

Know Your Agreement

Overtime

NorCal NECA would like to refresh everyone's memory about the different provisions concerning overtime in the Collective Bargaining Agreement's NorCal NECA negotiates. To compliment the information in the below article, we have put together a helpful spreadsheet highlighting the different overtime/double time provisions. We have also included the Chapter's 2021 holiday calendar, which can be found on the second page of this spreadsheet. The spreadsheet can be found on pages three and four of this document.

Alameda County – IBEW Local Union 595W

Section 3.02

Workday/Workweek: Eight hours work between 7:00 AM – 4:30 PM (with 30-minute lunch) Monday through Friday constitutes the workday and workweek. The workday can be varied by one-hour with mutual consent of the parties.

Overtime: The first two (2) hours after the regular workday will be paid at time and one-half (1-1/2) the regular straight time rate.

Double Time: All other work performed outside the regularly scheduled working hours, and work on Saturdays, Sundays and holidays, shall be paid at double the straight time rate of pay.

San Joaquin and Calaveras Counties – IBEW Local Union 595E

Section 3.02

Workday/Workweek: Eight hours work between 7:00 AM – 3:30 PM (with 30-minute lunch) Monday through Friday, constitutes the workday and workweek. Working hours may be changed by one-hour to conform with weather conditions, the needs of a particular job or to coincide with other crafts upon mutual consent of the parties.

Overtime: The first two (2) hours before or after the regular workday will be paid at time and one-half (1-1/2) the regular straight time rate. Further, the first eight (8) hours on Saturday will be paid at time and one-half (1-1/2).

Double Time: All other work performed outside the regularly scheduled working hours and on Sundays and holidays, shall be paid at double the straight time rate of pay.

Modesto Division – IBEW Local Union 684

Section 3.03

Workday/Workweek: Eight hours work between 6:00 AM – 4:30 PM (with 30-minute lunch) Monday through Friday, constitutes the workday and workweek. Working hours may be changed to conform with weather conditions, the needs of a particular job or to coincide with other crafts upon mutual consent of the parties.

Overtime: The first two (2) hours following the regular workday will be paid at time and one-half (1-1/2) the regular straight time rate. Further, the first eight (8) hours on Saturday will be paid at time and one-half (1-1/2).

Double Time: All other work performed outside the regularly scheduled working hours, and work on Sundays and holidays, shall be paid at double the straight time rate of pay.

Napa and Solano Counties – IBEW Local Union 180
Section 3.02

Workday/Workweek: Eight hours work between 7:00 AM – 3:30 PM (with 30-minute lunch) Monday through Friday, constitutes the workday and workweek. The workday can be varied by one-hour with mutual consent of the parties.

Overtime: The first two (2) hours following the regular workday will be paid at time and one-half (1-1/2) the regular straight time rate. Further, the first ten (10) hours on Saturday will be paid at time and one-half (1-1/2).

Double Time: All other work performed outside the regularly scheduled working hours, and work on Sundays and holidays, shall be paid at double the straight time rate of pay.

Sound and Communication Division – 9th District Addendum No. 2
Section 3.01

Workday/Workweek: Eight hours work between 6:00 AM – 6:00 PM (with 30-minute lunch) Monday through Friday, constitutes the workday and workweek.

Overtime: The first four (4) hours following the regular workday will be paid at time and one-half (1-1/2) the regular straight time rate. Further, the first eight (8) hours on Saturday will be paid at time and one-half (1-1/2).

Double Time: All other work performed outside the regularly scheduled working hours, and work on Sundays and holidays, shall be paid at double the straight time rate of pay.

For any questions or concerns with the interpretation of the CBA in your area, please contact **Pete Butler** (peterb@norcalneca.org), **Scot VanBuskirk** (scotv@norcalneca.org) or **Greg Armstrong** (grega@norcalneca.org) with the Chapter office.

Know Your Agreement - Overtime Chart

	<i>Workday/Workweek</i>	<i>Overtime</i>	<i>Double Time</i>
IBEW Local 595W	<ul style="list-style-type: none"> - Eight hours between 7:00 AM - 4:30 PM (w/30 min lunch), Monday through Friday - May be varied by one-hour with mutual consent of parties 	<ul style="list-style-type: none"> First two (2) hours following the regular workday will be paid at time and one-half (1-1/2) the straight time rate 	All other work performed outside regular scheduled working hours, and work on Saturday, Sundays and Holidays will be paid at double the straight time rate.
IBEW Local 595E	<ul style="list-style-type: none"> - Eight hours between 7:00 AM - 3:30 PM (w/30 min lunch), Monday through Friday - May be varied by one-hour with mutual consent of parties 	<ul style="list-style-type: none"> - First two (2) hours before or after the regular workday will be paid at time and one-half (1-1/2) the straight time rate - First eight (8) hours on Saturday will be paid at time and one-half (1-1/2) the straight time rate 	All other work performed outside regular scheduled working hours, and work on Sundays and Holidays will be paid at double the straight time rate.
IBEW Local 684	<ul style="list-style-type: none"> - Eight hours between 6:00 AM - 4:30 PM (w/30 min lunch), Monday through Friday - may be varied by one-hour with mutual consent of parties 	<ul style="list-style-type: none"> - First two (2) hours following the regular workday will be paid at time and one-half (1-1/2) the straight time rate - First eight (8) hours on Saturday will be paid at time and one-half (1-1/2) the straight time rate 	All other work performed outside regular scheduled working hours, and work on Sundays and Holidays will be paid at double the straight time rate.
IBEW Local 180	<ul style="list-style-type: none"> - Eight hours between 7:00 AM - 3:30 PM (w/30 min lunch), Monday through Friday - May be varied by one-hour with mutual consent of parties 	<ul style="list-style-type: none"> - First two (2) hours following the regular workday will be paid at time and one-half (1-1/2) the straight time rate - First ten (10) hours on Saturday will be paid at time and one-half (1-1/2) the straight time rate 	All other work performed outside regular scheduled working hours, and work on Sundays and Holidays will be paid at double the straight time rate.
Sound & Communication	<ul style="list-style-type: none"> - Eight hours between 6:00 AM - 6:00 PM (w/30 min lunch), Monday through Friday 	<ul style="list-style-type: none"> - First two (2) hours following the regular workday will be paid at time and one-half (1-1/2) the straight time rate - First eight (8) hours on Saturday will be paid at time and one-half (1-1/2) the straight time rate 	All other work performed outside regular scheduled working hours, and work on Sundays and Holidays will be paid at double the straight time rate.

Updated February 13, 2024

Holiday/ Carpenters' Off Day	Holidays	L.U. 595-W (Alameda)	L.U. 595-E (Stockton)	District 9	L.U. 180 Solano/Napa	L.U. 684
		<i>Inside</i>	<i>Inside</i>	<i>S & C</i>	<i>Inside</i>	<i>Inside</i>
New Year's Day	Monday, 1/1/2024	x	x	x	x	x
Martin Luther King Jr. Day	Monday, 1/15/2024	x	x	x	x	x
Designated Off-Day or Carpenter's Off Day	Friday, 2/16/2024	x			x	
President's Day	Monday, 2/19/2024	x	x	x	x	x
Designated Off-Day or Carpenter's Off Day	Friday, 5/24/2024	x			x	
Memorial Day	Monday, 5/27/2024	x	x	x	x	x
Designated Off-Day or Carpenter's Off Day	Friday, 7/5/2024	x				
Independence Day	Thursday, 7/4/2024	x	x	x	x	x
Designated Off-Day or Carpenter's Off Day	Friday, 8/30/2024	x		x	x	
Labor Day	Monday, 9/2/2024	x	x	x	x	x
Veteran's Day	Monday, 11/11/2024		x		x	x
Thanksgiving Day	Thursday, 11/28/2024	x	x	x	x	x
Day After Thanksgiving	Friday, 11/29/2024	x	x	x	x	x
Christmas Eve	Tuesday, 12/24/2024	x	x	x	x	x
Christmas Day	Wednesday, 12/25/2024	x	x	x	x	x
New Year's Day 2025	Wednesday, 1/1/2025	x	x	x	x	x
Designated Off-Days for Local 595W						
	Friday, February 16, 2024					
	Friday, May 24, 2024					
	Friday, July 5, 2024					
	Friday, August 30, 2024					
Carpenter Off-Days for Local 180 and Bay-to-Border:						
				Friday, February 16, 2024		
				Friday, May 24, 2024		
				Friday, July 5, 2024		
				Friday, August 30, 2024		