

DEPARTMENT OF INDUSTRIAL RELATIONS  
Office of the Director – Research Unit  
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## SHIFT PROVISIONS

FOR

**ELECTRICIAN:**  
INSIDE WIREMAN, TECHNICIAN  
INSIDE WIREMAN, TECHNICIAN (SECOND SHIFT)  
INSIDE WIREMAN, TECHNICIAN (THIRD SHIFT)  
CABLE SPLICER-WELDER  
CABLE SPLICER-WELDER (SECOND SHIFT)  
CABLE SPLICER-WELDER (THIRD SHIFT)

IN

CALAVERAS AND SAN JOAQUIN COUNTIES

**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.

61-595-2

# San Joaquin & Calaveras Counties

## Inside Construction Agreement

BETWEEN

STOCKTON DIVISION – NORTHERN CALIFORNIA CHAPTER,  
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

&

LOCAL UNION 595,  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

EFFECTIVE

December 1, 2013 through November 30, 2016

RECEIVED

Department of Industrial Relations

JAN 31 2014

Office of the Director-Research

**Shift Work**

Section 11 [3.11]

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 be worked between the hours of 8:00 AM and 4:30 PM. Workers on the "day shift" shall receive eight (8) hours' pay at the regular hourly rate for eight (8) hours' work.

The second shift (swing shift) shall be worked between the hours of 4:30 PM and 12:30 AM. Workers on the "swing shift" shall receive eight (8) hours' pay at the regular hourly rate plus 10% for seven and one-half (7 1/2) hours' work.

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

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 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 day shift when either the second or third shift is worked.

#### **Shift Work – Full Benefits**

##### Section 12 [3.12]

Subsection (a) Workers on the day shift shall receive eight (8) hours pay and benefits at the regular hourly rate for eight (8) hours work.

Subsection (b) Workers on the "swing shift" shall receive eight (8) hours pay and benefits at the regular hourly rate plus 10% for seven and one-half (7 ½) hours work.

Subsection (c) Workers on the "graveyard shift" shall receive eight (8) hours pay and benefits at the regular hourly rate plus 15% for seven (7) hours worked.