

DDR Number: 72-49121

Title: Laborer - Construction (Intermittent)

- a. No. of Positions - 190
- b. Wage Rate - **\$37.43** per hour, **\$299.44** per day (Eff. 7/1/21).
- c. Other Payments - An additional payment of **\$23.29** (Eff. 7/1/21) per hour worked or for the number of hours for which pay is received, consisting of the following:
  - 1) **\$8.10**, payable to the Construction Laborers Health and Welfare Trust Fund for Southern California. (Eff. 7/1/21)
  - 2) **\$10.32**, payable to the Construction Laborers Pension Trust Fund for Southern California. (Eff. 7/1/21)
  - 3) \$4.87, payable to the Construction Laborers Vacation Trust Fund for Southern California. (Eff. 7/1/19)
- d. Overtime: Employees shall be compensated for each hour of overtime worked on Sundays and holidays (or holiday equivalents), and any hours worked over 12 hours in a single workday, at a rate computed by multiplying the appropriate hourly rate by two (2); for each hour of all other such overtime at a rate computed by multiplying the appropriate hourly rate by one and one-half (1½). (Eff. 7/1/06)

Holidays shall be as follows: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Day after Thanksgiving Day, and Christmas Day. If any of the above holidays falls on Sunday, the Monday following shall be considered the holiday. (Eff. 7/1/93.)

- e. Hazard Premium: (deleted 7/1/93)
- f. Show-up: An employee who reports for work at the regular starting time and for whom no work is provided shall receive pay for two (2) hours at the stipulated rate for so reporting, unless he has been notified before the end of his last preceding shift not to report. An employee who reports for work at the regular starting time and for whom work is provided shall not receive less than four (4) hours pay and if more than four (4) hours are worked in any one (1) day, shall receive not less than a full day's pay therefor. However, these provisions shall not apply when an employee is prevented from commencing or continuing work by reasons beyond the control of the Department, including but not limited by such factors as inclement weather or

breakdown of a major unit causing discontinuance of the project, during which time employees are not required or requested to remain on the project.

On Saturday, Sunday or holidays an employee who reports for work at the stipulated time and for whom no work is provided shall receive pay for two (2) hours at the overtime rate; and an employee who reports to work and for whom work is provided shall not receive less than four (4) hours pay at the overtime rate; and if an employee works more than four (4) hours he shall be paid for the actual number of hours worked at the overtime rate.

- g. Multiple Shift: When two (2) or three (3) shifts are worked, the first and second shift shall work eight (8) consecutive hours, exclusive of meal periods, for which eight (8) hours straight time shall be paid Monday through Friday; and the third shift shall work seven (7) consecutive hours, exclusive of meal periods for which eight (8) hours straight time shall be paid Monday through Friday. (Eff. 12/1/83.)

Any time worked from Friday midnight to Sunday midnight or on holidays or in excess of the regular shift hours shall be paid for at the applicable overtime rate, except that the Friday graveyard shift ending on Saturday morning will be considered Friday work; the Saturday graveyard shift ending on Sunday morning will be considered Saturday work; the Sunday graveyard shift ending on Monday morning will be considered Sunday work. Overtime rates shall not be paid on the shift differential pay.

- h. Subsistence: Plus a subsistence payment per day worked of \$45.00 when working or reporting to a location:
- 1) On the Owens Gorge or Pacific Intertie Transmission lines north of Tower 222-1 of the Owens Gorge Transmission line.
  - 2) On the Boulder Transmission lines at or between Towers 210-I-1, 210-II-2, and 204-III-1 and the Boulder Generating Plant.

When the home of an employee is located within sixty (60) road miles of the reporting or working location, at the time a job is started, the subsistence payment is not applicable. (Eff. 7/1/06.)

Plus a subsistence payment per day worked of \$45 (Eff. 7/1/11) when working or reporting to a location in Inyo or Mono Counties.

Except that there shall be no subsistence payment when the job site is within 50 miles of the City Hall of Bishop.

- i. Meal Period: Employees shall not work more than five (5) consecutive hours without a one-half (½) hour meal period. When employees work over a five- (5-) hour period without being provided with a one-half (½) hour meal period, they shall receive one-half (½) hour pay at the double-time rate. When an

employee is required to work more than three (3) hours after his regular shift, he will be entitled to a one-half ( $\frac{1}{2}$ ) hour meal period at the end of the three (3) hours to be counted as time worked and an additional one-half ( $\frac{1}{2}$ ) hour meal period to be counted as time worked each five (5) hours thereafter. In the event an employee is required to work through an overtime meal period, then the employee shall receive pay for an additional one-half ( $\frac{1}{2}$ ) hour at the double-time rate. Meal periods may be staggered to meet job requirements.

- j. Toxic Waste Removal Premium (Eff. 7/1/95): Employees shall be paid, as an addition to their wage rate, to which the overtime rate shall apply, \$1.85 for each hour worked in the removal of toxic waste.