

## DEPARTMENT OF INDUSTRIAL RELATIONS

Office of the Director – Research Unit

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## SHIFT PROVISIONS

FOR

**ELECTRICIAN:**

TRANSPORTATION SYSTEMS ELECTRICIAN (SECOND SHIFT)  
TRANSPORTATION SYSTEMS ELECTRICIAN (THIRD SHIFT)  
TRANSPORTATION SYSTEMS ELECTRICIAN (CABLE SPLICING,  
WELDING AND NETA TESTING) SECOND SHIFT  
TRANSPORTATION SYSTEMS ELECTRICIAN (CABLE SPLICING,  
WELDING AND NETA TESTING) THIRD SHIFT  
TRANSPORTATION SYSTEMS TECHNICIAN (SECOND SHIFT)  
TRANSPORTATION SYSTEMS TECHNICIAN (THIRD SHIFT)

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 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.

**INTELLIGENT TRANSPORTATION SYSTEMS  
AGREEMENT**

**BETWEEN**

**LOCAL UNION 11  
INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS**

**AND**

**LOS ANGELES COUNTY CHAPTER  
NATIONAL ELECTRICAL CONTRACTORS  
ASSOCIATION**

**2014 – 2019**

RECEIVED  
Department of Industrial Relations

AUG 01 2014

Office of the Director-Research

## Shift Work

**Section 3.12.** When so elected by the contractor, multiple shifts of eight (8) hours for 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 beginning at a start time between 5:00 a.m. and 9:30 a.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 beginning at a start time between 9:31 a.m. and 8:00 p.m. Workmen on the "swing shift" shall be paid at the regular hourly rate of pay plus 17.3% for all hours worked.

The third shift (graveyard shift) shall consist of eight (8) consecutive hours worked beginning at a start time between 8:01 p.m. and 4:59 a.m. Workmen on the "graveyard shift" shall be paid at the regular hourly rate of pay plus 31.4% for all hours worked.

If the parties to the Agreement mutually agree, the shift week may commence with the third shift (graveyard shift) at 12:30 A.M. Monday to coordinate the work with the customer's work schedule. However, any such adjustment shall last for at least five (5) consecutive days' duration unless mutually changed by the parties to this agreement.

An unpaid lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of eight (8) hours of any 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 rate shall be the maximum compensation for any hour worked. There shall be no requirement for a first shift (day shift) when either the second shift (swing shift) or third shift (graveyard shift) is worked.

The shift rate of pay is determined by the start time of the shift (see chart below).

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