

SHIFT PROVISIONS

CRAFT/CLASSIFICATION

Electrician: Inside Wireman: Inside Wireman (Second Shift); Inside Wireman (Third Shift); Cable Splicer: Cable Splicer (Second Shift); Cable Splicer (Third Shift)

ID

61-6-1

LOCALITY

San Francisco 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.

SHIFTS

SHIFT WORK

Sec. 27. When so elected by the Employer, multiple shifts of at least five (5) days' duration may be worked. When two (2) or three (3) shifts are worked:

(a) The first shift (day shift) shall be worked between the hours of 8:00 A.M. and 4:30 P.M. 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 12:30 A.M. Employees on the "swing shift" shall receive eight (8) hours' pay at the regular hourly rate plus ten percent (10%) for seven and one-half hours (7 1/2) hours' work.

(c) The third shift (graveyard shift) shall be worked between the hours of 12:30 A.M. and 8:00 A.M. Employees on the "graveyard shift" shall receive eight (8) hours' pay at the regular hourly rate plus fifteen percent (15%) for seven (7) hours' work.

(d) 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 (1 1/2) 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 third shift is worked.

Sec. 28. Employees transferred from one shift to another, unless relieved from work at least a full shift as set forth herein, before starting their new shift, shall be paid the overtime rates for the first such shift worked. However, if an Employee working on the "first" or regular daylight shift is required to return to work on the "third" shift within the same twenty-four (24) hour workday period, they shall receive double time for the first such "third" shift worked. The twenty-four (24) hour period mentioned herein shall be the twenty-four (24) hour period commencing with the starting time of the day shift. No Employee shall be transferred from their regular assigned shift to another shift more than once in a workweek. Except, however, they may be returned to their regular assigned shift.

(a) Shift starting time may be changed up to two (2) hours. When this is implemented all corresponding conditions shall change accordingly.