

DUTIES DESCRIPTION RECORD

DDR 72-48040

Department		Position Grade	
Position Title	ELECTRICAL MECHANIC HELPER*	Position Code	6.28
System	POWER	Number of Positions	200 (Temp)
Division	DESIGN AND CONSTRUCTION		

Rate:	\$40.87/hr. x 8 =	\$326.96	Base Rate (Eff. 7/30/18)
	5.54/hr. x 8 =	44.32	Annuity (Eff. 1/29/18)
	12.59/hr. x 8 =	<u>100.72</u>	Health & Welfare (Eff. 1/29/18)
		\$472.00	Per Day (Eff. 7/30/18)

Payments for Annuity and Health & Welfare shall be paid for each hour actually worked, but also including all paid hours during a second or third shift (eff. 1/4/95). Payments for Health & Welfare shall also be made for each hour of paid vacation time (eff. 7/6/92).

Summary Duties

In connection with miscellaneous construction, alteration, and repair activities at various locations in the Power System, performs skilled mechanical and electrical work in the installation of electrical equipment in electric stations; working from blueprints, drawings, and switchboard and wiring diagrams, installs transformers, oil circuit breakers, disconnect switches, pull boxes, meters and similar electrical equipment, erects steel racks, installs conduits, pulls wire through conduits and connects wiring for station equipment; sets up and wires station control switchboards; takes clearances; directs assigned helpers in the work of installing equipment; performs rigging and occasionally welding of electrical conductors incidental to electrical mechanic work; drives motor vehicles; and performs related duties.

1. Overtime:

For the first four (4) hours following the regular shift, Monday through Friday, and the first twelve (12) hours worked on Saturdays after the regular shift starting time (eff. 12/10/91), the employee shall be compensated at a rate computed by multiplying the hourly rate by one and one half (1½). For all time worked prior to normal shift, before regular starting time on Saturdays (eff. 12/10/90), Sundays, recognized holidays and after twelve (12) hours work, Monday through Saturday, the employee shall be compensated at a rate computed by multiplying the hourly rate by two (2).

2. Holidays:

Recognized holidays shall be as follows: New Year's Day, Martin Luther King, Jr. Day, (effective 1-21-08), Memorial Day, Independence Day, Labor Day, Veterans Day,

Thanksgiving Day, the day following Thanksgiving Day, Christmas Day, and Cesar Chavez Day (Beginning 2011). When a recognized holiday falls on a Sunday, the following Monday shall be observed as a holiday. When Christmas or New Year's Day falls on Saturday, the Friday preceding shall be observed.

3. Hazard Premium (restored 6/1/93):

A hazard premium of one-half (½) the straight-time rate of pay shall be paid for all work performed under the following circumstances:

- (a) At sixty (60) or more feet above the ground but less than ninety (90) feet where the workman is subject to a direct fall or is working within five (5) feet of a direct fall opening.
- (b) In areas where toxic gases, dust, fumes or painting requires the use of gas masks or respirators.

The hazard premium shall double for all work performed ninety (90) feet or more above the ground.

Work so performed shall be credited in increments of no less than one hour of work or any fraction thereof. The hazard premium shall not be included in computing the rate of overtime.

4. Show Up:

An employee who reports for duty but because of weather or other conditions beyond the control of the Department is laid off prior to commencing work, shall be compensated by receiving a credit of two (2) hours of work.

An employee who reports for duty and begins work but because of weather or other conditions beyond the control of the Department he is laid off, he shall be compensated on the following basis:

- (a) A layoff within four (4) hours shall afford a credit of four (4) hours of work.
- (b) A layoff after four (4) hours but before eight (8) hours shall afford a credit of eight (8) hours of work.

5. Multiple Shift: (8-8-8) 07/01/08 (Inside Wirement's Agreement 2008-2011)

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 consist (8) consecutive hours worked between the hours of 5:00 A.M. and 6:00 P.M. Workmen on the “day shift” shall be paid at the regular hourly rate of pay for all hours worked.

Workmen on the second shift (swing shift) shall consist of eight consecutive hours worked between the hours of 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.

Workmen on the third shift (graveyard shift) shall consist of eight (8) consecutive hours worked between the hours of 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.

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

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%)

6. Subsistence: Deleted

7. Travel Time:

- (a) When required to report to a work location outside of Los Angeles County, an employee shall be entitled to a single round-trip travel time payment at his/her regular straight-time hourly rate. Travel time to be computed from Palmetto Construction Headquarters to the work location at a reasonable rate of speed based on the vehicle used.
- (b) In addition, an employee shall receive a board and lodging allowance of thirty five dollars (\$35) per day worked on jobs outside of Los Angeles County when Department management determines that such jobs require the employee to remain away from home overnight. (Eff. 7/1/84.)

The board and lodging allowance shall be paid for days worked unless management's prior approval is given for remaining at the location on the weekend or holiday.

The board and lodging allowance for jobs outside the County of Los Angeles shall be paid for weekends and holidays if the employee works both the day before and the day following such weekend or holiday.

At its option, the Department may provide meals and lodging in lieu of a board and lodging allowance.

Work at the Haynes Steam Plant Complex is excepted from all the above provisions.

8. Premium Rate: (Eff. 07/31/06)

When required to perform cable splicing, welding, instrumentation work, or fiber optics splicing, an employee shall be paid five percent (5%) above the journeyman rate.