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Electrical Work
for Electrical Workers


**International Brotherhood
of Electrical Workers**

**Local Union No. 176
Joliet, Illinois**

IBEW Local 176 Signatory Employers

RE: No Single Shift 6:00 a.m. Starts

Dear Signatory Employer:

Under the NECA-IBEW 176 Inside Agreement, the regular work day is from 8:00 a.m. to 4:30 p.m. with lunch from 12:00 p.m. to 12:30 p.m. Monday through Friday. Section 3.01(a) Hours.

Employers may vary the start time between 7:00 a.m. and 8:00 a.m. only. There is no variance provision on a single shift operation. Regular hours for other shifts, if any, shall vary accordingly. By mutual consent between the Union and the Employer, the starting time may be varied by two (2) hours.

The Inside Agreement at Section 3.02(a) **Overtime/Holidays**, requires time and one half (1 ½) for all hours outside the regular work day and regular work week of Section 3.01 quoted above.

Effective January 1, 2023

Local 176 will strictly enforce the **Hours/Overtime** provisions on all single shift jobs and projects performed under the Inside Agreement. (i.e., 7:00 a.m. starts only)

Limited exceptions to a 7:00 a.m. early start are: multiple shift operations, National Maintenance, General Presidents Agreements, Project Labor Agreements allowing a uniform start time for all trades and projects where the owner requires a start time other than 7:00 a.m.

The Union's mutual assent to a pre 7:00 a.m. start time must be obtained in writing before job commencement by the IBEW Employer.

This notice is given as some Employers have abused the early start provisions on single shift operations. This action is taken to uniformly enforce the clear and unambiguous language of the Inside Agreement to level the playing field for all.

Fraternally yours,

A handwritten signature in black ink that reads "Andy Rico".

Andy Rico
Business Manager

Enclosure