

DDR Number: 72-49097

Title: Steel Shop Worker - Construction (Intermittent)

- a. No. of Positions - 4
- b. Wage Rate - **\$43.25** per hour, **\$346.00** per day (Eff. 7/1/21)
- c. Other Payments - **Effective 7/1/21** an additional payment of **\$32.83** per hour worked or for the number of hours or which pay is received, consisting of the following:
 - 1) \$10.05, payable to the California Ironworkers Field Welfare Plan. (Eff. 7/1/20)
 - 2) \$13.32, payable to the California Ironworkers Field Pension Trust. (Eff. 1/1/16)
 - 3) **\$5.40**, payable to the California Ironworkers Field Vacation Trust Fund. (Add to gross wages for tax computation.) (Eff. 7/1/21)
 - 4) \$4.06, payable to the California Ironworkers Field Pension Annuity Trust Fund. (Eff. 7/1/19)
- d. Overtime: An employee shall be compensated, at a rate computed by multiplying the hourly rate by one and one-half (1½), for the following time worked: the first two (2) hours worked in excess of eight (8) hours per day, Monday through Friday; and the first eight (8) hours worked on Saturday. An employee shall be compensated, at a rate computed by multiplying the hourly rate by two (2), for the following time worked: all hours worked on Sundays and recognized holidays; all hours worked, in excess of ten (10) hours, Monday through Friday; and all hours worked in excess of eight (8) hours on Saturday. (Eff. 7/1/89.)
- e. Holidays: Recognized holidays shall be as follows: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day. When a recognized holiday falls on a Sunday, the following Monday shall be observed as a holiday.
- f. Show-up: (Eff. 7/1/01) An employee who reports for duty, but is laid off prior to commencing work, shall be paid a "show up expense" of \$60.00 and on jobs located outside the free zone, in addition, shall receive the applicable subsistence payment; provided the employee remains on the job for two (2) hours unless excused.

An employee who reports for duty and begins work, but is laid off, shall be credited with hours of work on the following basis:

- 1) A layoff within four (4) hours shall afford a credit of four (4) hours of work.
- 2) A layoff after four (4) hours but before six (6) hours shall afford a credit of six (6) hours of work.
- 3) Pay for hours worked beyond the first six (6) hours shall be figured on the basis of actual hours worked.

On Saturdays, Sundays and holidays, "show up expense" will be computed at the applicable overtime rate (eff. 1/1/96).

g. Multiple Shift: (Eff. 7/1/14)

When two (2) shifts are employed, the first shift (morning shift) shall work up to eight (8) hours and shall be paid for each hour worked, or proportionate part thereof, the basic wage rate. The second shift shall work up to eight (8) hours and shall be paid for each hour worked, or proportionate part thereof, the basic wage rate plus a premium equal to 6% of the basic wage rate.

When three (3) shifts are employed, the first shift (morning shift) shall work up to eight (8) hours and shall be paid for each hour worked, or proportionate part thereof, the basic wage rate. The second shift shall work up to eight (8) hours and shall be paid for each hour worked, or proportionate part thereof, the basic wage rate plus a premium equal to 6% of the basic wage rate. The third shift shall work up to eight (8) hours, and shall be paid for each hour worked, or proportionate part thereof, the basic wage rate plus a premium equal to 13% of the basic wage rate.

When two (2) shifts are employed on any job, the second shift shall start not later than 5:30 p.m.

h. Subsistence: (Eff. 7/1/14)

- a. Plus a subsistence payment, per day worked, based on the following schedule of road miles from the City Hall of the city from which the employee is dispatched.

50 miles to 60 miles -----	\$10 per day (deleted eff. 7/1/11)
61 miles to 75 miles -----	\$20 per day
76 miles to 99 miles -----	\$25 per day
100 miles and over-----	\$75 per day (Effective 7/1/07)

- b. Provided that on a job that is one day's duration and for which an employee is paid (or furnished) transportation and travel time to and from the job, he shall not, in addition, receive a subsistence payment.
- c. When an employee is hired for a job more than sixty (60) miles from the City Hall referred to in (a) above, the employee shall be paid subsistence and travel reimbursement in accordance with this paragraph (subsistence) and the following paragraph (travel/transportation). This payment shall be made whether or not the job is located within another expense-free zone, as defined in this paragraph (subsistence) or the following paragraph (travel/transportation).

i. Transportation and Travel: (Eff. 7/1/14)

Plus transportation and travel time payments when an employee reports to a location that is sixty (60) or more road miles distant from Los Angeles City Hall, subject to the conditions specified below:

- (a) Travel reimbursement will be paid as follows, based on the distance between the location to which the employee reports and Los Angeles City Hall.

60 (eff. 7/1/92) miles to 75 miles-----	\$25.00
76 miles to 99 miles -----	\$50.00
100 miles and over -----	\$60.00
Each additional 50 miles -----	\$25.00

- (b) On jobs of one day's duration or less, an employee shall be entitled to receive transportation or travel time payments to and from the job.
- (c) On jobs of five (5) or more days' duration, an employee shall not be entitled to receive transportation or travel time payments either way when he voluntarily quits before he has worked five (5) days of shifts.
- (d) An employee who voluntarily quits before he has worked ten (10) days or who is discharged for cause prior to completion of the job, shall not be entitled to receive transportation or travel time payments for the return trip.
- (e) An employee shall not be entitled to transportation or travel time payments when an interruption in consecutive workdays is caused by Saturdays, Sundays, holidays, or of conditions beyond the control of the Department.

- j. Meal Period: An employee who completes a shift and is required to work more than two (2) hours overtime at the end of a shift will be permitted either a one-half (½) hour meal period, during which time no work shall be permitted, for

which he shall receive regular overtime pay or, in lieu thereof, an additional one-half ($\frac{1}{2}$) hour's pay at the regular overtime rate.

An employee who works continuously for more than four and one-half ($4\frac{1}{2}$) hours without a lunch period shall receive overtime pay for work after the four and one-half ($4\frac{1}{2}$) hours until opportunity to take lunch is afforded at the one and one-half ($1\frac{1}{2}$) rate of pay and shall thereafter be permitted time to eat lunch for which he shall be compensated at the straight-time hourly rate.