

DDR Number: 94-49002

Title: Apprentice Line Mechanic - (Intermittent)

a. No. of Positions - 20

b. Wage Rate - (Eff. 6/1/16)

1st six months	60%	of Line Mechanic Rate	\$32.66
2nd " "	65%	" " " "	\$35.39
3rd " "	70%	" " " "	\$38.11
4th " "	75%	" " " "	\$40.83
5th " "	80%	" " " "	\$43.55
6th " "	85%	" " " "	\$46.27
7th " "	90%	" " " "	\$49.00

c. Other Payments - **Effective 6/1/16** an additional payment of **\$12.65** per hour worked, but also including all paid hours during a second or third shift (effective 12/1/92), to which the overtime rate shall not apply, consisting of the following:

- 1) **\$5.25** for Health and Welfare. (Eff. 6/1/16)
- 2) **\$7.40** for Local Pension. (Eff. 6/1/16)

Effective 12/28/92 the Local Pension shall be payable to the IBEW District No. 9 Pension Plan.

An additional payment equal to three percent (3%) of each employee's gross total wages (defined as straight time and overtime hourly wages payment) for National Pension. Effective 12/28/92 the National Pension shall be payable to the National Electrical Benefit Fund.

d. Overtime: All work performed outside of the regular scheduled working hours or a four-ten work schedule, and on Saturdays, Sundays and holidays shall be paid at double the hourly rate.

When two (2) or more shifts are worked, all overtime required after the completion of a regular shift shall be paid at one and one-half times the shift hourly rate.

When workers are required to work six (6) hours or more overtime outside their normal shift, they shall be relieved for a rest period of at least eight (8) continuous hours or be compensated at the appropriate overtime rate of pay for all hours worked until released from work for eight (8) or more continuous hours.

- e. Holidays shall be as follows: New Year's Day, Martin Luther King Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day and Christmas Day, or days celebrated as such (Effective 6/1/07).
- f. Hazard Premium: (Effective 6-1-86) An employee working on any type of pole (lattice poles excepted) at the seventy-five (75) foot level or higher, shall be entitled to receive a hazard premium equal to the employee's straight-time rate.

An employee performing work from an aerial basket suspended from a headache ball or hook shall be entitled to receive a hazard premium equal to the employee's straight time rate. (Effective 6-1-86)

Any tension dead-ending of 220KV or higher, voltage done in the air on steel towers at any height, shall entitle an employee to a hazard premium equal to the straight time rate; except that the hazard premium shall not apply when hanging the dead-end on the tower after it has been made up on the ground, or when making soft dead-ends without supporting the ladder from the conductor.

Work so performed shall be credited in an initial increment of not less than two (2) hours for the first two (2) hours or fraction thereof worked and in additional increments of not less than one (1) hour for each succeeding hour or fraction thereof worked; provided that the two (2) hour minimum shall be applied not more than once in any one (1) day; and further provided that said hazard premium shall not be included in computing the rate of overtime pay.

- g. 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 works for more than two (2) hours but, because of weather or other conditions beyond the control of the Department is laid off, shall be compensated as follows: An employee who works more than two (2) hours but less than four (4) hours shall be paid for four (4) hours; an employee who works more than four (4) hours but less than six (6) hours shall be paid for six (6) hours; an employee who works more than six (6) hours but less than eight (8) hours shall be paid for eight (8) hours; an employee who works eight (8) hours or more shall be paid for actual time worked. (Effective 6/1/86)

The provisions of Section h - Subsistence shall apply to this section.

h. Call Out: When an employee is called out for unscheduled overtime work from his home, he shall be paid four (4) hours at the appropriate overtime rate. If such work overlaps into an employee's regular work shift, the straight time shall begin at the end of the four (4) hour period and end at the regular quitting time.

~~i. Subsistence:~~

Deleted effective 1/25/01 per IBEW Local 18 request, R. Butow.

j. Mealtime Allowance: (Effective 6-1-86) An employee who works overtime after his regular work hours or shift, or who is called out to work prior to or subsequent to his regular work hours or on Saturdays, Sundays, or holidays, shall be paid an allowance listed below for each mealtime that occurs during overtime hours worked, or provided with a meal in lieu of said allowance, unless the job is completed on or before the mealtime. Employees shall receive one-half hour pay, at the applicable rate, for each meal not provided.

When instructed before quitting time to report for the next regular daily starting time (including Saturday, Sunday, or holidays) the workmen shall provide their own lunch the same as they do on other days. When workmen are notified the day previous and the job is started not more than one hour before breakfast time, the breakfast mealtime allowance shall not be paid.

The meal allowance shall be established as follows (effective 12/1/92):

Breakfast:	\$6.00
Lunch:	\$8.00
Dinner:	\$10.00

When employees are required to work past 6:30 p.m., they shall be entitled to a mealtime and will be entitled to a paid mealtime at intervals of approximately four (4) hours thereafter, but not more than five (5) hours, for as long as he works.

k. Transfer Provisions: Three (3) regular work days notice shall be given to an employee before being transferred from one reporting headquarters to another. One additional day's subsistence, based on the rate of subsistence that was being received on the day transfer notice was issued, will be paid to the employee for each of the required three (3) days notice that is not given.

l. Multiple Shifts (8 - 7-1/2 + 10% - + 7 + 15%): When the Department determines the need, multiple shifts of at least five (5) days duration may be worked (effective 12/1/92). Workers on the first shift shall receive eight (8) hours pay at the regular hourly rate for eight (8) hours

work. The second shift shall receive eight (8) hours pay at the regular hourly rate plus ten percent (10%) for seven and one-half (7-1/2) hours work. The third shift shall receive eight (8) hours pay at the regular hourly rate plus fifteen percent (15%) for seven (7) hours work.

m. Four-ten Work Schedule (effective 6/1/92)

A change from regular work hours to a four-ten work schedule (four work days per week/ten hours work per day) may be made. Such change shall be limited to one time for the duration of the job. Four-ten work schedules shall be limited to Monday through Thursday or Tuesday through Friday.