ($.16) - all classifications.

January 1, 1995 - General Wage Increase - thirteen cents per hour ($.13) - all classifications.

Wage progression from starting rate through top pay rate in any one classification shall be automatic, however, promotion to a higher classification shall be determined solely on the basis of merit.

OSRAM SYLVANIA Lighting Services Corporation and International Brotherhood of Electrical Workers, Local Union 569 agree that the Scope of Work for a Journeyman Sign Electrician shall cover the service or maintenance of all electrical equipment on sign displays or tube lighting. This shall include all maintenance of signs or tube displays after they have been erected and in operation. The only exception shall be -- Journeymen may erect plug-in type portable window signs at their regular scale.

Dated: April 14, 1993

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCAL UNION 569

Thomas M Pridemore
Business Manager

Kris S. Hartnett
Business Representative

Len H. Younker

OSRAM SYLVANIA LIGHTING
SERVICES

K. E. Goldstrohm
Regional Manager
Regional Manager

Andrew Acampora
Manager of Employee Relations

Michael A. Colotti
General Manager

Steve Weathers
Branch Manager

APPROVED
INTERNATIONAL OFFICE — I. B. E. W.
MAR 11 1994
J. J. Barry, President
This approval does not make the International a party to this agreement

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