



CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

EDWIN M. LEE
MAYOR

Sent via Electronic Mail

October 6, 2016

GINA M. ROCCANOVA
PRESIDENT

KATE FAVETTI
VICE PRESIDENT

DOUGLAS S. CHAN
COMMISSIONER

SCOTT R. HELDFOND
COMMISSIONER

NOTICE OF CIVIL SERVICE COMMISSION MEETING

SUBJECT: CERTIFICATION OF THE HIGHEST PREVAILING RATE OF WAGES OF THE VARIOUS CRAFTS AND KINDS OF LABOR PAID IN PRIVATE EMPLOYMENT IN THE CITY AND COUNTY OF SAN FRANCISCO.

The above matter will be considered by the Civil Service Commission at a meeting to be held on **October 17, 2016** at 2:00 p.m. in Room 400, Fourth Floor, City Hall, 1 Dr. Carlton B. Goodlett Place.

This item will appear on the Consent Agenda. Please refer to the attached Notice for procedural and other information about Commission hearings.

Attendance by you or an authorized representative is welcome. Should you or your representative not attend, the Commission will rule on the information previously submitted and testimony provided at its meeting. All calendared items will be heard and resolved at this time unless good reasons are presented for a continuance.

All non-privileged materials being considered by the Civil Service Commission for this item are available for public inspection and copying at the Civil Service Commission office Monday through Friday from 8:00 a.m. to 5:00 p.m.

MICHAEL L. BROWN
EXECUTIVE OFFICER

CIVIL SERVICE COMMISSION

MICHAEL L. BROWN
Executive Officer

Attachment

Cc: Toks Ajike, Recreation and Park Department
Emylene Aspilla, San Francisco International Airport
Donald Ellison, San Francisco Municipal Transportation Agency
Jaci Fong, Office of Contract Administration
Lavena Holmes, Port Commission
Shamica Jackson, Public Utilities Commission
Frank Lee, Department of Public Works
Matthew Lee, City Attorney's Office
Suzanne Mason, Department of Human Resources
Sean McFadden, Recreation and Park Department
Patrick Mulligan, Office of Labor Standards Enforcement
John Noguchi, Convention Facilities
Masood Ordikhani, Public Utilities Commission
Steve Ponder, Department of Human Resources
Bill Wong, San Francisco International Airport
Commission File
Commissioners' Binder
Chron



CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

CIVIL SERVICE COMMISSION REPORT TRANSMITTAL (FORM 22)

Refer to Civil Service Commission Procedure for Staff - Submission of
Written Reports for Instructions on Completing and Processing this Form

1. Civil Service Commission Register Number: 0333 - 14 - 3
2. For Civil Service Commission Meeting of: October 6, 2016
3. Check One: Ratification Agenda
 Consent Agenda X
 Regular Agenda
 Human Resources Director's Report
4. Subject: Report on the Highest Prevailing Rate of Wages of the Various Crafts and Kinds of Labor Paid in Private Employment in the City & County of San Francisco
5. Recommendation: Adopt the report of the Office of Labor Standards Enforcement
6. Report prepared by: Ellen Love Telephone number: (415) 554-6488
7. Notifications: See Attachment
8. Reviewed and approved for Civil Service Commission Agenda:

Human Resources Director:

Date:

9. Submit the original time-stamped copy of this form and person(s) to be notified (see Item 7 above) along with the required copies of the report to:

**Executive Officer
Civil Service Commission
25 Van Ness Avenue, Suite 720ss
San Francisco, CA 94102**

10. Receipt-stamp this form in the ACSC RECEIPT STAMP box to the right using the time-stamp in the CSC Office.

Attachment

CSC-22 (11/97)

CSC RECEIPT STAMP
2016 OCT -6 AM 9-100910Z
RECEIVED EXECUTIVE OFFICER CIVIL SERVICE COMMISSION SAN FRANCISCO

Notifications:

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Deputy City Attorney
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San Francisco, CA 94102

Patrick Mulligan
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Manager, Purchasing and Contracts
Recreation and Park Department
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SF, CA 94117

Toks Ajike
Project Director
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SF, CA 94102

Frank Lee
Department of Public Works
1 Dr. Carlton B Goodlett Place, Room 348,
San Francisco, CA 94102

GENERAL SERVICES AGENCY
OFFICE OF LABOR STANDARDS ENFORCEMENT
PATRICK MULLIGAN, DIRECTOR



DATE: October 6, 2016

TO: The Honorable Civil Service Commission

SUBJECT: CERTIFICATION OF THE HIGHEST PREVAILING RATE OF WAGES OF THE VARIOUS CRAFTS AND KINDS OF LABOR PAID IN PRIVATE EMPLOYMENT IN THE CITY AND COUNTY OF SAN FRANCISCO

RECOMMENDATION: ADOPT REPORT; FORWARD TO BOARD OF SUPERVISORS

Section 6.22 of the Administrative Code requires that the Civil Service Commission furnish the Board of Supervisors data as to the highest general prevailing rate of wages of the various crafts and kinds of labor as paid in private employment in the City and County of San Francisco. The attached General Prevailing Wage Determinations made by the Director of Industrial Relations, State of California pursuant to the California Labor Code reports the highest prevailing rate of wages of the various crafts paid in private employment in the City and County of San Francisco (please see **Attachments 1-4**).

In addition to the classifications and crafts addressed by the Director of Industrial Relations' General Prevailing Wage Determinations, the San Francisco Administrative Code Section 21C requires that prevailing wages be paid for other crafts and classifications, described below.

Janitorial Services: In May 1999, the Board of Supervisors amended the Administrative Code to require that contracts for janitorial services to be performed at any facility owned or leased by the City, "where such work is to be done directly under the contract awarded (a 'prime contract') must require that any individual performing Janitorial Services thereunder be paid not less than the Prevailing Rate of Wages." **Attachment 5** contains the Collective Bargaining Agreement between the San Francisco Maintenance Contractors Association and Service Employees International Union, Building Service Employees Union, Local 1877 Division 87, in effect from August 1, 2012 through July 31, 2016, reflecting the prevailing wage rates for individuals performing janitorial services. **Attachment 6** contains the Collective Bargaining Agreement between the San Francisco Window Cleaning Contractors Association and Window Cleaners Union – SEIU Local 1877, AFL-CIO in effect from April 1, 2014 to March 31, 2017, reflecting the wage and benefits levels for individuals performing window cleaning services.

Workers in Public Parking Lots and Garages: In January 2003, the Board of Supervisors amended the Administrative Code to require workers employed in public off-street parking lots, garages, or storage facilities for automobiles on property owned or leased by the City and County of San Francisco be paid the prevailing wage rate. **Attachment 7** is the Garage and Parking Lot Agreement between Parking Employers and Teamsters Automotive Employees, Local 665 in effect from December 1, 2012 to November 30, 2015.

Theatrical Workers: In April 2004, the Board of Supervisors amended the Administrative Code to require that workers engaged in rigging, sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and motion picture services for shows on property owned by the City and County of San Francisco be paid the prevailing wage rate. **Attachment 8** is the Project Collective Bargaining Agreement between the City and County of San Francisco and the International Alliance of Theatrical Stage Employees Bargaining Agreement, Local 16 for January 1, 2016 through June 30, 2016.

Moving Services: In July 2004, the Board of Supervisors amended the Administrative Code to require that “any individual performing moving services... be paid not less than the Prevailing Rate of Wages.” **Attachment 9** is the Agreement between the Service West and the Northern California Regional Council of Carpenters and the Carpenters 46 Northern California Counties Conference Board regarding furniture movers and related classifications, in effect from September 1, 2015 to August 31, 2017.

Hauling of Solid Waste: In December 2006, the Board of Supervisors amended the Administrative Code to require that for every contract awarded by the City for the hauling of solid waste generated in the course of City operations, “any Individual engaged in the hauling of solid waste be paid not less than the Prevailing Rate of Wages.” **Attachment 10** is the Collective Bargaining Agreement between Recology Sunset & Recology Golden Gate and Sanitary Truck Drivers and Helpers Union Local 350, IBT, in effect from January 1, 2012 until December 31, 2016.

Trade Show and Special Event Work: In June, 2014, the Board of Supervisors amended the Administrative Code to require that prevailing wages be paid for work involving the on-site installation, set-up, assembly, and dismantling of temporary exhibits, displays, booths, modular systems, signage, drapery, specialty furniture, floor coverings, and decorative materials in connection with trade shows, conventions, expositions, and other special events on City property. **Attachment 11** is the current Collective Bargaining Agreement between Convention Services Employer and Allied Trades District Council 36, on behalf of Sign Display and Allied Crafts Local Union 510, in effect from April 1st 2015 to March 31, 2018.

Broadcast Services: In February, 2016 the Board of Supervisors amended the Administrative Code to require that prevailing wages be paid for work involving electronic capture and/or live transmission on-site of video, digital, and/or audio content for commercial purposes through the use of a remote production or satellite truck on-site. **Attachment 12** is the current Collective Bargaining Agreement between Mira Mobile Television, Inc. and KELLEYCORE, and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC and its Local 119 / Bay Area Freelance Association in effect from April 1st 2014 to March 31, 2017.

The Board of Supervisors amended Administrative Code Section 21C.7 in 2012 to require that the Civil Service Commission provide data on two components for each craft, classification, and type of work: (1) the basic hourly wage rate and (2) the hourly rate of each fringe benefit, which together equal the hourly prevailing rate of wages. The Office of Labor Standards Enforcement (OLSE) has summarized these rates based on the Collective Bargaining Agreements included in

Attachments 5-10 for the crafts and classifications added at the request of the Board of Supervisors discussed above (please see **Attachment 13**). These tables are for reference only and may not include all of the information on prevailing basic hourly wages and fringe benefits required by the Collective Bargaining Agreements.

For ease of reference, also included is an alphabetical list of the occupations covered in these various Wage Determinations (please see **Attachment 14**).

It is recommended that the Civil Service Commission certify the State Department of Industrial Relations Director's General Prevailing Wage Determination Report and Collective Bargaining Agreements, which reflect the highest prevailing rate of wages paid various crafts and kinds of labor paid in private employment in the City and County of San Francisco.

If the Civil Service Commission certifies these rates, companion legislation effectuating such proposed changes should be drafted by the City Attorney and transmitted to the Board of Supervisors concurrently with the certification.

Respectfully Submitted,



Patrick Mulligan
Director
Office of Labor Standards Enforcement

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Attachment 1

Prevailing Wage Determination

California – Statewide Rates

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # BOILERMAKER-BLACKSMITH

DETERMINATION: C-14-X-2-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: September 30, 2016** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within the State of California

CLASSIFICATION (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension ^d	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday 1 1/2X	Sunday/ Holiday 2X
^a AREA 1 Boilermaker-Blacksmith	\$41.91	\$8.57	^b \$17.26	^b \$3.50	\$2.90	\$0.44	8	\$74.58	^c \$105.915	^c \$105.915	\$137.25
^a AREA 2 Boilermaker-Blacksmith	\$43.03	\$8.57	^b \$20.94	^b \$4.00	\$3.40	\$0.44	8	\$80.38	^c \$114.365	^c \$114.365	\$148.35
^a AREA 3 Boilermaker-Blacksmith	\$39.43	\$8.57	^b \$19.24	^b \$3.50	\$3.40	\$0.44	8	\$74.58	^c \$105.665	^c \$105.665	\$136.75

DETERMINATION: C-14-X-2-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within the State of California

^a AREA 1 Boilermaker-Blacksmith Helper ^f	\$23.05	e	^b \$0.69	-	\$2.90	\$0.44	8	\$27.08	^c \$38.95	^c \$38.95	\$50.82
^a AREA 2 Boilermaker-Blacksmith Helper ^f	\$23.67	e	^b \$0.69	-	\$3.40	\$0.44	8	\$28.20	^c \$40.38	^c \$40.38	\$52.56
^a AREA 3 Boilermaker-Blacksmith Helper ^f	\$21.69	e	^b \$0.69	-	\$3.40	\$0.44	8	\$26.22	^c \$37.41	^c \$37.41	\$48.60

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Area 1 - Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Santa Barbara, San Luis Obispo (only that portion that is within a 25-mile radius of the city of Santa Maria), and Ventura Counties.

Area 2 - Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, and Solano Counties.

Area 3 - All other remaining counties.

^b Contribution is factored at the applicable overtime multiplier for each overtime hour worked.

^c Rate applies to the first 2 daily overtime hours and the first 10 hours worked on Saturday. All other overtime is paid at the Sunday/Holiday rate.

^d Includes amount for Annuity Trust Fund.

^e Helpers will be eligible for Health & Welfare benefits after completing 2000 hours.

^f One Helper shall be employed on each job of 5 to 10 employees.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # IRON WORKER

DETERMINATION: C-20-X-1-2016-2

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: December 31, 2016** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within the State of California

CLASSIFICATION (Journey person)	Employer Payments						Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments			^b Daily 1 1/2X	^b Saturday 1 1/2X	Sunday/ Holiday
Iron Worker (Ornamental, Reinforcing, Structural)	\$34.75	9.42	13.32	^a 3.92	0.72	2.425	8	64.555	81.930	81.930	99.305
Fence Erector	\$28.33	7.25	8.99	^a 2.62	0.51	1.515	8	49.215	63.380	63.380	77.545

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes supplemental dues.

^b Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday. All other overtime is at the Sunday/Holiday rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: ELECTRICAL UTILITY LINEMAN

DETERMINATION: C-61-X-3-2016-2

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: December 31, 2016** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within the State of California, except Del Norte, Modoc, and Siskiyou Counties. (For Del Norte, Modoc and Siskiyou - see page 2I)

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Training	Other Payments	Hours	Total Hourly Rate	Daily 2X	Saturday 2X	Sunday and Holiday
# Lineman, Cable Splicer	\$54.44	5.75	^a 8.18	^b 0.27	^c 0.60	8	70.87	127.83	127.83	127.83
## Powderman	48.61	5.75	^a 7.44	^b 0.24	^c 0.54	8	64.04	114.89	114.89	114.89
## Groundman	33.25	5.75	^a 7.40	^b 0.17	^c 0.38	8	47.95	82.72	82.72	82.72

DETERMINATION: C-61-X-4-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: December 31, 2016** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within the State of California, except Del Norte, Imperial, Inyo, Kern, Kings, Los Angeles, Modoc, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Siskiyou, Tulare, and Ventura Counties. (For Del Norte, Modoc, and Siskiyou – see page 2I. For Imperial, Inyo, Kern, Kings, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Tulare, and Ventura Counties – see page 2A-1.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday		Hours	Total Hourly Rate	Daily 1½X	Saturday 1½X	Sunday/ Holiday 1½X
## Pole Restoration Journeyman	\$28.61	5.25	^a 0.60	0.77	8	36.09	50.82	^c 50.82	50.82	
After 1 year	28.61	5.25	^a 0.60	1.32	8	36.64	51.37	^c 51.37	51.37	
After 3 years	28.61	5.25	^a 0.60	1.87	8	37.19	51.92	^c 51.92	51.92	
After 6 years	28.61	5.25	^a 0.60	2.42	8	37.74	52.47	^c 52.47	52.47	
## Senior Technician ^d	18.51	5.25	^a 0.60	0.50	8	25.42	34.95	^c 34.95	34.95	
After 1 year	18.51	5.25	^a 0.60	0.86	8	25.78	35.31	^c 35.31	35.31	
After 3 years	18.51	5.25	^a 0.60	1.21	8	26.13	35.66	^c 35.66	35.66	
After 6 years	18.51	5.25	^a 0.60	1.57	8	26.49	36.02	^c 36.02	36.02	
## Pole Treatment Journeyman	25.56	5.25	^a 0.60	0.69	8	32.87	46.03	^c 46.03	46.03	
After 1 year	25.56	5.25	^a 0.60	1.18	8	33.36	46.52	^c 46.52	46.52	
After 3 years	25.56	5.25	^a 0.60	1.67	8	33.85	47.01	^c 47.01	47.01	
After 6 years	25.56	5.25	^a 0.60	2.17	8	34.35	47.51	^c 47.51	47.51	
## Pole Restoration and Treatment ^d										
Technician (First 6 months)	14.32	5.25	^a 0.60	0.39	8	20.99	28.36	^c 28.36	28.36	
Technician (After 6 months)	14.66	5.25	^a 0.60	0.40	8	21.35	28.90	^c 28.90	28.90	

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

Indicates a non-apprenticeable craft.

^a In addition, an amount equal to 3% of the Basic Hourly Rate is added to the Total Hourly Rate and overtime hourly rates for the National Employees Benefit Board.

^b This amount is factored at the applicable overtime rate.

^c Saturdays may be scheduled as a make-up day at the regular straight time rate.

^d The Ratio of Technicians to Journeymen may not exceed 4 to 1. However, if the Journeyman is assisted by a maximum of two Senior Technicians, three additional Technicians may be added per Senior Technician.

^e Includes \$0.01 to LMCC; the remaining amount is factored at the applicable overtime rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: ELECTRICAL UTILITY LINEMAN

DETERMINATION: C-61-X-5-2013-1

ISSUE DATE: February 22, 2013

EXPIRATION DATE OF DETERMINATION: December 31, 2013* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Imperial, Inyo, Kern, Kings, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Tulare, and Ventura Counties.

CLASSIFICATION (Journeyman)	Basic Hourly Rate	Employer Payments			Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday	Hours	Total Hourly Rate	Daily 1½X	Saturday 1½X	Sunday/ Holiday 1½X
## Pole Restoration Journeyman	\$26.11	5.00	^a 0.60	-	8	32.49	45.94	^c 45.94	45.94
After 6 Months	\$26.11	5.00	^a 0.60	1.21	8	33.70	47.145	^c 47.145	47.145
After 3 years	\$26.11	5.00	^a 0.60	1.86	8	34.35	47.795	^c 47.795	47.795
After 6 years	\$26.11	5.00	^a 0.60	2.21	8	34.70	48.145	^c 48.145	48.145
## Senior Technician ^d	16.89	5.00	^a 0.60	-	8	23.00	31.70	^c 31.70	31.70
After 6 Months	16.89	5.00	^a 0.60	0.78	8	23.78	32.48	^c 32.48	32.48
After 3 years	16.89	5.00	^a 0.60	1.20	8	24.20	32.90	^c 32.90	32.90
After 6 years	16.89	5.00	^a 0.60	1.43	8	24.43	33.13	^c 33.13	33.13
## Pole Treatment Journeyman	23.33	5.00	^a 0.60	-	8	29.63	41.645	^c 41.645	41.645
After 6 Months	23.33	5.00	^a 0.60	1.08	8	30.71	42.725	^c 42.725	42.725
After 3 years	23.33	5.00	^a 0.60	1.66	8	31.29	43.305	^c 43.305	43.305
After 6 years	23.33	5.00	^a 0.60	1.97	8	31.60	43.615	^c 43.615	43.615
## Pole Restoration and Treatment ^d									
Technician (First 6 months)	13.07	5.00	^a 0.60	0.60	8	19.66	26.39	^c 26.39	26.39
Technician (After 6 months)	13.38	5.00	^a 0.60	0.62	8	20.00	26.89	^c 26.89	26.89
Technician (After 3 Years)	13.38	5.00	^a 0.60	0.95	8	20.33	27.22	^c 27.22	27.22
Technician (After 6 Years)	13.38	5.00	^a 0.60	1.13	8	20.51	27.40	^c 27.40	27.40

Indicates a non-apprenticeable craft.

^a In addition, an amount equal to 3% of the Basic Hourly Rate is added to the Total Hourly Rate and overtime hourly rates for the National Employees Benefit Board.

^b This amount is factored at the applicable overtime rate.

^c Saturdays may be scheduled as a make-up day at the regular straight time rate.

^d The Ratio of Technicians to Journeymen may not exceed 4 to 1. However, if the Journeyman is assisted by a maximum of two Senior Technicians, three additional Technicians may be added per Senior Technician.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TELECOMMUNICATIONS TECHNICIAN

DETERMINATION: C-422-X-1-2003-2

ISSUE DATE: August 22, 2003

EXPIRATION DATE OF DETERMINATION: June 1, 2004* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics & Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Los Angeles, San Francisco, San Mateo, and Santa Clara Counties.

Classification (Journey person)	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime Hourly Rate	
		Health and Welfare	Pension	Vacation and Holidays	Training	Hours	Total Hourly Rate	1 1/2X ^a	2 1/2X
Telecommunications Technician	28.50	2.79	0.93	3.28	-	8	35.50	49.75	78.25

Rate applies to work in excess of eight hours daily and for all hours over 40. Rate applies to all hours worked on Sunday.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TELECOMMUNICATIONS TECHNICIAN

DETERMINATION: C-422-X-1-2003-2A

ISSUE DATE: August 22, 2003

EXPIRATION DATE OF DETERMINATION: June 1, 2004* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics & Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Contra Costa, Marin, Orange, and San Diego counties.

Classification (Journey person)	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime Hourly Rate	
		Health and Welfare	Pension	Vacation and Holidays	Training	Hours	Total Hourly Rate	1 1/2X ^a	2 1/2X
Telecommunications Technician	27.93	2.79	0.93	3.21	-	8	34.86	48.825	76.755

^a Rate applies to work in excess of eight hours daily and for all hours over 40. Rate applies to all hours worked on Sunday .

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TELECOMMUNICATIONS TECHNICIAN

DETERMINATION: C-422-X-1-2003-2B

ISSUE DATE: August 22, 2003

EXPIRATION DATE OF DETERMINATION: June 1, 2004* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics & Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within the Alpine, Amador, Butte, Calaveras, Colusa, El Dorado, Fresno, Glenn, Humboldt, Imperial, Kern, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Riverside, Sacramento, San Benito, San Joaquin, San Luis Obispo, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Ventura, Yolo and Yuba counties.

Classification (Journey person)	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime Hourly Rate	
		Health and Welfare	Pension	Vacation and Holidays	Training	Hours	Total Hourly Rate	1 1/2X ^a	2 1/2X
Telecommunications Technician	27.18	2.79	0.93	3.13	-	8	34.03	47.62	74.80

^a Rate applies to work in excess of eight hours daily and for all hours over 40. Rate applies to all hours worked on Sunday.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TELEPHONE INSTALLATION WORKER AND RELATED CLASSIFICATIONS

DETERMINATION: C-422-X-10-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: March 31, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Del Norte, Inyo, Mono and San Bernardino, and Santa Barbara Counties.

Classification (Journey person)	Step ^a	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime Hourly Rate	
			Health and Welfare ^c	Pension	Vacation ^b and Holiday	Training	Hours	Total Hourly Rate	1 1/2X ^c	2X ^d
Telephone Installation Worker	1	\$10.00	\$0.06	-	\$0.84	-	8	\$10.90	\$15.90	\$20.90
	2	10.79	0.06	-	0.91	-	8	11.76	17.155	22.55
	3	11.73	0.07	-	0.99	-	8	12.79	18.655	24.52
	4	12.78	0.07	-	1.08	-	8	13.93	20.32	26.71
	5	14.05	0.08	-	1.19	-	8	15.32	22.345	29.37
	6	15.50	0.09	-	1.31	-	8	16.90	24.65	32.40
	7	17.20	0.10	-	1.46	-	8	18.76	27.36	35.96
	8	19.36	0.11	-	1.64	-	8	21.11	30.79	40.47
	9	22.13	0.13	-	1.87	-	8	24.13	35.195	46.26

^aThe time interval between steps is six months.

^bRates apply to the first eight years of employment only: for employment over eight years, \$2.30 per hour worked; for employment over fifteen years, \$ 2.72 per hour worked; for employment over twenty-five years, \$3.15 per hour worked.

^cRate applies to work in excess of a regular shift. Rate applies to all hours worked on Sunday, except those hours which exceed 55 hours weekly.

^dRate applies to all hours which exceed 55 hours weekly.

^eIncludes an amount for sick leave. Benefit is paid until 270 sick leave workdays are accumulated.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: ##TREE TRIMMER (HIGH VOLTAGE LINE CLEARANCE)

DETERMINATION: C-TT-2016-1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: July 29, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: Alpine, Amador, Calaveras, Del Norte, Fresno, Humboldt, Kern, Kings, Lake, Madera, Mariposa, Mendocino, Merced, Sacramento, San Joaquin, Sonoma, Stanislaus, Tulare, and Tuolumne Counties (REF: 61-1245-12)

CRAFT/CLASSIFICATION	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime	
		Health and Welfare	Pension	Vacation	Holiday	Hours	Total Hourly Rate	Daily ^a	Daily
								1 1/2X	2X
Climber	23.46	5.00	0.74 ^b	0.45 ^c	0.63	8	30.28	36.25 ^z	48.33
Groundperson First 6 months	15.00	5.00	0.47	0.29	0.41	8	21.17	23.175 ^z	30.90
Groundperson After 6 months	16.08	5.00	0.50 ^d	0.31 ^e	0.43	8	22.32	24.84 ^z	33.12

DETERMINATION: C-TT-2016-1A

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: July 29, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: Butte, Colusa, Glenn, Lassen, Modoc, Shasta, Siskiyou, Sutter, Tehama, Trinity, and Yuba Counties (REF: 61-1245-12)

Climber	23.78	5.00	0.75 ^f	0.46 ^g	0.64	8	30.63	36.74 ^z	48.99
Groundperson First 6 months	13.47	5.00	0.42	0.26	0.36	8	19.51	20.81 ^z	27.75
Groundperson After 6 months	16.19	5.00	0.51 ^h	0.31 ⁱ	0.44	8	22.45	25.01 ^z	33.35

DETERMINATION: C-TT-2016-1B

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: July 29, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: Alameda, Contra Costa, El Dorado, Nevada, Placer, Plumas, Sierra, Solano, and Yolo Counties (REF: 61-1245-12)

Climber	23.88	5.00	0.75 ^j	0.46 ^k	0.64	8	30.73	36.89 ^z	49.19
Groundperson First 6 months	15.28	5.00	0.48	0.29	0.41	8	21.46	23.61 ^z	31.48
Groundperson After 6 months	16.40	5.00	0.51 ^l	0.32 ^m	0.44	8	22.67	25.34 ^z	33.78

DETERMINATION: C-TT-2016-1C

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: July 29, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: Marin and Napa Counties (REF: 61-1245-12)

Climber	23.12	5.00	0.73 ⁿ	0.45 ^o	0.62	8	29.92	35.72 ^z	47.63
Groundperson First 6 months	14.79	5.00	0.46	0.28	0.40	8	20.93	22.85 ^z	30.47
Groundperson After 6 months	15.87	5.00	0.50 ^p	0.31 ^q	0.43	8	22.11	24.52 ^z	32.69

Footnotes listed on page 2E

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: ##TREE TRIMMER (HIGH VOLTAGE LINE CLEARANCE)

DETERMINATION: C-TT-2016-1D

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: July 29, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: San Francisco, San Mateo, and Santa Clara Counties (REF: 61-1245-12)

CRAFT/CLASSIFICATION	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime	
		Health and Welfare	Pension	Vacation	Holiday	Hours	Total Hourly Rate	Daily ^a 1 1/2X	Daily 2X
Climber	24.45	5.00	0.77 ^r	0.47 ^s	0.66	8	31.35	37.78 ^z	50.37
Groundperson First 6 months	15.68	5.00	0.49	0.30	0.42	8	21.89	24.23 ^z	32.30
Groundperson After 6 months	16.77	5.00	0.53 ^t	0.32 ^u	0.45	8	23.07	25.91 ^z	34.55

DETERMINATION: C-TT-2016-1E

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: July 29, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: Monterey, San Benito, San Luis Obispo, and Santa Cruz Counties (REF: 61-1245-12)

Climber	24.84	5.00	0.78 ^v	0.48 ^w	0.67	8	31.77	38.38 ^z	51.17
Groundperson First 6 months	15.95	5.00	0.50	0.31	0.43	8	22.19	24.64 ^z	32.86
Groundperson After 6 months	17.08	5.00	0.54 ^x	0.33 ^y	0.46	8	23.41	26.39 ^z	35.18

Not an apprenticeable craft.

^a Rate applies to the first 4 daily overtime hours. All other overtime is at the double time rate. A normal non-work day in the same workweek may be worked at straight time if job is shut down during the normal workweek due to inclement weather.

^b \$0.75 after 3 years of service; \$0.76 after 10 years.

^c \$0.90 after 3 years of service; \$1.36 after 10 years.

^d \$0.51 after 3 years of service; \$0.52 after 10 years.

^e \$0.62 after 3 years of service; \$0.93 after 10 years.

^f \$0.76 after 3 years of service; \$0.77 after 10 years.

^g \$0.92 after 3 years of service; \$1.37 after 10 years.

^h \$0.52 after 3 years of service; \$0.53 after 10 years.

ⁱ \$0.62 after 3 years of service; \$0.94 after 10 years.

^j \$0.76 after 3 years of service; \$0.78 after 10 years.

^k \$0.92 after 3 years of service; \$1.38 after 10 years.

^l \$0.52 after 3 years of service; \$0.53 after 10 years.

^m \$0.63 after 3 years of service; \$0.95 after 10 years.

ⁿ \$0.74 after 3 years of service; \$0.75 after 10 years.

^o \$0.89 after 3 years of service; \$1.34 after 10 years.

^p \$0.51 after 3 years of service; \$0.52 after 10 years.

^q \$0.61 after 3 years of service; \$0.92 after 10 years.

^r \$0.78 after 3 years of service; \$0.80 after 10 years.

^s \$0.94 after 3 years of service; \$1.41 after 10 years.

^t \$0.54 after 3 years of service; \$0.55 after 10 years.

^u \$0.65 after 3 years of service; \$0.97 after 10 years.

^v \$0.79 after 3 years of service; \$0.81 after 10 years.

^w \$0.96 after 3 years of service; \$1.44 after 10 years.

^x \$0.55 after 3 years of service; \$0.56 after 10 years.

^y \$0.66 after 3 years of service; \$0.99 after 10 years.

^z Rate also applies to holidays.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: ##TREE TRIMMER (LINE CLEARANCE)

DETERMINATION: C-TT-61-465-5-2010-1

ISSUE DATE: August 22, 2010

EXPIRATION DATE OF DETERMINATION: September 3, 2011* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within San Diego County.

CRAFT/CLASSIFICATION	Employer Payments					Straight-Time		Overtime	
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Hours	Total Hourly Rate	Daily ^{aa} 1 1/2X	Daily ^{bb} 2X
Tree Trimmer									
Trainee (0-18 Months)	16.18	0.89	-	1.06	-	8	18.13	26.22	34.31
1st year Climber	18.26	0.89	-	1.19	-	8	20.34	29.47	38.60
2nd year Climber	20.76	0.89	-	1.76	-	8	23.41	33.79	44.17
Thereafter Climber	23.28	0.89	-	1.97 ^{cc}	-	8	26.14	37.78	49.42
Groundman									
1st year	13.18	0.89	-	0.86	-	8	14.93	21.52	28.11
Thereafter	14.23	0.89	-	1.20 ^{dd}	-	8	16.32	23.435	30.55

DETERMINATION: C-TT-61-465-5A-2016-2

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: January 2, 2017* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Imperial County

Tree Trimmer									
1st year Climber	15.80	1.32	-	0.97	-	8	18.09	25.99	33.89
2nd year Climber	18.80	1.32	-	1.52	-	8	21.64	31.04	40.44
3rd year Climber	20.71	1.32	-	1.67	-	8	23.70	34.055	44.41
Thereafter Climber	21.42	1.32	-	1.73 ^{ee}	-	8	24.47	35.18	45.89
Trimmer Trainee									
Step 1 (0-6 Months)	12.98	1.32	-	0.50	-	8	14.80	21.29	27.78
Step 2 (7-18 Months)	13.57	1.32	-	0.52 ^{ff}	-	8	15.41	22.195	28.98
Groundman	12.14	1.32	-	0.47 ^{ff}	-	8	13.93	20.00	26.07

DETERMINATION: C-TT-61-47-3-2016-2

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: December 31, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Inyo, Los Angeles, Mono, Orange, Riverside, San Bernardino, Santa Barbara, and Ventura Counties.

Tree Trimmer									
Step 1 ^{hh}	14.24	3.51	0.42	0.66	-	8	18.83	25.95 ⁱⁱ	33.07
Step 2	15.15	3.51	0.45	0.70	-	8	19.81	27.385 ⁱⁱ	34.96
Step 3	15.76	3.51	0.47	0.73 ^{jj}	-	8	20.47	28.35 ⁱⁱ	36.23
Step 4	16.47	3.51	0.49	0.76 ^{kk}	-	8	21.23	29.465 ⁱⁱ	37.70
Tree Trimmer Trainee									
Step 1 (0-6 Months)	12.65	3.51	0.37	0.58	-	8	17.11	23.435 ⁱⁱ	29.76
Step 2 (7-18 Months)	13.53	3.51	0.40	0.62	-	8	18.06	24.825 ⁱⁱ	31.59
Groundman	12.18	3.51	0.36	0.56 ^{ll}	-	8	16.61	22.70 ⁱⁱ	28.79

Footnotes listed on page 2G

(Recognized Holidays and Travel and Subsistence Payment footnotes listed on page 2G)

Not an apprenticeable craft.

^{aa} Rates apply to work in excess of 40 hours in a week, 8 hours in a day, and any time on a non-work day or holiday. A normal non-work day in the same workweek may be worked at the straight time if job was shut down during the normal workweek due to inclement weather.

^{bb} Rates apply to work in excess of 12 hours in a day.

^{cc} \$2.42 after 7 years of service at this level.

^{dd} \$1.48 after 8 years at this level.

^{ee} \$2.14 after 10 years of service at this level.

^{ff} \$0.75 after 1 year; \$0.98 after 2 years; \$1.21 after 10 years at this level.

^{gg} \$0.84 after 1 year at this level.

^{hh} Progression from one step to another will begin upon completion of a minimum of 12 months of service.

ⁱⁱ Rates apply to the first 4 daily overtime hours in the regular workweek and the first 12 hours on any non-work day. All other overtime is at the double time rate. A normal non-work day in the same workweek may be worked at the straight-time if job was shut down during the normal workweek due to inclement weather.

^{jj} \$1.03 after 2 years of service with the company; \$1.33 after 10 years of service with the company

^{kk} \$1.08 after 2 years of service with the company; \$1.39 after 10 years of service.

^{ll} \$0.80 after 2 year of service with the company; \$1.03 after 10 years of service with the company.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # STATOR REWINDER

DETERMINATION: C-738-1412-7-2008-1

ISSUE DATE: August 22, 2008

EXPIRATION DATE OF DETERMINATION: September 30, 2008* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within the State of California.

CLASSIFICATION (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation	Holiday	Training	Hours	Total ^e Hourly Rate	Daily ^{be} 1 1/2X	Saturday ^e 1 1/2X	Sunday ^e 2X	Holiday ^e 2 1/2X
Stator Rewinder	\$15.20	^a 1.36	^a 2.18	^{ac} .29	.58	^a .29	8	19.90	29.56	29.56	39.22	48.88
Stator Rewinder Helper (First 6 Months)	11.74	^a 1.05	^a 1.69	^a .23	.45	^a .23	8	15.39	22.86	22.86	30.33	37.80
Stator Rewinder Helper (After 6 Months)	11.95	^a 1.07	^a 1.72	^{ad} .23	.46	^a .23	8	15.66	23.26	23.26	30.86	38.46

indicates an apprenticeable craft. Effective as of July 1, 2008, the issuance and publication of the prevailing wage apprentice schedules/apprentice wage rates have been reassigned by the Department of Industrial Relations from the Division of Labor Statistics and Research to the Division of Apprenticeship Standards. To obtain any apprentice schedules/apprentice wage rates, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Contributions are factored at the appropriate overtime multiplier.

^b Rate applies to the first 4 daily overtime hours and the first 12 hours on Saturday. After 12 hours daily, the Sunday double-time rate applies.

^c Rate applies to the first two years of employment only: for employment over two years, \$.58 per hour worked; for employment over five years, \$.73 per hour worked; for employment over seven years, \$.88 per hour worked; for employment over fifteen years, \$1.17 per hour worked; for employment over twenty years, \$1.46 per hour worked; for employment over thirty years, \$1.75 per hour worked.

^d Rates apply to the first two years of employment only: for employment over two years, \$.46 per hour worked; for employment over five years, \$.57 per hour worked; for employment over seven years, \$.69 per hour worked; for employment over fifteen years, \$.92 per hour worked; for employment over twenty years, \$1.15 per hour worked; for employment over thirty years, \$1.38 per hour worked.

^e Does not include any additional amount that may be required for vacation pay.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # ELECTRICAL UTILITY LINEMAN

DETERMINATION: C-61-X-8-2014-1

ISSUE DATE: February 22, 2014

EXPIRATION DATE OF DETERMINATION: January 31, 2015* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: All localities within Del Norte, Modoc and Siskiyou counties.

CLASSIFICATION (Journey person)	Employer Payments					Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday 1 1/2X	Sunday and Holiday 2X
Lineman, Heavy Line Equipment man, Certified Lineman Welder, Pole Sprayer	\$46.87	5.40	^a 9.76	^b 0.47	^c 0.13	8	62.63	^d 87.065	^e 87.065	111.50
Cable Splicer	52.49	5.40	^a 9.92	^b 0.52	^c 0.14	8	68.47	^d 95.825	^e 95.825	123.18
Line Equipment Man	40.31	5.40	^a 6.36	^b 0.40	^c 0.11	8	52.58	^d 73.59	^e 73.59	94.60
Powderman	35.15	5.30	^a 5.75	^b 0.35	^c 0.10	8	46.65	^d 64.97	^e 64.97	83.29
Groundman	31.31	5.30	^a 5.64	^b 0.31	^c 0.09	8	42.65	^d 58.97	^e 58.97	75.29
Pole Sprayer Trainee										
First six months	40.17	5.30	^a 5.91	^b 0.40	^c 0.11	8	51.89	^d 72.83	^e 72.83	93.77
Second six months	42.09	5.30	^a 5.96	^b 0.42	^c 0.12	8	53.89	^d 75.83	^e 75.83	97.77
Third six months	43.50	5.30	^a 6.01	^b 0.44	^c 0.12	8	55.37	^d 78.05	^e 78.05	100.73

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes an amount equal to 3% of the Basic Hourly Rate for the National Employees Benefit Board. This amount is factored at the applicable overtime rate. Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^b This amount is factored at the applicable overtime rate.

^c This amount includes \$0.01 for the National Labor-Management Cooperation Committee, and the remainder of the amount is for the Administrative Maintenance Fund. This amount (AMF) is factored at the applicable overtime rate.

^d Applies to the first 2 hours of overtime on a regular workday. All hours in excess of 10 hours will be paid at the double time rate.

^e Applies to the first 8 hours on Saturday. All hours in excess of 8 hours on Saturday will be paid the Sunday and Holiday double time rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2016-1

Issue Date: August 22, 2016

Expiration date of determination: July 31, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Localities: All localities within Alameda, Contra Costa, Mendocino, and Solano Counties. (REF: 232-81-1)

Classification	Employer Payments						Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$33.26	\$9.33	\$5.93	\$3.61	\$0.85	\$0.64	8.0 ^a	\$53.62	\$70.25 ^(b)	\$70.25 ^(b)	\$86.88

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a In the event that conditions over which the roofing contractor has no control (i.e. adverse weather, project delays, logistical problems, general contractor or building owner requirements, etc.) prevent employees from working on one or more days during the regular work week, work performed on Saturday may be paid at the straight time rates.

^b Rate applies to the first 4 daily overtime hours and first 12 hours worked on Saturday; all other time is paid at the Sunday/Holiday overtime hourly rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2012-1A

Issue Date: August 22, 2012

Expiration date of determination: September 30, 2012* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Amador and El Dorado Counties. (REF: 830-232-15)

Classification	Basic Hourly Rate	Employer Payments ^a					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday (1½ X)	Sunday/Holiday (2 X)
Amador County:											
# Metal Roofing Systems Installer	\$20.41	\$5.79	\$2.80	\$3.74	\$0.20	\$0.05	8.0	\$32.99	\$43.19	\$43.19 ^b	\$53.40
El Dorado County:											
# Metal Roofing Systems Installer	\$18.81	\$5.35	\$2.80	\$3.48	\$0.20	-	8.0	\$30.64	\$40.045	\$40.045 ^b	\$49.45

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 1, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a The credit for employer payments do not have to be computed on an annualized basis where the employer seeks credit for employer payments that are higher for public works projects than private construction performed by the same employer. The director determined that annualization would not serve the purpose of this chapter pursuant to California Labor Code Section 1773.1(d)(4).

^b Saturdays in the same workweek may be worked at straight-time if job is shut down for 2 or more days during the normal workweek due to wind, rain, snow or ice, fog, frost, dew or extreme heat.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2014-1B

Issue Date: August 22, 2014

Expiration date of determination: September 30, 2014* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Butte, Lassen, Marin, Placer, Sacramento, San Joaquin, Sonoma, Yolo and Yuba Counties. (REF: 830-232-16)

Classification	Basic Hourly Rate ^a	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health And Welfare ^a	Pension ^a	Vacation And Holiday ^a	Training ^a	Other ^a			Daily (1½ X)	Saturday (1½ X)	Sunday/Holiday (1½ X)
Butte, Lassen, Placer, Sacramento, Yolo and Yuba Counties:											
# Metal Roofing Systems Installer	\$32.33	\$7.25	\$4.40	^b	\$0.32	-	8.0	\$44.30	\$60.465 ^c	\$60.465 ^c	\$60.465 ^c
San Joaquin County:											
# Metal Roofing Systems Installer	\$29.99	\$7.25	\$4.25	^b	\$0.32	-	8.0	\$41.81	\$56.805 ^c	\$56.805 ^c	\$56.805 ^c
Marin and Sonoma Counties:											
# Metal Roofing Systems Installer	\$33.16	-	-	^b	-	\$10.90	8.0	\$44.06	\$60.64 ^c	\$60.64 ^c	\$60.64 ^c

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Basic Hourly Rate and Employer Payments are based on the Davis-Bacon Wage Determination.

^b Included in straight-time hourly rate.

^c Rate applies to all hours work in excess of 8 hours per day and 40 hours during any one week.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2008-1C

Issue Date: August 22, 2008

Expiration date of determination: September 30, 2008* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Calaveras County. (REF: 830-166-4)

Classification	Basic Hourly Rate	Employer Payments ^a					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday (1½ X)	Sunday/Holiday (2 X)
# Metal Roofing Systems Installer	\$47.59 ^b	-	-	-	\$0.45	-	8.0	\$48.04	\$71.835 ^c	\$71.835 ^c	\$71.835 ^c

Indicates an apprenticeable craft. Effective as of July 1, 2008, the issuance and publication of the prevailing wage apprentice schedules/apprentice wage rates have been reassigned by the Department of Industrial Relations from the Division of Labor Statistics and Research to the Division of Apprenticeship Standards. To obtain any apprentice schedules/apprentice wage rates, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a The credit for employer payments do not have to be computed on an annualized basis where the employer seeks credit for employer payments that are higher for public works projects than private construction performed by the same employer. The director determined that annualization would not serve the purpose of this chapter pursuant to California Labor Code Section 1773.1(d)(4).

^b Includes an amount for Health and Welfare, Pension, Vacation/Holiday, Dues Check Off, and Other Payments.

^c Rate applies to all hours work in excess of 8 hours per day and 40 hours during any one week.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2012-1D

Issue Date: August 22, 2012

Expiration date of determination: September 30, 2012* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Fresno County. (REF: 830-232-18)

Classification	Employer Payments						Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
Fresno County: # Metal Roofing Systems Installer	\$23.05	\$3.60	\$3.60	^a	\$0.10	-	8.0	\$30.35	\$41.875	\$41.875	\$53.40

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 1, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Included in straight-time hourly rate.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2008-1E

Issue Date: August 22, 2008

Expiration date of determination: September 30, 2008* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Humboldt, Madera, Napa, and Shasta Counties. (REF: 830-232-17)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday (1½ X)	Sunday/Holiday (1½ X)
Humboldt County:											
## Metal Roofing Systems Installer	\$16.00	-	-	-	-	\$2.00	8.0	\$18.00	\$26.00 ^a	\$26.00 ^a	\$26.00 ^a
Madera County:											
# Metal Roofing Systems Installer	\$26.75	\$2.00	\$2.00	-	\$0.15	-	8.0	\$30.90	\$44.275 ^a	\$44.275 ^a	\$44.275 ^a
Napa County:											
## Metal Roofing Systems Installer	\$18.00	-	-	\$0.35	-	-	8.0	\$18.35	\$27.35 ^a	\$27.35 ^a	\$27.35 ^a
Shasta County:											
## Metal Roofing Systems Installer	\$19.83	-	-	-	\$0.20	-	8.0	\$20.03	\$29.945 ^a	\$29.945 ^a	\$29.945 ^a

Indicates an apprenticeable craft. Effective as of July 1, 2008, the issuance and publication of the prevailing wage apprentice schedules/apprentice wage rates have been reassigned by the Department of Industrial Relations from the Division of Labor Statistics and Research to the Division of Apprenticeship Standards. To obtain any apprentice schedules/apprentice wage rates, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

Rates for apprentices are not available in the General Prevailing Wage Apprentice Schedule.

^a Rate applies to all hours work in excess of 8 hours per day and 40 hours during any one week.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

DETERMINATION: C-MR-2016-1F

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITIES: All localities within Los Angeles, Orange, Riverside and San Bernardino Counties. (REF: 166-102-1)

Classification	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate ^a	Health and Welfare	Vacation And Pension ^c	Holiday	Training	Other	Total Hourly Rate	Hours	Daily ^b (1½ X)	Saturday ^b (1½ X)	Sunday/Holiday (2 X)
# Metal Roofing Systems Installer	\$41.86	\$9.87	\$16.21	-	\$0.82	\$0.65	\$69.41	8.0	\$90.34	\$90.34	\$111.27

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes amount withheld for Working Dues.

^b Rate applies for the first 4 overtime hours Monday through Friday and the first 12 hours worked on Saturday. All other time is paid at the Sunday/Holiday overtime rate. Saturdays in the same workweek may be worked at straight-time if job is shut down during the normal workweek due to inclement weather.

^c Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

DETERMINATION: C-MR-2016-2G

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: December 31, 2016**. The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITIES: All localities within Monterey County^f. (REF: 166-104-10)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Straight-Time Rate	Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other			Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)
# Metal Roofing Systems Installer	\$44.14 ^a	\$13.38 ^e	\$18.83 ^b	c	\$1.42	\$0.42	8.0	\$78.19	\$101.42 ^d	\$101.42 ^d	\$124.65

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes amount for Vacation/Holiday and Dues Check Off.

^b Includes an amount for PSP that is factored at the applicable overtime multiplier. Includes an amount equal to 3% of wages and employee benefits (excluding training and other payment) for National SASMI Fund (Wage Stabilization Plan). Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^c Included in Straight-Time hourly rate.

^d Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only; All other time is paid at the Sunday and Holiday overtime hourly rate.

^e Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^f Rate applies to jobsites under 20 miles from Market and Main Streets in Salinas, CA. For rates outside that zone refer to the Travel and Subsistence provisions applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2016-11

Issue Date: August 22, 2016

Expiration date of determination: June 30, 2017**The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Localities: All localities within San Diego County. (REF: 166-206-1)

Classification	Employer Payments						Straight-Time Hours	Overtime Hourly Rate			
	Basic Hourly Rate	Health and Welfare	Vacation And Holiday	Pension	Training	Other		Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$36.86 ^a	\$8.22 ^b	\$15.55 ^c	-	\$0.78 ^d	\$0.54 ^e	8.0 ^f	\$61.95	\$80.38 ^g	\$80.38 ^g	\$98.81 ^g

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes amount withheld for Working Dues.

^b Includes an amount for the Sheet Metal Occupational Health Institute Trust.

^c Includes amount for 401(a) Plan. PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES

^d Includes an amount for International Training Institute.

^e Includes amounts for National Energy Management Institute (NEMI) Fund, Sheet Metal Workers' International Scholarship Fund (SMWSF) and Industry Fund.

^f Saturdays in the same work week may be worked at straight-time if job is shut down during the normal workweek due to inclement weather.

^g Rate applies to the first 2 Daily overtime hours and the first 10 hours on Saturday; All other time is paid at the Sunday and Holiday overtime rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

DETERMINATION: C-MR-2015-2J

ISSUE DATE: August 22, 2015

EXPIRATION DATE OF DETERMINATION: June 26, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITIES: All localities within San Francisco, San Mateo and Santa Clara Counties. (REF: 166-104-1)

Classification	Employer Payments						Straight-Time	Overtime Hourly Rate			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation And Holiday	Training	Other	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/Holiday (2 X)	
# Metal Roofing Systems Installer	\$52.20 ^a	\$13.46 ^c	\$26.42 ^f	^b	\$1.41	\$1.15	8.0 ^e	\$94.64	\$123.64 ^d	\$123.64 ^d	\$152.64

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes amount for Vacation/Holiday and Dues Check Off.

^b Included in Straight-Time Hourly Rate.

^c For San Francisco County, the Straight-Time Hours is 7 hours.

^d For San Francisco County: Rate applies to the first 2 daily overtime hours and the first 7 hours on Saturday only. All other time is paid at the Sunday and Holiday overtime hourly rate. For San Mateo and Santa Clara Counties: Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only. All other time is paid at the Sunday and Holiday overtime hourly rate.

^e Includes SMOHIT and SHC. Effective 1/1/2013, pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^f Includes an amount for Pension which is factored at the applicable overtime multiplier. Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

DETERMINATION: C-MR-2016-2K

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: December 31, 2016** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITIES: All localities within Santa Barbara County. (REF: 20-X-1)

Classification	Employer Payments						Straight-Time Total Hours	Overtime Hourly Rate			
	Basic Hourly Rate	Health and Welfare	Vacation And Pension	Holiday Training	Other	Rate		Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)	
# Metal Roofing Systems Installer	\$34.75	\$9.42	\$13.32	\$3.92 ^a	\$0.72	\$2.425	8.0	\$64.555	\$81.930 ^b	\$81.930 ^b	\$99.305

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes supplemental dues.

^b Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday. All other time is at the Sunday/Holiday rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2016-1L

Issue Date: August 22, 2016

Expiration date of determination: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Localities: All localities within Siskiyou County. (REF: 23-31-1)

Classification	Employer Payments						Straight-Time		Overtime Hourly Rate				
	Basic Hourly Rate	Health and Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday ^d (2 X)	Sunday/Holiday (2 X)		
# Metal Roofing Systems Installer	\$37.17	\$11.20 ^a	\$9.50	\$4.32 ^a	\$0.83	\$2.54 ^b	8.0	\$65.56	\$84.145 ^c	\$102.73	\$84.145 ^c	\$102.73	\$102.73 ^f

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes an amount per hour worked for Work Fees. The vacation amount is \$2.45 per hour worked.

^b Includes amounts for Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, Carpenter Employers Contract Administration, and Contract Work Preservation.

^c For building construction, rate applies to the first 4 hours daily overtime. All heavy, highway and engineering construction overtime worked, Monday through Friday, rate applies to the first 4 hours daily overtime.

^d Saturdays in the same work week may be worked at straight-time if job is shut down during the normal work week due to inclement weather or major mechanical breakdown.

^e Rate applies to the first 8 hours for building construction and for the first 10 hours worked on heavy, highway and engineering construction.

^f Time and one-half shall be paid for the first eight (8) hours worked on the four (4) days of each year selected by the Union as designated off/holidays listed in the Holiday Provision.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2008-1M

Issue Date: August 22, 2008

Expiration date of determination: September 30, 2008* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Stanislaus County. (REF: 830-166-5)

Classification	Employer Payments ^a						Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$32.84 ^b	\$7.43	\$7.22	°	\$0.45	\$0.10	8.0	\$48.04	\$64.46 ^d	\$64.46 ^d	\$80.88

Indicates an apprenticeable craft. Effective as of July 1, 2008, the issuance and publication of the prevailing wage apprentice schedules/apprentice wage rates have been reassigned by the Department of Industrial Relations from the Division of Labor Statistics and Research to the Division of Apprenticeship Standards. To obtain any apprentice schedules/apprentice wage rates, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a The credit for employer payments do not have to be computed on an annualized basis where the employer seeks credit for employer payments that are higher for public works projects than private construction performed by the same employer. The director determined that annualization would not serve the purpose of this chapter pursuant to California Labor Code Section 1773.1(d)(4).

^b Includes amount for Vacation/Holiday and Dues Check Off.

^c Included in straight-time hourly rate.

^d Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only; All other time is paid at the Sunday and Holiday overtime hourly rate.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2016-1N

Issue Date: February 22, 2016

Expiration date of determination: August 31, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

Localities: All localities within Tulare County. (REF: 232-27-1)

Classification	Employer Payments						Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other ^c			Daily (1½ X)	Saturday ^d (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$26.77 ^a	\$6.48	\$6.65	^b	\$0.30	\$0.02	8.0	\$40.22	\$53.60	\$53.60	\$66.99

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes amount for Vacation/Holiday and Dues Check Off.

^b Included in Basic Hourly Rate.

^c Includes an amount for the Roofers and Waterproofers Research and Education Joint Trust Fund.

^d When adverse weather or job scheduling problems exist causing an employee to work less than forty (40) hours in a week Saturday may be used as a make-up day at straight time wage rates.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2008-10

Issue Date: August 22, 2008

Expiration date of determination: September 30, 2008* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Ventura County. (REF: 830-166-6)

Classification	Employer Payments						Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$30.29 ^a	\$6.60	\$5.75 ^b	°	\$0.80	\$0.54	8.0	\$43.98	\$59.13 ^d	\$59.13 ^d	\$74.27 ^e

Indicates an apprenticeable craft. Effective as of July 1, 2008, the issuance and publication of the prevailing wage apprentice schedules/apprentice wage rates have been reassigned by the Department of Industrial Relations from the Division of Labor Statistics and Research to the Division of Apprenticeship Standards. To obtain any apprentice schedules/apprentice wage rates, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes amount withheld for Dues Check Off.

^b Includes an amount per hour for COLA Fund.

^c Included in straight-time hourly rate.

^d Rate applies to the first 4 overtime hours Monday through Friday and the first 8 hours on Saturday & Sunday. All other overtime is paid at the Double time and Holiday rate.

^e Rate applies after 4 overtime hours Monday through Friday, after 8 hours Saturday and Sunday and all hours worked on Holidays.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-X-265-2016-2

Issue Date: August 22, 2016

Expiration date of determination: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Localities: All localities within Alameda, Contra Costa, Marin, Napa, Solano and Sonoma Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday (1½ X)	Sunday/Holiday (2 X)
Ready Mix Driver	\$25.90	\$13.67	\$6.20	\$2.85	-	-	8.0	\$48.62	\$61.57	\$61.57	\$74.52

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-5-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Alpine, Amador, Calaveras, San Joaquin and Tuolumne Counties

Classification	Employer Payments						Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Mixer Truck	\$20.10	\$3.09 ^a	-	\$1.005 ^b	-	-	8.0	\$24.195	\$34.245 ^c	\$34.245

^a The contribution applies to all hours until \$535.26 is paid for the month.

^b \$1.39 after 3 years of service
\$1.78 after 10 years of service
\$2.16 after 20 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-150-53-2016-2

Issue Date: August 22, 2016

Expiration date of determination: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Localities: All localities within Butte, Colusa, El Dorado, Placer, Sacramento, Sutter, Yolo and Yuba Counties.

Classification	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Total Hourly Rate	Hours	Daily (1½ X)	Saturday (1½ X)	Sunday/Holiday (2 X)
Driver: Mixer Truck	\$26.50	\$13.25 ^a	\$9.89	\$3.37	-	-	8.0	\$53.01	\$66.26	\$66.26	\$79.51

^a Contribution shall be paid for all hours worked up to 173 hours per month.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-624-17-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Del Norte, Humboldt and Mendocino Counties.

Classification	Employer Payments						Straight-Time	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Total Hourly Rate	Daily (1½ X)	Sunday/Holiday (1½ X)	
Driver: Mixer Truck	\$22.50	\$4.81 ^a	\$5.60	\$2.00	-	-	8.0	\$34.91	\$46.16 ^b	\$46.16

^a The contribution applies to all hours until \$833.00 is paid for the month.

^b Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-4-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from expiration date, if no subsequent determination is issued.

Localities: All localities within Fresno, Madera, Mariposa, Merced and Stanislaus Counties.

Classification	Employer Payments						Straight-Time	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Total Hourly Rate	Daily (1½ X)	Sunday/Holiday (1½ X)	
Driver: Mixer Truck	\$18.50	\$5.44 ^a	-	\$0.71 ^b	-	-	8.0	\$24.65	\$33.90 ^c	\$33.90

^a The contribution applies to all hours until \$943.38 is paid for the month.

^b \$1.42 after 1 year of service for the employer
\$1.78 after 5 years of service for the employer
\$2.13 after 15 years of service for the employer

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-2-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Glenn, Lassen, Modoc, Plumas, Shasta, Siskiyou, Tehama, and Trinity Counties.

Classification	Employer Payments						Straight-Time	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Total Hourly Rate	Daily (1½ X)	Sunday/Holiday (1½ X)	
Driver: Mixer Truck	\$14.80	\$3.46 ^a	-	\$0.68 ^b	-	-	8.0	\$18.94	\$26.34 ^c	\$26.34

^a The contribution applies to all hours until \$600 is paid for the month.

^b \$0.97 after 2 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-36-95-2016-2

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Localities: All localities within Imperial and San Diego Counties.

Classification	Employer Payments						Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (2 X)
Mixer Driver	\$27.90	\$6.87 ^a	\$4.40	\$1.61 ^b	-	-	8.0	\$40.78	\$54.73 ^c	\$68.68

^a The contribution applies to all hours until \$1,190.00 is paid for the month.

^b \$2.15 after one year of service

\$2.68 after 7 years of service.

\$3.22 after 14 years of service.

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly. All work in excess of 12 hours daily shall be paid the Sunday/Holiday (2X) rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-12-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Inyo, Mono and San Bernardino Counties.

Classification	Employer Payments						Straight-Time		Overtime Hourly Rate	
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Sunday/Holiday (1½ X)
Driver: Mixer Truck	\$19.05	\$6.66 ^a	\$1.71	\$1.17 ^b	-	-	8.0	\$28.59	\$38.115 ^c	\$38.115

^a The contribution applies to all hours until \$1155.24 is paid for the month.

^b \$1.54 after 7 years of service

\$1.91 after 14 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-87-119-2011-1

Issue Date: February 22, 2011

Expiration date of determination: January 15, 2012* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Kern, Kings and Tulare Counties.

Classification	Employer Payments						Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday/ Holiday (1½ X)	Sunday (2 X)
Driver: Mixer Truck	\$20.11	\$4.89 ^a	\$3.05	\$0.70 ^b	-	-	8.0	\$28.75	\$38.11 ^c	\$38.11 ^c	\$48.16

^a The contribution applies to all hours until \$847.50 is paid for the month.

^b Applies to workers who have been on payroll for thirty (30) days. After 1 year of employment, Vacation and Holiday increases to \$1.08. After 2 years of employment, Vacation and Holiday increases to \$1.47. After 8 years of employment, Vacation and Holiday increases to \$1.86.

^c Overtime is paid at two times (2x) the basic hourly rate for work performed in excess of twelve (12) hours in any work day.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-624-18-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from expiration date, if no subsequent determination is issued.

Localities: All localities within Lake County.

Classification	Employer Payments						Straight-Time Hours	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare ^a	Pension	Vacation And Holiday	Training	Other		Total Hourly Rate	Daily/ Holiday ^b (1½ X)	Sunday (2X)
Driver: Mixer Truck	\$20.60	\$4.81	\$6.00	\$2.00	-	-	8.0	\$33.41	\$43.71	\$54.01

^a The contribution applies to all hours until \$833.00 is paid for the month.

^b Rate applies to work in excess of eight (8) hours daily, forty (40) hours weekly and all hours worked on holidays.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-X-258-2016-1

Issue Date: February 22, 2016

Expiration date of determination: June 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director - Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Los Angeles, Orange and Ventura Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday ^d	Training	Other			Daily (1½ X)	Saturday/Holiday (1½ X)	Sunday ^e (2 X)
Ready Mix Driver ^a	\$23.60	\$6.00 ^b	\$3.44	\$0.45 ^c	-	-	8.0	\$33.49	\$45.29	\$45.29	\$57.09

^a New hires will be subject to employment at hourly rates that are four dollars (\$4.00) less, three dollars (\$3.00) less, two dollars (\$2.00) less, and one dollar (\$1.00) less than the straight time hourly rate for time periods of twelve (12) months each until they reach the Journeyman basic hourly rate.

^b The contribution applies to all hours until \$1040.50 is paid for the month.

^c \$1.09 after 4 months of service

\$1.54 after 1 year of service

\$2.00 after 7 years of service

\$2.45 after 14 years of service

^d Includes \$0.64 for Holidays after four (4) months, which would be deducted from the Vacation/Holiday rate if you choose to adopt the paid days off enumerated in the Holiday Provisions.

^e Emergency work and breakdown on Sundays shall be paid at time and one-half (1½x) the straight time rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-3-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Monterey, San Benito, San Francisco, San Mateo, Santa Clara, and Santa Cruz Counties.

Classification	Employer Payments						Straight-Time	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Total Hourly Rate	Daily (1½ X)	Sunday/Holiday (1½ X)	
Driver: Mixer Truck	\$21.50	\$9.64	\$1.72 ^a	\$0.99 ^b	-	-	8.0	\$33.85	\$45.46 ^c	\$45.46

^a This amount is factored at the applicable overtime rate.

^b \$1.41 after 2 years of service
\$1.82 after 10 years of service
\$2.23 after 20 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-1-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Nevada and Sierra Counties.

Classification	Employer Payments						Straight-Time	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare ^a	Pension	Vacation And Holiday ^b	Training	Other	Total Hourly Rate	Daily (1½ X) ^c	Sunday/Holiday (1½ X)	
Driver: Mixer Truck	\$19.25	\$2.96	-	\$0.22	-	-	8.0	\$22.43	\$32.06	\$32.06

^a The contribution applies to all hours until \$513.04 is paid for the month.

^b \$0.59 after 2 years of service
\$0.96 after 5 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

*There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-11-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Riverside County.

Classification	Employer Payments						Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Mixer Truck	\$15.00	\$6.33 ^a	\$1.80	\$1.04 ^b	-	-	8.0	\$24.17	\$31.67 ^c	\$31.67

^a The contribution applies to all hours until \$1097.30 is paid for the month.

^b \$1.33 after 4 years of service
\$1.61 after 14 years of service
\$1.90 after 24 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-6-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within San Luis Obispo County.

Classification	Employer Payments						Straight-Time	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Total Hourly Rate	Daily (1½ X)	Sunday/Holiday (1½ X)	
Driver: Mixer Truck	\$19.14	\$3.04 ^a	\$3.42	\$1.03 ^b	\$0.64	-	8.0	\$27.27	\$36.84 ^c	\$36.84

^a The contribution applies to all hours until \$526.19 is paid for the month.

^b \$1.40 after 2 years of service,
\$1.70 after 10 years of service.

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-186-15-2010-1

Issue Date: February 22, 2010

Expiration date of determination: March 27, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Santa Barbara County.

Classification	Employer Payments						Straight-Time	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Vacation And Holiday ^d	Pension	Training	Other	Total Hourly Rate	Daily (1½ X) ^e	Sunday/Holiday (2 X)	
Mixer Driver	\$21.15 ^a	\$4.91 ^b	\$0.41 ^c	\$3.44	-	-	8.0	\$29.91	\$40.485	\$51.06

^aIncludes an amount (\$0.03) for supplemental dues check off.

^bThe contribution applies to all hours until \$850.00 is paid for the month.

^c \$1.06 after 1 month of service
 \$1.46 after 1 year of service
 \$1.87 after 7 years of service
 \$2.28 after 16 years of service.

^d Includes, after one month, \$0.65 for Holidays, which can be deducted from the Vacation/Holiday rate if you choose to adopt the paid days off enumerated in the Holiday Provisions.

^eRate applies to work in excess of eight (8) hours daily and forty (40) hours weekly. All work in excess of twelve (12) hours daily shall be paid the Sunday/Holiday (2X) rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-7-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from expiration date, if no subsequent determination is issued.

Localities: All localities within Alameda, Contra Costa, Del Norte, Humboldt, Lassen, Modoc, San Francisco, San Mateo, Santa Clara, Shasta, Siskiyou and Trinity Counties.

<u>Classification</u>	<u>Employer Payments</u>						<u>Straight-Time</u>	<u>Overtime Hourly Rate</u>		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Total Hourly Rate Hours	Daily (1½ X)	Sunday/ Holiday (1½ X)	
Driver: Dump Truck	\$22.50	^a	-	\$0.43 ^b	-	-	8.0	\$22.93	\$34.18 ^c	\$34.18

^a Health and Welfare will increase from \$0.00 to \$1.16 after 90 days of service, which will be seen as an increase to the Total Hourly Rate as well.

^b \$0.78 after 90 days of service with the employer
\$1.21 after 5 years of service with the employer
\$1.65 after 10 years of service with the employer

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-5-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Alpine, Amador, Calaveras, El Dorado, Fresno, Kings, Madera, Mariposa, Merced, Nevada, Placer, Sacramento, San Joaquin, Sierra, Stanislaus, Sutter, Tulare, Tuolumne and Yuba Counties.

Classification	Employer Payments						Straight-Time	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Total Hourly Rate	Daily (1½ X)	Sunday/Holiday (1½ X)	
Driver: Dump Truck	\$17.00	\$3.09 ^a	-	\$0.85 ^b	-	-	8.0	\$20.94	\$29.44 ^c	\$29.44

^a The contribution applies to all hours until \$535.26 is paid for the month.

^b \$1.18 after 3 years of service
\$1.50 after 10 years of service
\$1.83 after 20 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-8-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Butte, Colusa, Glenn, Lake, Mendocino, Plumas and Tehama Counties.

Classification	Employer Payments						Straight-Time	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Total Hourly Rate	Daily (1½ X)	Sunday/Holiday (1½ X)	
Driver: Dump Truck	\$21.00	\$2.81 ^a	-	\$0.10 ^b	-	-	8.0	\$23.91	\$34.41 ^c	\$34.41

^aThe contribution applies to hours until \$487.07 is paid for the month.

^b\$0.20 after 1 year of service,
\$0.50 after 2 years of service,

Add \$0.10 for every additional year of service to a maximum of \$1.50 per hour for over 13 years of service.

^cRate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-10-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Imperial, Inyo, Los Angeles, Mono, Orange, Riverside, San Bernardino and San Diego Counties.

Classification	Employer Payments						Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
	Basic Hourly Rate	Health And Welfare ^a	Pension	Vacation And Holiday ^b	Training	Other			Daily (1½ X) ^c	Sunday/ Holiday (1½ X)
Driver: Dump Truck	\$17.00	\$2.05	\$0.085	\$0.33	-	-	8.0	\$19.465	\$27.965	\$27.965

^a The contribution applies to all work up to \$355.00 per month.

^b \$0.65 after 2 years of service
\$0.98 after 5 years of service
\$1.31 after 9 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

*There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-6-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Kern, Monterey, San Luis Obispo, Santa Barbara, and Ventura Counties.

Classification	Employer Payments						Straight-Time	Overtime Hourly Rate		
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Total Hourly Rate	Daily (1½ X)	Sunday/Holiday (1½ X)	
Driver: Dump Truck	\$16.76	\$3.04 ^a	\$2.75	\$0.90 ^b	\$0.64	-	8.0	\$24.09	\$32.47 ^c	\$32.47

^a The contribution applies to all hours until \$526.19 is paid for the month.

^b \$1.22 after 2 years of service,
\$1.55 after 10 years of service.

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-9-2009-1

Issue Date: February 22, 2009

Expiration date of determination: March 3, 2010* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within San Benito and Santa Cruz Counties.

Classification	Employer Payments						Straight-Time		Overtime Hourly Rate	
	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily ^b (1½ X)	Sunday/Holiday (1½ X)
Driver: Dump Truck	\$16.25	\$9.64	\$5.20	\$0.56 ^a	\$0.70	\$0.48	8.0	\$32.83	\$40.955	\$40.955

^a \$0.875 after 1 year of service
\$1.19 after 7 years of service
\$1.50 after 19 years of service

^b Overtime rate applies to all work exceeding eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

Attachment 2

Prevailing Wage Determination

Northern California Rates

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # ASBESTOS WORKER, HEAT AND FROST INSULATOR

DETERMINATION: NC-3-16-1-2016-1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: December 31, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

Classification (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate	
		Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	1-1/2X	2X
AREA 1 Mechanic	\$62.36	\$14.50	\$7.61 ^b	c	\$0.85	^d \$0.40	8	\$85.72	\$116.90	\$148.08
AREA 2 Mechanic	\$46.96	\$14.50	\$7.61 ^b	c	\$0.85	^d \$0.40	8	\$70.32	\$93.80	\$117.28

AREA 1 – Alameda, Contra Costa, Marin, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma.

AREA 2 – Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Nevada, Placer, Plumas, Sacramento, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba.

DETERMINATION: NC-3-16-3-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: December 31, 2016** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: Mono and all Northern California Counties

Hazardous Material Handler Mechanic	\$32.13	7.56	1.25	c	0.30	^b 0.08	8	41.32	ⁱ 57.385	^j 73.45
Hazardous Material Handler Worker ^k	\$22.91	7.56	-	-	0.30	^l 0.06	8	30.83	ⁱ 42.29	^j 53.74

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes amount withheld for dues check off and for vacation.

^b Pursuant to Labor Code sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^c Included in the straight-time hourly rate.

^d \$0.02 per hour worked for vacation/holiday administration; \$0.12 per hour worked for occupational health and research; \$0.08 per hour worked for Industry Promotion; \$0.01 per hour worked for Preservation Trust.

^e 1 1/2 times the basic straight-time hourly rate for the first 2 hours of overtime, Monday through Friday and for the first 10 hours on Saturdays. All other overtime is paid at the double time rate.

^f \$210.44 (Area 1) and \$164.24 (Area 2) per hour for work on Labor Day.

^g Includes amount withheld for dues check off.

^h Includes amount for vacation/holiday administration and industry promotion.

ⁱ Rate applies to the first 4 overtime hours in any workday or 40 hours in a workweek, and for the first 8 hours worked on the 7th consecutive day of work in a workweek.

^j Rate applies to work on any recognized holiday, all hours worked in excess of 12 hours in any workday, and for all hours worked in excess of 8 hours on the 7th consecutive day of work in a workweek.

^k A maximum of fourteen (14) Hazardous Material Handler Workers is allowed for each Hazardous Material Handler Mechanic.

^l Includes amount for industry promotion.

NOTE: Asbestos Removal Workers must be trained and the work conducted according to the Code of Federal Regulations 29 CFR 1926.58, the California Labor Code 6501.5 and the California Code of Regulations, Title 8, Section 5208. Contractors must be certified by the Contractors' State License Board and registered with the Division of Occupational Safety and Health (DOSH). For further information, contact the Asbestos Contractors Abatement Registration Unit, DOSH at (510) 286-7362.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

RAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #CARPENTER AND RELATED TRADES

DETERMINATION: NC-23-31-1-2016-1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight - Time		Overtime Hourly Rate ^e				
		Health and Welfare	Pension	Vacation/ Holiday ^d	Training	Other Payments ^f	Hours	Total Hourly Rate	Daily 1 1/2X ^g	2X	Saturday ^h 1 1/2X ^g	2X	Sunday and Holiday ⁱ
^b Area 1													
Carpenter	\$44.40	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	8	\$72.79	\$94.99	\$117.19	\$94.99	\$117.19	\$117.19
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$44.55	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	8	\$72.94	\$95.215	\$117.49	\$95.215	\$117.49	\$117.49
^b Area 2													
Carpenter	\$38.52	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	8	\$66.91	\$86.17	\$105.43	\$86.17	\$105.43	\$105.43
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$38.67	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	8	\$67.06	\$86.395	\$105.73	\$86.395	\$105.73	\$105.73
^b Area 3^j													
Carpenter	\$38.52	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	8	\$66.91	\$86.17	\$105.43	\$86.17	\$105.43	\$105.43
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$38.67	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	8	\$67.06	\$86.395	\$105.73	\$86.395	\$105.73	\$105.73
^b Area 4^j													
Carpenter	\$37.17	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	8	\$65.56	\$84.145	\$102.73	\$84.145	\$102.73	\$102.73
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$37.32	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	8	\$65.71	\$84.37	\$103.03	\$84.37	\$103.03	\$103.03

DETERMINATION: NC-23-31-1-2016-1A

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight - Time		Overtime Hourly Rate ^e				
		Health and Welfare ^e	Pension	Vacation/ Holiday ^d	Training	Other Payments ^f	Hours	Total Hourly Rate	Daily 1 1/2X ^g	2X	Saturday ^h 1 1/2X ^g	2X	Sunday and Holiday ⁱ
Bridge Builder/Highway Carpenter	\$44.40	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	8.0	\$72.79	\$94.99	\$117.19	\$94.99	\$117.19	\$117.19
Bridge Builder/Highway Carpenter (Special Single Shift)	\$49.95	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	8.0	\$78.34	\$103.315	\$128.29	\$103.315	\$128.29	\$128.29

Footnote and Millwright listed on page 34A

(Recognized Holidays and Subsistence Payment footnotes also listed on page 34A)

DETERMINATION: NC-23-31-1-2016-1B

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight - Time		Overtime Hourly Rate ^e				
		Health and Welfare ^c	Pension	Vacation/ Holiday ^d	Training	Other Payments ^b	Hours	Total Hourly Rate	Daily 1 1/2X ^f	2X	Saturday ^g 1 1/2X ^g	2X	Sunday and Holiday ^h
^b Area 1 Millwright	\$44.50	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	8	\$74.49	\$96.74	\$118.99	\$96.74	\$118.99	\$118.99
^b Area 2 Millwright	\$41.02	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	8	\$71.01	\$91.52	\$112.03	\$91.52	\$112.03	\$112.03
^b Area 3 ⁱ Millwright	\$41.02	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	8	\$71.01	\$91.52	\$112.03	\$91.52	\$112.03	\$112.03
^b Area 4 ^j Millwright	\$39.67	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	8	\$69.66	\$89.495	\$109.33	\$89.495	\$109.33	\$109.33

DETERMINATION: NC-23-31-1-2016-1, NC-23-31-1-2016-1A and NC-23-31-1-2016-1B

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a In the event that work cannot be performed Monday through Friday because of inclement weather or major mechanical breakdown, employees may voluntarily make up such day on Saturday and shall be paid at the applicable straight time rates.

^b AREA 1 - Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

AREA 2 - Monterey, San Benito, and Santa Cruz Counties.

AREA 3 - El Dorado, Placer, Sacramento, San Joaquin and Yolo Counties.

AREA 4 - Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba Counties.

^c The overtime rates for shift work are based on the non-shift overtime rates.

^d Includes an amount per hour worked for Work Fees. The Vacation amount is \$2.45 per hour worked for Carpenter; \$2.35 per hour worked for Millwright.

^e Includes Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, Work Preservation, and Carpenter Employers Contract Administration.

^f For building construction, rate applies to the first 4 hours daily overtime. For all heavy, highway and engineering construction overtime worked, Monday through Friday, rate applies to the first 4 hours daily overtime.

^g Rate applies to the first 8 hours for building construction and for the first 10 hours worked on heavy, highway and engineering construction.

^h Millwright Annuity Trust Fund, Industry Promotion, Work Preservation, and Carpenters International Training Fund.

ⁱ Time and one-half shall be paid for the first eight (8) hours worked on the four (4) days of each year selected by the Union as designated off/holidays listed in the Holiday Provision.

^j Area 3 includes the portion of Placer County west of and including Highway 49 and the portion of El Dorado County west of and including Highway 49 and the territory inside the city limits of Placerville. Area 4 includes the portions of Placer and El Dorado Counties not covered in Area 3.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #CARPENTER AND RELATED TRADES (SECOND SHIFT)*

DETERMINATION: NC-23-31-1-2016-1
ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight - Time		Overtime Hourly Rate ^a				
		Health and Welfare ^d	Pension	Vacation/ Holiday ^e	Training	Other Payments ^f	Hours ^g	Total Hourly Rate	Daily 1 1/2X ^h	2X	Saturday ^b 1 1/2X ⁱ	2X	Sunday and Holiday ^k
Area 1													
Carpenter	\$47.36	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7.5	\$75.75	\$94.99	\$117.19	\$94.99	\$117.19	\$117.19
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	\$47.52	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7.5	\$75.91	\$95.22	\$117.49	\$95.22	\$117.49	\$117.49
Area 2													
Carpenter	\$41.09	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7.5	\$69.48	\$86.17	\$105.43	\$86.17	\$105.43	\$105.43
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	\$41.25	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7.5	\$69.64	\$86.40	\$105.73	\$86.40	\$105.73	\$105.73
Area 3													
Carpenter	\$41.09	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7.5	\$69.48	\$86.17	\$105.43	\$86.17	\$105.43	\$105.43
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	\$41.25	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7.5	\$69.64	\$86.40	\$105.73	\$86.40	\$105.73	\$105.73
Area 4													
Carpenter	\$39.65	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7.5	\$68.04	\$84.15	\$102.73	\$84.15	\$102.73	\$102.73
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	\$39.81	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7.5	\$68.20	\$84.37	\$103.03	\$84.37	\$103.03	\$103.03

DETERMINATION: NC-23-31-1-2016-1A
ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight - Time		Overtime Hourly Rate ^a				
		Health and Welfare ^d	Pension	Vacation/ Holiday ^e	Training	Other Payments ^f	Hours ^g	Total Hourly Rate	Daily 1 1/2X ^h	2X	Saturday ^b 1 1/2X ⁱ	2X	Sunday and Holiday ^k
Bridge Builder/Highway Carpenter	\$47.36	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7.5	\$75.75	\$94.99	\$117.19	\$94.99	\$117.19	\$117.19

Continued on page 34C

(Recognized Holidays and Subsistence Payment footnotes also listed on page 34C)

DETERMINATION: NC-23-31-1-2016-1B
ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Employer Payments						Straight - Time		Overtime Hourly Rate ^a				
	Basic Hourly Rate	Health and Welfare ^d	Pension	Vacation/ Holiday ^e	Training	Other Payments ^f	Hours ^g	Total Hourly Rate	Daily 1 1/2X ^h	2X	Saturday ^b 1 1/2X ⁱ	2X	Sunday and Holiday ^k
^c Area 1 Millwright	\$47.47	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	7.5	\$77.46	\$96.74	\$118.99	\$96.74	\$118.99	\$118.99
^c Area 2 Millwright	\$43.75	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	7.5	\$73.74	\$91.52	\$112.03	\$91.52	\$112.03	\$112.03
^c Area 3 ^d Millwright	\$43.75	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	7.5	\$73.74	\$91.52	\$112.03	\$91.52	\$112.03	\$112.03
^c Area 4 ^d Millwright	\$42.31	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	7.5	\$72.30	\$89.495	\$109.33	\$89.495	\$109.33	\$109.33

DETERMINATION: NC-23-31-1-2016-1, NC-23-31-1-2016-1A and NC-23-31-1-2016-1B (FOR SECOND AND THIRD SHIFTS)

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

* Does not apply to tenant improvement or renovation projects in occupied buildings with a total contract value of \$5 million or less.

^a The overtime rates for shift work are based on the non-shift overtime rates on page 34.

^b In the event that work cannot be performed Monday through Friday because of inclement weather or major mechanical breakdown, employees may voluntarily make up such day on Saturday and shall be paid at the applicable straight time rates.

^c AREA 1 - Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

AREA 2 - Monterey, San Benito, and Santa Cruz Counties.

AREA 3 - El Dorado, Placer, Sacramento, San Joaquin and Yolo Counties.

AREA 4 - Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba Counties.

^d Area 3 includes the portion of Placer County west of and including Highway 49 and the portion of El Dorado County west of and including Highway 49 and the territory inside the city limits of Placerville. Area 4 includes the portions of Placer and El Dorado Counties not covered in Area 3.

^e Includes an amount per hour worked for Work Fees. The Vacation amount is \$2.45 per hour worked for Carpenter; \$2.35 per hour worked for Millwright.

^f Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, and Carpenter Employers Contract Administration.

^g Daily overtime applies after 7 1/2 hours worked at the straight-time rate for second shift and after 7 hours worked at the straight-time rate for third shift.

^h For building construction, rate applies to the first 2 hours prior to the start of the regular or approved day, or the first 4 hours after the end of the approved or regular work day, not to exceed a total of 4 hours in any 1 work day. For heavy, highway and engineering construction rate applies to the first 4 hours prior to the start of the regular or approved day, or the first 4 hours after the end of the approved or regular work day, not to exceed a total of 4 hours in any 1 work day.

ⁱ Rate applies to the first 8 hours for building construction and for the first 10 hours worked on heavy, highway and engineering construction.

^j Millwright Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, and Work Preservation.

^k Time and one-half shall be paid for the first eight (8) hours worked on the four (4) days of each year selected by the Union as designated off/holidays listed in the Holiday Provision.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #CARPENTER AND RELATED TRADES (THIRD SHIFT)*

DETERMINATION: NC-23-31-1-2016-1
ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight - Time		Overtime Hourly Rate ^a				
		Health and Welfare ^d	Pension	Vacation/ Holiday ^e	Training	Other Payments ^f	Hours ^g	Total Hourly Rate	Daily 1 1/2X ^h	2X	Saturday ^h 1 1/2X ⁱ	2X	Sunday and Holiday ^k
^c Area 1													
Carpenter	\$50.74	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7	\$79.13	\$94.99	\$117.19	\$94.99	\$117.19	\$117.19
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$50.91	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7	\$79.30	\$95.22	\$117.49	\$95.22	\$117.49	\$117.49
^c Area 2													
Carpenter	\$44.02	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7	\$72.41	\$86.17	\$105.43	\$86.17	\$105.43	\$105.43
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$44.19	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7	\$72.58	\$86.40	\$105.73	\$86.40	\$105.73	\$105.73
^c Area 3^l													
Carpenter	\$44.02	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7	\$72.41	\$86.17	\$105.43	\$86.17	\$105.43	\$105.43
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$44.19	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7	\$72.58	\$86.40	\$105.73	\$86.40	\$105.73	\$105.73
^c Area 4^l													
Carpenter	\$42.48	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7	\$70.87	\$84.15	\$102.73	\$84.15	\$102.73	\$102.73
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$42.65	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7	\$71.04	\$84.37	\$103.03	\$84.37	\$103.03	\$103.03

Footnotes listed on page 34C

(Recognized Holidays and Subsistence Payment footnotes also listed on page 34C)

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DETERMINATION: NC-23-31-1-2016-1A

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight - Time		Overtime Hourly Rate ^a				
		Health and Welfare ^a	Pension	Vacation/ Holiday ^e	Training	Other Payments ^f	Hours ^g	Total Hourly Rate	Daily 1 1/2X ^h	2X	Saturday ^b 1 1/2X ⁱ	2X	Sunday and Holiday ^k
Bridge Builder/Highway Carpenter	\$50.74	\$11.20	\$9.50	\$4.32	\$0.83	\$2.54	7	\$79.13	\$94.99	\$117.19	\$94.99	\$117.19	\$117.19

DETERMINATION: NC-23-31-1-2016-1B

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight - Time		Overtime Hourly Rate ^a				
		Health and Welfare	Pension	Vacation/ Holiday ^e	Training	Other Payments ^f	Hours ^g	Total Hourly Rate	Daily 1 1/2X ^h	2X	Saturday ^b 1 1/2X ⁱ	2X	Sunday and Holiday ^k
^c Area 1 Millwright	\$50.86	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	7	\$80.85	\$96.74	\$118.99	\$96.74	\$118.99	\$118.99
^c Area 2 Millwright	\$46.88	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	7	\$76.87	\$91.52	\$112.03	\$91.52	\$112.03	\$112.03
^c Area 3 ^d Millwright	\$46.88	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	7	\$76.87	\$91.52	\$112.03	\$91.52	\$112.03	\$112.03
^c Area 4 ^d Millwright	\$45.34	\$11.20	\$9.50	\$4.41	\$0.83	\$4.05	7	\$75.33	\$89.50	\$109.33	\$89.50	\$109.33	\$109.33

Footnotes listed on page 34C

(Recognized Holidays and Subsistence Payment footnotes also listed on page 34C)

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: MODULAR FURNITURE INSTALLER (CARPENTER)

DETERMINATION: NC-23-31-15-2016-1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journeyperson)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension ^b	Vacation/ Holiday ^c	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^d 1 1/2X	Sunday/ Holiday 2X
^a AREA 1											
Master Installer	\$32.58	\$10.05	\$6.32	\$3.66	\$0.10	\$0.22	8	\$52.93	\$69.220	\$69.220	\$85.51
Lead Installer	28.36	10.05	6.32	3.66	0.10	0.22	8	48.71	62.890	62.890	77.07
Installer I	24.91	10.05	5.82	3.66	0.10	0.22	8	44.76	57.215	57.215	69.67
Installer II	21.48	10.05	5.82	3.66	0.10	0.22	8	41.33	52.070	52.070	62.81
^a AREA 2											
Master Installer	28.86	10.05	6.32	3.66	0.10	0.22	8	49.21	63.640	63.640	78.07
Lead Installer	25.23	10.05	6.32	3.66	0.10	0.22	8	45.58	58.195	58.195	70.81
Installer I	22.26	10.05	5.82	3.66	0.10	0.22	8	42.11	53.240	53.240	64.37
Installer II	19.31	10.05	5.82	3.66	0.10	0.22	8	39.16	48.815	48.815	58.47
^a AREA 3											
Master Installer	27.53	10.05	6.32	3.66	0.10	0.22	8	47.88	61.645	61.645	75.41
Lead Installer	24.11	10.05	6.32	3.66	0.10	0.22	8	44.46	56.515	56.515	68.57
Installer I	21.31	10.05	5.82	3.66	0.10	0.22	8	41.16	51.815	51.815	62.47
Installer II	18.54	10.05	5.82	3.66	0.10	0.22	8	38.39	47.660	47.660	56.93

^a**AREA 1:** Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

AREA 2: Monterey, San Benito, and Santa Cruz Counties.

AREA 3: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

^b Includes an amount for Annuity Trust Fund.

^c Includes an amount for Work Fee.

^d Rate applies for the first 10 hours only. All hours worked in excess of ten hours on Saturdays shall be paid at double time (2X).

RATIO: The ratio of employees shall be based on the increments of ten (10) employees. It is understood that the employee ratio shall apply on a company-wide basis. For every ten (10) employees, the employer shall employ one (1) Master Installer, three (3) Lead Installer, three (3) Installer I, and three (3) Installer II. For crew size of less than 10 employees, the employer shall employ a Master Installer, followed by a Lead Installer, then an Installer I, and lastly an Installer II. For crew size of over 10 employees, please contact the Office of the Director – Research Unit at 415-703-4774.

All drapery installation shall be performed by employees at the Installer I level or above. Employers employing three (3) or more Drapery Installers at the Installer I level or above may employ one (1) Installer II. For each additional three (3) Installer I level or above Drapery Installers then in his/her employ, the employer may employ one (1) additional Installer II.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payment¹ each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/P>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #DRYWALL INSTALLER/LATHER (CARPENTER)

TERMINATION: NC-31-X-16-2016-1

EFFE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba counties.

CLASSIFICATION (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday ^f	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday 1 1/2X	Sunday and Holiday
^a Area 1											
Drywall Installer/ Lather	\$44.40	\$11.20	^g \$12.25	\$4.32	\$0.77	\$0.92	8	\$73.86	^h \$96.06	^h \$96.06	\$118.26
Stocker, Scrapper ^c	22.20	11.20	^g 5.45	4.27	-	-	8	43.12	^h 54.22	^h 54.22	65.32
Stocker, Scrapper	22.20	11.20	1.10	4.27	-	-	8	38.77	^h 49.87	^h 49.87	60.97
^b Area 2											
Drywall Installer/ Lather	38.52	11.20	^g 12.25	4.32	0.77	0.92	8	67.98	^h 87.24	^h 87.24	106.50
Stocker, Scrapper ^c	19.26	11.20	^g 5.45	4.27	-	-	8	40.18	^h 49.81	^h 49.81	59.44
Stocker, Scrapper	19.26	11.20	1.10	4.27	-	-	8	35.83	^h 45.46	^h 45.46	55.09
^c Area 3											
Drywall Installer/ Lather	39.02	11.20	^g 12.25	4.32	0.77	0.92	8	68.48	^h 87.990	^h 87.990	107.50
Stocker, Scrapper ^c	19.51	11.20	^g 5.45	4.27	-	-	8	40.43	^h 50.185	^h 50.185	59.94
Stocker, Scrapper	19.51	11.20	1.10	4.27	-	-	8	36.08	^h 45.835	^h 45.835	55.59
^d Area 4											
Drywall Installer/ Lather	37.67	11.20	^g 12.25	4.32	0.77	0.92	8	67.13	^h 85.965	^h 85.965	104.80
Stocker, Scrapper ^c	18.84	11.20	^g 5.45	4.27	-	-	8	39.76	^h 49.18	^h 49.18	58.60
Stocker, Scrapper	18.84	11.20	1.10	4.27	-	-	8	35.41	^h 44.83	^h 44.83	54.25

#Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Area 1 - Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma counties.

^b Area 2 - Monterey, San Benito, and Santa Cruz Counties.

^c Area 3 - El Doradoⁱ, Placer^j, Sacramento, San Joaquin, and Yolo Counties.

^d Area 4 - Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Doradoⁱ, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer^j, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba Counties.

^e Employed by the same contractor for 2000 hours (consecutively or cumulatively).

^f Includes an amount for Annuity Trust Fund.

^g Includes an amount for Work Fees.

^h Rate applies to the first 4 overtime hours Monday through Friday and the first 8 hours on Saturday. All other time is paid at the Sunday and Holiday overtime rate.

Saturdays may be worked at straight time if job is shut down during Monday through Friday due to inclement weather or major mechanical breakdown.

ⁱ Area 3 includes the portion of Placer County west of and including Highway 49 and the portion of El Dorado County west of and including Highway 49 and the territory inside the city limits of Placerville. Area 4 includes the portions of Placer and El Dorado Counties not covered in Area 3.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # PILE DRIVER (CARPENTER)

DETERMINATION: NC-23-31-11-2016-3

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journeyperson)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday 1 1/2X	Sunday and Holiday
Pile Driver, Wharf, and Dock Builder	\$43.65 [#]	11.20	^b 13.70	^c 5.52	0.88	^a 0.25	8	75.20	^d 97.025	^d 97.025	118.85
Diver (wet) up to 50 ft depth ^{e, f}	93.17	11.20	^b 13.70	^c 5.52	0.88	^a 0.25	8	124.72	^d 171.305	^d 171.305	217.89
Diver's Tender ^e	47.82	11.20	^b 13.70	^c 5.52	0.88	^a 0.25	8	79.37	^d 103.280	^d 103.280	127.19
Assistant Tender	43.65	11.20	^b 13.70	^c 5.52	0.88	^a 0.25	8	75.20	^d 97.025	^d 97.025	118.85
Diver (stand-by)	48.61	11.20	^b 13.70	^c 5.52	0.88	^a 0.25	8	80.16	^d 104.465	^d 104.465	128.77

FOR "PILE DRIVER-BRIDGE BUILDER" - SEE NORTHERN CALIFORNIA CARPENTER PAGE 34.

PLEASE NOTE: To obtain wage rate information for Saturation Diver, Manned Submersible, Manifold Operator/Life Support Technician, Remote Controlled/Operated Vehicle (RCV/ROV) Pilot/Technician, Navigator Surveyor, Bell Winch Operator & Diving Equipment Technician, please contact the Office of the Director - Research Unit at (415) 703-4774.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes Industry Promotion, Carpenters International Training Fund, Pile Drivers Employers Contract Administration, and LMCC.

^b Includes an amount per hour for Annuity Trust Fund. Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^c Includes an amount per hour for work fees.

^d Rate applies to the first 2 daily overtime hours and the first 8 hours worked on Saturdays. All other time is paid at the Sunday/Holiday overtime rate. For work associated with cast-in-place piles, drill shaft, Tubex piles, Tubex grout injection piles, geo piles, soil improvement piles, sand piles, augured cast in place piles, CISS and CIDH: Rate applies to all hours worked after 8 hours Monday-Friday and all hours worked on Saturday.

^e Shall receive a minimum of 8 hours pay for any day or part thereof worked.

^f For specific rates over 50 ft depth, contact the Office of the Director – Research Unit.

^g On bridges, powerhouses and dams, men working from bosun's chairs or swinging scaffolds or suspended from rope, cable, safety belts, or any device used as a substitute for or in lieu thereof (excluding piledriving rigs) shall receive \$0.15 per hour above this rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #ELEVATOR CONSTRUCTOR

DETERMINATION: NC-62-X-1-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: December 31, 2016** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Inyo, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba Counties. Portions^a of Kern, San Bernardino and San Luis Obispo are detailed below.

Classification (Journey person)	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime Hourly Rate			
		Health and Welfare	Pension ^e	Vacation/ Holiday	Training	Other Payments	Hours Total Hourly Rate	Daily 1 1/2X ^d	Saturday 1 1/2X ^d	Sunday and Holiday	
Mechanic	\$61.86	14.425	14.96	3.71	0.60	0.30	8	95.855	126.785	126.785	157.715 ^b
Mechanic (Employed in industry more than 5 years)	61.86	14.425	14.96	4.95	0.60	0.30	8	97.095	128.025	128.025	158.955 ^b
Helper ^c	43.30	14.425	14.96	2.60	0.60	0.30	8	76.185	97.835	97.835	119.485 ^b
Helper (Employed in industry more than 5 years)	43.30	14.425	14.96	3.46	0.60	0.30	8	77.045	98.695	98.695	120.345 ^b

#Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Applies to that portion of these counties north of the Tehachapi Line. For more information contact the Office of the Director - Research Unit.

^b For paid holidays recognized in the collective bargaining agreement employees are paid for 8 hours at straight time in addition to the Holiday rate for all hours worked.

^c Ratio: The total number of Helpers employed shall not exceed the number of Mechanics on any one job. For more information on the use of Helpers contact the Office of the Director - Research Unit.

^d For Contract Service work only. All other overtime is paid at the Sunday/Holiday rate.

^e Includes an amount for Annuity Trust Fund.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: OPERATING ENGINEER (HEAVY AND HIGHWAY WORK)

DETERMINATION: NC-23-63-1-2016-2

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments							Hours ^f	Straight-Time		Overtime Hourly Rate			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^e	Training	Other Payments	Total Hourly Rate		Daily/ Saturday ^d 1 1/2X	Sunday and Holiday 2X	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c
Classification Group ^a	Area 1 ^b	Area 2 ^c						Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	
Group 1	\$42.67	\$44.67	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$73.10	\$75.10	\$94.44	\$97.44	\$115.77	\$119.77
Group 2	\$41.14	\$43.14	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.57	\$73.57	\$92.14	\$95.14	\$112.71	\$116.71
Group 3	\$39.66	\$41.66	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.09	\$72.09	\$89.92	\$92.92	\$109.75	\$113.75
Group 4	\$38.28	\$40.28	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.71	\$70.71	\$87.85	\$90.85	\$106.99	\$110.99
Group 5	\$37.01	\$39.01	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.44	\$69.44	\$85.95	\$88.95	\$104.45	\$108.45
Group 6	\$35.69	\$37.69	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.12	\$68.12	\$83.97	\$86.97	\$101.81	\$105.81
Group 7	\$34.55	\$36.55	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.98	\$66.98	\$82.26	\$85.26	\$99.53	\$103.53
Group 8	\$33.41	\$35.41	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$63.84	\$65.84	\$80.55	\$83.55	\$97.25	\$101.25
Group 8-A	\$31.20	\$33.20	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$61.63	\$63.63	\$77.23	\$80.23	\$92.83	\$96.83
ALL CRANES AND ATTACHMENTS:														
Group 1	\$44.30	\$46.30	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$74.73	\$76.73	\$96.88	\$99.88	\$119.03	\$123.03
Group 1-A	\$43.55	\$45.55	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$73.98	\$75.98	\$95.76	\$98.76	\$117.53	\$121.53
Truck Crane Assistant to Engineer	\$36.58	\$38.58	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.01	\$69.01	\$85.30	\$88.30	\$103.59	\$107.59
Assistant to Engineer	\$34.29	\$36.29	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.72	\$66.72	\$81.87	\$84.87	\$99.01	\$103.01
Group 2-A	\$41.79	\$43.79	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$72.22	\$74.22	\$93.12	\$96.12	\$114.01	\$118.01
Truck Crane Assistant to Engineer	\$36.32	\$38.32	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.75	\$68.75	\$84.91	\$87.91	\$103.07	\$107.07
Assistant to Engineer	\$34.08	\$36.08	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.51	\$66.51	\$81.55	\$84.55	\$98.59	\$102.59
Group 3-A	\$40.05	\$42.05	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.48	\$72.48	\$90.51	\$93.51	\$110.53	\$114.53
Truck Crane Assistant to Engineer	\$36.08	\$38.08	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.51	\$68.51	\$84.55	\$87.55	\$102.59	\$106.59
Hydraulic	\$35.69	\$37.69	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.12	\$68.12	\$83.97	\$86.97	\$101.81	\$105.81
Assistant to Engineer	\$33.80	\$35.80	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.23	\$66.23	\$81.13	\$84.13	\$98.03	\$102.03
Group 4-A	\$37.01	\$39.01	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.44	\$69.44	\$85.95	\$88.95	\$104.45	\$108.45

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a For classifications within each group, see pages 39B-40.

^b **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

^e Includes an amount for supplemental dues.

^f When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

NOTE: For Special Single and Second Shift rates, please see page 39A.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

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DETERMINATION: NC-23-63-1-2016-2

CLASSIFICATIONS

GROUP 1

Drill Equipment, over 200,000 lbs
Operator of Helicopter (when used in erection work)
Hydraulic Excavator 7 cu yds and over
Power Shovels, over 7 cu yds

GROUP 2

Highline Cableway
Hydraulic Excavator 3 1/2 cu yds up to 7 cu yds
Licensed Construction Work Boat Operator, On Site
Microtunneling Machine
Power Blade Operator (finish)
Power Shovels, (over 1 cu yd and up to and including 7 cu yds m.r.c.)

GROUP 3

Asphalt Milling Machine
Cable Backhoe
Combination Backhoe and Loader over ¾ cu yds
Continuous Flight Tie Back Machine
Crane Mounted Continuous Flight Tie Back Machine, tonnage to apply
Crane Mounted Drill Attachments, Tonnage to apply
Dozer, Slope Board
Drill Equipment, over 100,000 lbs up to and including 200,000 lbs
Gradall
Hydraulic Excavator up to 3 1/2 cu yds
Loader 4 cu yds and over
Long Reach Excavator
Multiple Engine Scrapers (when used as push pull)
Power Shovels, up to and including 1 cu yd
Pre-Stress Wire Wrapping machine
Side Boom Cat, 572 or larger
Track Loader 4 cu yds and over
Wheel Excavator (up to and including 750 cu yds per hour)

GROUP 4

Asphalt Plant Engineer/Boxman
Chicago Boom
Combination Backhoe and Loader up to and including ¾ cu yds
Concrete Batch Plants (wet or dry)
Dozer and/or Push Cat
Drill Equipment, over 50,000 lbs up to and including 100,000 lbs
Pull-Type Elevating Loader
Gradesetter, Grade Checker (GPS, mechanical or otherwise)
Grooving and Grinding Machine
Heading Shield Operator
Heavy Duty Drilling Equipment, Hughes, LDH, Watson 3000 or similar
Heavy Duty Repairman and/or Welder
Lime Spreader
Loader under 4 cu yds
Lubrication and Service Engineer (mobile and grease rack)
Mechanical Finishers or Spreader Machine (asphalt, Barber-Greene and similar)
Miller Formless M-9000 Slope Paver or similar
Portable Crushing and Screening plants
Power Blade Support
Roller Operator, Asphalt
Rubber-Tired Scraper, Self-Loading (paddle-wheels, etc)
Rubber-Tired Earthmoving Equipment (Scrapers)
Slip Form Paver (concrete)
Small Tractor with Drag
Soil Stabilizer (P&H or equal)
Spider Plow and Spider Puller
Timber Skidder
Track Loader up to 4 yards
Tractor Drawn Scraper
Tractor, Compressor Drill Combination
Tubex Pile Rig
Unlicensed Construction Work Boat Operator, On Site
Welder
Woods-Mixer (and other similar Pugmill equipment)

GROUP 5

Cast-In Place Pipe Laying Machine
Combination Slusher and Motor Operator
Concrete Conveyor or Concrete Pump, Truck or Equipment Mounted
Concrete Conveyor, Building Site
Concrete Pump or Pumpcrete Guns
Drilling Equipment, Watson 2000, Texoma 700 or similar
Drilling and Boring Machinery, Horizontal (not to apply to waterlines, wagon drills or jackhammers)
Concrete Mixers/all
Man and/or Material Hoist
Mechanical Finishers (concrete) (Clary, Johnson, Bidwell Bridge Deck or similar types)
Mechanical Burn, Curb and/or Curb and Gutter Machine, Concrete or Asphalt
Mine or Shaft Hoist
Portable Crushers
Power Jumbo Operator (setting slip-forms, etc., in tunnels)
Screedman (automatic or manual)
Self Propelled Compactor with Dozer
Tractor with boom, D6 or smaller
Trenching Machine, maximum digging capacity over 5 ft. depth
Vermeer T-600B Rock Cutter or similar

GROUP 6

Armor-Coater (or similar)
Ballast Jack Tamper
Boom-Type Backfilling Machine
Asst. Plant Engineer
Bridge and/or Gantry Crane
Chemical Grouting Machine, truck mounted
Chip Spreading Machine Operator
Concrete Barrier Moving Machine
Concrete Saws (self-propelled unit on streets, highways, airports, and canals)
Deck Engineer
Drill Doctor
Drill Equipment, over 25,000 lbs up to and including 50,000 lbs
Drilling Equipment Texoma 600, Hughes 200 series or similar up to and including 30 ft. m.r.c.
Helicopter Radioman
Hydro-Hammer or similar
Line Master
Skidsteer Loader, Bobcat larger than 743 series or similar (with attachments)
Locomotive
Rotating Extendable Forklift, Lull Hi-Lift or similar
Assistant to Engineer, Truck Mounted Equipment
Pavement Breaker, Truck Mounted, with compressor combination
Paving Fabric Installation and/or Laying Machine
Pipe Bending Machine (pipelines only)
Pipe Wrapping Machine (Tractor propelled and supported)
Screedman, (except asphaltic concrete paving)
Self-Loading Chipper
Self Propelled Pipeline Wrapping Machine
Tractor

GROUP 7

Ballast Regulator
Cary Lift or similar
Combination Slurry Mixer and/or Cleaner
Coolant/Slurry Tanker Operator (hooked to Grooving/Grinding Machine)
Drilling Equipment, 20 ft and under m.r.c.
Drill Equipment, over 1,000 lbs up to and including 25,000 lbs
Fireman Hot Plant

Grouting Machine Operator
Highline Cableway Signalman
Stationary Belt Loader (Kolman or similar)
Lift Slab Machine (Vagtborg and similar types)
Maginnes Internal Full Slab Vibrator
Material Hoist (1 Drum)
Mechanical Trench Shield
Partsmen (heavy duty repair shop parts room)
Pavement Breaker with or without Compressor Combination
Pipe Cleaning Machine (tractor propelled and supported)
Post Driver
Roller (except Asphalt), Chip Seal
Self Propelled Automatically Applied Concrete Curing Machine (on streets, highways, airports and canals)
Self Propelled Compactor (without dozer)
Signalman
Slip-Form Pumps (lifting device for concrete forms)
Super Sucker Vacuum Truck
Tie Spacer
Trenching Machine (maximum digging capacity up to and including 5 ft depth)
Truck-Mounted Rotating Telescopic Boom Type Lifting Device, Manitex or similar (Boom Truck) - Under 15 tons
Truck Type Loader

GROUP

Bit Sharpener
Boiler Tender
Box Operator
Brakeman
Combination Mixer and Compressor (shotcrete/gunite)
Compressor Operator
Deckhand
Fireman
Generators
Gunite/Shotcrete Equipment Operator
Heavy Duty Repairman Helper
Hydraulic Monitor
Ken Seal Machine (or similar)
Mast Type Forklift
Mixer/mobile
Assistant to Engineer
Pump Operator
Refrigerator Plant
Reservoir-Debris Tug (Self-Propelled Floating)
Ross Carrier (Construction site)
Rotomist Operator
Self Propelled Tape Machine
Shuttlecar
Self Propelled Power Sweeper Operator (includes Vacuum Sweeper)
Slusher Operator
Surface Heater
Switchman
Tar Pot Fireman
Tugger Hoist, Single Drum
Vacuum Cooling Plant
Welding Machine (powered other than by electricity)

DETERMINATION: NC-23-63-1-2016-2

GROUP -A

Articulated Dump Truck Operator
Elevator Operator
Mini Excavator under 25 H.P. (Backhoe-Trencher)
Skidsteer Loader, Bobcat 743 series or
Smaller and similar (without attachments)

ALL CRANES AND ATTACHMENTS:

GROUP 1

Cranes over 350 tons
Derrick over 350 tons
Self Propelled Boom Type Lifting Device over 350 tons

GROUP 1-A

Clamshells and Draglines over 7 cu yds
Cranes over 100 tons
Derrick, over 100 tons
Derrick Barge Pedestal mounted over 100 tons
Self Propelled Boom Type Lifting Device Over 100 tons

GROUP 2-A

Clamshells and Draglines over 1 cu yds up to and
including 7 cu yds
Cranes over 45 tons up to and including 100 tons
Derrick Barge 100 tons and under
Mobile Self-Erecting Tower Crane (Potain) over 3 stories
Self Propelled Boom Type Lifting Device over 45 tons
Tower Cranes

GROUP 3-A

Clamshells and Draglines up to and including 1 cu yd
Cranes 45 tons and under
Mobile Self-Erecting Tower Crane (Potain), 3 stories
and under
Self Propelled Boom Type Lifting Device 45 tons
and under

GROUP 4-A

Boom Truck or dual-purpose A-Frame Truck,
Non-Rotating over 15 tons.
Truck Mounted Rotating Telescopic Boom
Type Lifting Device, Manitex or similar
(Boom Truck -over 15 tons)
Truck-Mounted Rotating Telescopic Boom Type
Lifting Device, Munitex or Similar (Boom Truck),
under 15 tons

DESCRIPTION FOR AREAS 1 AND 2:

Area 1 is all of Northern California within the following Township, State and/or county Boundaries:

Commencing in the Pacific Ocean on the extension of the Southerly line of Township 19S, of the Mount Diablo Base and Meridian,
Thence Easterly along the Southerly line of Township 19S, to the Northwest corner of Township 20S, Range 6E,
Thence Southerly to the Southwest corner of Township 20S, Range 6E,
Thence Easterly to the Northwest corner of Township 21S, Range 7E Thence Southerly to the Southwest corner of Township 21S, Range 7E
Thence Easterly to the Northwest corner of Township 22S, Range 9E,
Thence Southerly to the Southwest corner of Township 22S, Range 9E,
Thence Easterly to the Northwest corner of Township 23S, Range 10E,
Thence Southerly to the Southwest corner of Township 24S, Range 10E,
Thence Easterly to the Southwest corner of Township 24S, Range 31E,
Thence Northerly to the Northeast corner of Township 20S, Range 31E
Thence Westerly to the Southeast corner of Township 19S, Range 29E,
Thence Northerly to the Northeast corner of Township 17S, Range 29E,
Thence Westerly to the Southeast corner of Township 16S, Range 28E,
Thence Northerly to the Northeast corner of Township 13S, Range 28E,
Thence Westerly to the Southeast corner Township 12S, Range 27E,
Thence Northerly to the Northeast corner of Township 12S, Range 27E,
Thence Westerly to the Southeast corner of Township 11S, Range 26E,
Thence Northerly to the Northeast corner of Township 11S, Range 26E,
Thence Westerly to the Southeast corner of Township 10S, Range 25E,
Thence Northerly to the Northeast corner of Township 9S, Range 25E,
Thence Westerly to the Southeast corner of Township 8S, Range 24E,
Thence Northerly to the Northeast corner of Township 8S, Range 24E,
Thence Westerly to the Southeast corner of Township 7S, Range 23E,
Thence Northerly to the Northeast corner of Township 6S, Range 23E,
Thence Westerly to the Southeast corner of Township 5S, Range 20E,
Thence Northerly to the Northeast corner of Township 5S, Range 20E,
Thence Westerly to the Southeast corner of Township 4S, Range 19E,
Thence Northerly to the Northeast corner of Township 1S, Range 19E,
Thence Westerly to the Southeast corner of Township 1N, Range 18E,
Thence Northerly to the Northeast corner of Township 3N, Range 18E,
Thence Westerly to the Southeast corner of Township 4N, Range 17E,
Thence Northerly to the Northeast corner of Township 4N, Range 17E,
Thence Westerly to the Southeast corner of Township 5N, Range 15E,
Thence Northerly to the Northeast corner of Township 5N, Range 15E,
Thence Westerly to the Southeast corner of Township 6N, Range 14E,
Thence Northerly to the Northeast corner of Township 10N, Range 14E,
Thence Easterly along the Southern line of Township 11N, to the California / Nevada State Border,
Thence Northerly along the California / Nevada State Border to the Northerly line of Township 17N,
Thence Westerly to the Southeast corner of Township 18N, Range 10E,
Thence Northerly to the Northeast corner of Township 20N, Range 10E,
Thence Westerly to the Southeast corner of Township 21N, Range 9E,
Thence Northerly to the Northeast corner of Township 21N, Range 9E,
Thence Westerly to the Southeast corner of Township 22N, Range 8E,
Thence Northerly to the Northeast corner of Township 22N, Range 8E,
Thence Westerly to the Northwest corner of Township 22N, Range 8E,
Thence Northerly to the Southwest corner of Township 27N, Range 8E,
Thence Easterly to the Southeast corner of Township 27N, Range 8E,
Thence Northerly to the Northeast corner of Township 28N, Range 8E,
Thence Westerly to the Southeast corner of Township 29N, Range 6E,
Thence Northerly to the Northeast corner of Township 32N, Range 6E,
Thence Westerly to the Northwest corner of Township 32 N, Range 6E,
Thence Northerly to the Northeast corner of Township 35N, Range 5E,
Thence Westerly to the Southeast corner of Township 36N, Range 3E,
Thence Northerly to the Northeast corner of township 36N, Range 3E,
Thence Westerly to the Southeast corner of Township 37N, Range 1W,
Thence Northerly to the Northeast corner of Township 38N, Range 1W,
Thence Westerly to the Southeast corner of Township 39N, Range 2W,
Thence Northerly to the Northeast corner of Township 40N, Range 2W,
Thence Westerly to the Southeast corner of Township 41N, Range 4W,
Thence Northerly to the Northeast corner of Township 42N, Range 4W,
Thence Westerly to the Southeast corner of Township 43N, Range 5W,
Thence Northerly to the California / Oregon State Border,

Thence Westerly along the California / Oregon State Border to the Westerly Boundary of Township Range 8W,
Thence Southerly to the Southwest corner of Township 43N, Range 8W,
Thence Easterly to the Southeast corner of Township 43N, Range 8W,
Thence Southerly to the Southwest corner of Township 42N, Range 7W,
Thence Easterly to the Southeast corner of Township 42N, Range 7W,
Thence Southerly to the Southwest corner of Township 41N, Range 6W,
Thence Easterly to the Northwest corner of Township 40N, Range 5W,
Thence Southerly to the Southwest corner of Township 38N, Range 5W,
Thence Westerly to the Northwest corner of Township 37N, Range 6W,
Thence Southerly to the Southwest corner of Township 35N, Range 6W,
Thence Westerly to the Northwest corner of Township 34N, Range 10W,
Thence Southerly to the Southwest corner of Township 31N, Range 10W,
Thence Easterly to the Northwest corner of Township 30N, Range 9W,
Thence Southerly to the Southwest corner of Township 30N, Range 9W,
Thence Easterly to the Northwest corner of Township 29N, Range 8W,
Thence Southerly to the Southwest corner of Township 23N, Range 8W,
Thence Easterly to the Northwest corner of Township 22N, Range 6W,
Thence Southerly to the Southwest corner of Township 16N, Range 6W,
Thence Westerly to the Southeast corner of Township 16N, Range 9W,
Thence Northerly to the Northeast corner of Township 16N, Range 9W,
Thence Westerly to the Southeast corner of Township 17N, Range 12W,
Thence Northerly to the Northeast corner of Township 18N, Range 12W,
Thence Westerly to the Northwest corner of Township 18N, Range 15W,
Thence Southerly to the Southwest corner of Township 14N, Range 15W,
Thence Easterly to the Northwest corner of Township 13N, Range 14W,
Thence Southerly to the Southwest corner of Township 13N, Range 14W,
Thence Easterly to the Northwest corner of Township 12N, Range 13W,
Thence Southerly to the Southwest corner of Township 12N, Range 13W,
Thence Easterly to the Northwest corner of Township 11N, Range 12W,
Thence Southerly into the Pacific Ocean
and Commencing in the Pacific Ocean on the extension of the Humboldt Base Line,
Thence Easterly to the Northwest corner of Township 1S, Range 2E,
Thence Southerly to the Southwest corner of Township 2S, Range 2E,
Thence Easterly to the Northwest corner of Township 3S, Range 3E,
Thence Southerly to the Southwest corner of Township 5S, Range 3E,
Thence Easterly to the Southeast corner of Township 5S, Range 4E,
Thence Northerly to the Northeast corner of Township 4S, Range 4E,
Thence Westerly to the Southeast corner of Township 3S, Range 3E,
Thence Northerly to the Northeast corner of Township 5N, Range 3E,
Thence Easterly to the Southeast corner of Township 6N, Range 5E,
Thence Northerly to the Northeast corner of Township 7N, Range 5E,
Thence Westerly to the Southeast corner of Township 8N, Range 3E,
Thence Northerly to the Northeast corner of Township 9N, Range 3E,
Thence Westerly to the Southeast corner of Township 10N, Range 4E,
Thence Northerly to the Northeast corner of Township 13N, Range 1E,
Thence Westerly into the Pacific Ocean,
excluding that portion of Northern California contained within the following lines:
Commencing at the Southwest corner of Township 12N, Range 11E, of the Mount Diablo Base and Meridian,
Thence Easterly to the Southeast corner of Township 12N, Range 16E,
Thence Northerly to the Northeast corner of Township 12N, Range 16E,
Thence Westerly to the Southeast corner of Township 13N, Range 15E,
Thence Northerly to the Northeast corner of Township 13N, Range 15E,
Thence Westerly to the Southeast corner of Township 14N, Range 14E,
Thence Northerly to the Northeast corner of Township 16N, Range 14E,
Thence Westerly to the Northwest corner of Township 16N, Range 12E,
Thence Southerly to the Southwest corner of Township 16N, Range 12E,
Thence Westerly to the Northwest corner of Township 15N, Range 11E,
Thence Southerly to the point of beginning at the Southwest corner of Township 12N, Range 11E,

Area 2 shall be all areas not part of Area 1 described above.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**CRAFT: OPERATING ENGINEER (HEAVY AND HIGHWAY WORK)
(SPECIAL SINGLE AND SECOND SHIFT)**

DETERMINATION: NC-23-63-1-2016-2

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments							Straight-Time		Overtime Hourly Rate				
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^a	Training	Other Payments	Hours	Total Hourly Rate	Daily/ Saturday ^d 1 1/2X	Sunday and Holiday 2X				
Classification Group ³	Area 1 ^b	Area 2 ^c						Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	
Group 1	\$47.00	\$49.00	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$77.43	\$79.43	\$100.93	\$103.93	\$124.43	\$128.43
Group 2	\$45.27	\$47.27	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$75.70	\$77.70	\$98.34	\$101.34	\$120.97	\$124.97
Group 3	\$43.61	\$45.61	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$74.04	\$76.04	\$95.85	\$98.85	\$117.65	\$121.65
Group 4	\$42.05	\$44.05	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$72.48	\$74.48	\$93.51	\$96.51	\$114.53	\$118.53
Group 5	\$40.63	\$42.63	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.06	\$73.06	\$91.38	\$94.38	\$111.69	\$115.69
Group 6	\$39.13	\$41.13	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.56	\$71.56	\$89.13	\$92.13	\$108.69	\$112.69
Group 7	\$37.85	\$39.85	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.28	\$70.28	\$87.21	\$90.21	\$106.13	\$110.13
Group 8	\$36.58	\$38.58	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.01	\$69.01	\$85.30	\$88.30	\$103.59	\$107.59
Group 8-A	\$34.07	\$36.07	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.50	\$66.50	\$81.54	\$84.54	\$98.57	\$102.57

ALL CRANES AND ATTACHMENTS:

Group 1	\$48.73	\$50.73	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$79.16	\$81.16	\$103.53	\$106.53	\$127.89	\$131.89
Group 1-A	\$47.98	\$49.98	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$78.41	\$80.41	\$102.40	\$105.40	\$126.39	\$130.39
Truck Crane Assistant to Engineer	\$40.15	\$42.15	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.58	\$72.58	\$90.66	\$93.66	\$110.73	\$114.73
Assistant to Engineer	\$37.56	\$39.56	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.99	\$69.99	\$86.77	\$89.77	\$105.55	\$109.55
Group 2-A	\$45.99	\$47.99	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$76.42	\$78.42	\$99.42	\$102.42	\$122.41	\$126.41
Truck Crane Assistant to Engineer	\$39.86	\$41.86	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.29	\$72.29	\$90.22	\$93.22	\$110.15	\$114.15
Assistant to Engineer	\$37.33	\$39.33	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.76	\$69.76	\$86.43	\$89.43	\$105.09	\$109.09
Group 3-A	\$44.03	\$46.03	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$74.46	\$76.46	\$96.48	\$99.48	\$118.49	\$122.49
Truck Crane Assistant to Engineer	\$39.59	\$41.59	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.02	\$72.02	\$89.82	\$92.82	\$109.61	\$113.61
Hydraulic	\$39.13	\$41.13	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.56	\$71.56	\$89.13	\$92.13	\$108.69	\$112.69
Assistant to Engineer	\$37.02	\$39.02	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.45	\$69.45	\$85.96	\$88.96	\$104.47	\$108.47
Group 4-A	\$40.63	\$42.63	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.06	\$73.06	\$91.38	\$94.38	\$111.69	\$115.69

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a For classifications within each group, see pages 39B-40.

^b AREA 1 - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

^c AREA 2 - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

^e Includes an amount for supplemental dues.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: OPERATING ENGINEER (BUILDING CONSTRUCTION)

DETERMINATION: NC-23-63-1-2016-2A

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments							Straight-Time		Overtime Hourly Rate				
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^a	Training	Other Payments	Hours ^f	Total Hourly Rate	Daily/ Saturday ^d 1 1/2X	Sunday and Holiday 2X				
	Area 1 ^b	Area 2 ^c					Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c		
Classification Group ^a														
Group 1	\$41.25	\$43.25	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.68	\$73.68	\$92.31	\$95.31	\$112.93	\$116.93
Group 2	\$39.80	\$41.80	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.23	\$72.23	\$90.13	\$93.13	\$110.03	\$114.03
Group 3	\$38.40	\$40.40	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.83	\$70.83	\$88.03	\$91.03	\$107.23	\$111.23
Group 4	\$37.07	\$39.07	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.50	\$69.50	\$86.04	\$89.04	\$104.57	\$108.57
Group 5	\$35.86	\$37.86	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.29	\$68.29	\$84.22	\$87.22	\$102.15	\$106.15
Group 6	\$34.59	\$36.59	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.02	\$67.02	\$82.32	\$85.32	\$99.61	\$103.61
Group 7	\$33.50	\$35.50	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$63.93	\$65.93	\$80.68	\$83.68	\$97.43	\$101.43
Group 8	\$32.42	\$34.42	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$62.85	\$64.85	\$79.06	\$82.06	\$95.27	\$99.27
Group 8-A	\$30.30	\$32.30	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$60.73	\$62.73	\$75.88	\$78.88	\$91.03	\$95.03
ALL CRANES AND ATTACHMENTS:														
Group 1	\$42.85	\$44.85	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$73.28	\$75.28	\$94.71	\$97.71	\$116.13	\$120.13
Group 1-A	\$42.10	\$44.10	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$72.53	\$74.53	\$93.58	\$96.58	\$114.63	\$118.63
Truck Crane Assistant to Engineer	\$35.44	\$37.44	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.87	\$67.87	\$83.59	\$86.59	\$101.31	\$105.31
Assistant to Engineer	\$33.27	\$35.27	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$63.70	\$65.70	\$80.34	\$83.34	\$96.97	\$100.97
Group 2-A	\$40.41	\$42.41	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.84	\$72.84	\$91.05	\$94.05	\$111.25	\$115.25
Truck Crane Assistant to Engineer	\$35.20	\$37.20	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.63	\$67.63	\$83.23	\$86.23	\$100.83	\$104.83
Assistant to Engineer	\$33.05	\$35.05	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$63.48	\$65.48	\$80.01	\$83.01	\$96.53	\$100.53
Group 3-A	\$38.77	\$40.77	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.20	\$71.20	\$88.59	\$91.59	\$107.97	\$111.97
Truck Crane Assistant to Engineer	\$34.96	\$36.96	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.39	\$67.39	\$82.67	\$85.67	\$100.35	\$104.35
Hydraulic	\$34.59	\$36.59	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.02	\$67.02	\$82.32	\$85.32	\$99.61	\$103.61
Assistant to Engineer	\$32.80	\$34.80	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$63.23	\$65.23	\$79.63	\$82.63	\$96.03	\$100.03
Group 4-A	\$35.86	\$37.86	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.29	\$68.29	\$84.22	\$87.22	\$102.15	\$106.15

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a For classifications within each group, see pages 39B-40.

^b **AREA 1** - Butte, Kings, Merced, Napa, Sacramento, San Benito, San Joaquin, Santa Cruz, Stanislaus, Sutter, Yolo, and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tuolumne and Trinity counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

^e Includes an amount for supplemental dues.

^f When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

NOTE: For Special Single and Second Shift rates, please see page 40C.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**CRAFT: OPERATING ENGINEER (BUILDING CONSTRUCTION)
(SPECIAL SINGLE AND SECOND SHIFT)**

DETERMINATION: NC-23-63-1-2016-2A

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate					
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^a	Training	Other Payments	Hours	Total Hourly Rate	Daily/ Saturday ^d 1 1/2X	Sunday and Holiday 2X				
Classification Group ^a	Area 1 ^b	Area 2 ^c					Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c		
Group 1	\$45.40	\$47.40	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$75.83	\$77.83	\$98.53	\$101.53	\$121.23	\$125.23
Group 2	\$43.76	\$45.76	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$74.19	\$76.19	\$96.07	\$99.07	\$117.95	\$121.95
Group 3	\$42.20	\$44.20	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$72.63	\$74.63	\$93.73	\$96.73	\$114.83	\$118.83
Group 4	\$40.68	\$42.68	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.11	\$73.11	\$91.45	\$94.45	\$111.79	\$115.79
Group 5	\$39.33	\$41.33	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.76	\$71.76	\$89.43	\$92.43	\$109.09	\$113.09
Group 6	\$37.89	\$39.89	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.32	\$70.32	\$87.27	\$90.27	\$106.21	\$110.21
Group 7	\$36.68	\$38.68	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.11	\$69.11	\$85.45	\$88.45	\$103.79	\$107.79
Group 8	\$35.47	\$37.47	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.90	\$67.90	\$83.64	\$86.64	\$101.37	\$105.37
Group 8-A	\$33.08	\$35.08	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$63.51	\$65.51	\$80.05	\$83.05	\$96.59	\$100.59

ALL CRANES AND ATTACHMENTS:

Group 1	\$47.11	\$49.11	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$77.54	\$79.54	\$101.10	\$104.10	\$124.65	\$128.65
Group 1-A	\$46.36	\$48.36	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$76.79	\$78.79	\$99.97	\$102.97	\$123.15	\$127.15
Truck Crane Assistant to Engineer	\$38.87	\$40.87	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.30	\$71.30	\$88.74	\$91.74	\$108.17	\$112.17
Assistant to Engineer	\$36.41	\$38.41	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.84	\$68.84	\$85.05	\$88.05	\$103.25	\$107.25
Group 2-A	\$44.45	\$46.45	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$74.88	\$76.88	\$97.11	\$100.11	\$119.33	\$123.33
Truck Crane Assistant to Engineer	\$38.60	\$40.60	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.03	\$71.03	\$88.33	\$91.33	\$107.63	\$111.63
Assistant to Engineer	\$36.17	\$38.17	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.60	\$68.60	\$84.69	\$87.69	\$102.77	\$106.77
Group 3-A	\$42.59	\$44.59	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$73.02	\$75.02	\$94.32	\$97.32	\$115.61	\$119.61
Truck Crane Assistant to Engineer	\$38.33	\$40.33	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.76	\$70.76	\$87.93	\$90.93	\$107.09	\$111.09
Hydraulic	\$37.89	\$39.89	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.32	\$70.32	\$87.27	\$90.27	\$106.21	\$110.21
Assistant to Engineer	\$36.89	\$38.89	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.32	\$68.32	\$84.27	\$87.27	\$102.21	\$106.21
Group 4-A	\$39.33	\$41.33	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.76	\$71.76	\$89.43	\$92.43	\$109.09	\$113.09

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a For classifications within each group, see pages 39B-40.

^b **AREA 1** - Butte, Kings, Merced, Napa, Sacramento, San Benito, San Joaquin, Santa Cruz, Stanislaus, Sutter, Yolo, and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

^e Includes an amount for supplemental dues.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)⁶

DETERMINATION: NC-23-63-1-2016-2D

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^d	Training	Other Payments	Hours ^e	Total Hourly Rate	Daily ^b 1 1/2X	Saturday ^{a,b} 1 1/2X	Sunday and Holiday 2X
Group A-1	\$45.27	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$75.70	\$98.34	\$98.34	\$120.97
Group 1	\$44.52	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$74.95	\$97.21	\$97.21	\$119.47
Truck Crane Assistant to Engineer	\$37.20	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.63	\$86.23	\$86.23	\$104.83
Assistant to Engineer	\$34.97	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.40	\$82.89	\$82.89	\$100.37
Group 2	\$42.75	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$73.18	\$94.56	\$94.56	\$115.93
Truck Crane Assistant to Engineer	\$36.98	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.41	\$85.90	\$85.90	\$104.39
Assistant to Engineer	\$34.70	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.13	\$82.48	\$82.48	\$99.83
Group 3	\$41.27	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.70	\$92.34	\$92.34	\$112.97
Truck Crane Assistant to Engineer	\$36.71	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.14	\$85.50	\$85.50	\$103.85
Hydraulic	\$36.32	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.75	\$84.91	\$84.91	\$103.07
Assistant to Engineer	\$34.48	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.91	\$82.15	\$82.15	\$99.39
Group 4	\$39.25	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.68	\$89.31	\$89.31	\$108.93
Group 5	\$37.95	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.38	\$87.36	\$87.36	\$108.33

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only. All other time is paid at the Sunday/Holiday overtime rate.

^c For Building Construction, see page 40B

^d Includes an amount for supplemental dues.

^e When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

GROUP A-1

Cranes over 350 Tons
Derrick over 350 Tons
Self Propelled Boom Type Lifting Devices over 350 Tons

GROUP 1

Cranes over 100 tons
Derrick over 100 tons
Self Propelled Boom Type Lifting Device over 100 tons

GROUP 2

Cranes over 45 tons up to and including 100 tons
Derrick, 100 tons and under
Self Propelled Boom Type Lifting Device, over 45 tons
Tower Crane

GROUP 3

Cranes, 45 tons and under
Self Propelled Boom Type Lifting Device, 45 tons and under

GROUP 4

Chicago Boom
Forklift, 10 tons and over
Heavy Duty Repairman/Welder

GROUP 5

Boom Cat

NOTE: For Special Single and Second Shift rates, please see page 45A.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)^c
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2016-2D

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Employer Payments				Straight-Time		Overtime Hourly Rate		
			Pension	Vacation and Holiday ^d	Training	Other Payments	Hours	Total Hourly Rate	Daily ^b 1 1/2X	Saturday ^{a,b} 1 1/2X	Sunday and Holiday 2X
Group A-1	\$49.82	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$80.25	\$105.16	\$105.16	\$130.07
Group 1	\$49.07	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$79.50	\$104.04	\$104.04	\$128.57
Truck Crane Assistant to Engineer	\$40.84	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.27	\$91.69	\$91.69	\$112.11
Assistant to Engineer	\$38.32	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.75	\$87.91	\$87.91	\$107.07
Group 2	\$47.09	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$77.52	\$101.07	\$101.07	\$124.61
Truck Crane Assistant to Engineer	\$40.59	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.02	\$91.32	\$91.32	\$111.61
Assistant to Engineer	\$38.04	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.47	\$87.49	\$87.49	\$106.51
Group 3	\$45.41	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$75.84	\$98.55	\$98.55	\$121.25
Truck Crane Assistant to Engineer	\$40.29	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.72	\$90.87	\$90.87	\$111.01
Hydraulic	\$39.86	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.29	\$90.22	\$90.22	\$110.15
Assistant to Engineer	\$37.78	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.21	\$87.10	\$87.10	\$105.99
Group 4	\$43.15	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$73.58	\$95.16	\$95.16	\$116.73
Group 5	\$41.68	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$72.11	\$92.95	\$92.95	\$113.79

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only. All other time is paid at the Sunday/Holiday overtime rate.

^c For Building Construction, see page 40B

^d Includes an amount for supplemental dues.

GROUP A-1

Cranes over 350 Tons
Derrick over 350 Tons
Self Propelled Boom Type Lifting Devices over 350 Tons

GROUP 1

Cranes over 100 tons
Derrick over 100 tons
Self Propelled Boom Type Lifting Device over 100 tons

GROUP 2

Cranes over 45 tons up to and including 100 tons
Derrick, 100 tons and under
Self Propelled Boom Type Lifting Device, over 45 tons
Tower Crane

GROUP 3

Cranes, 45 tons and under
Self Propelled Boom Type Lifting Device, 45 tons and under

GROUP 4

Chicago Boom
Forklift, 10 tons and over
Heavy Duty Repairman/Welder

GROUP 5

Boom Cat

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR LANDSCAPE CONSTRUCTION PROJECTS

CRAFT: # OPERATING ENGINEER

TERMINATION: NC-63-3-75-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days after the expiration date if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	Basic Hourly Rate	Employer Payments						Straight-Time		Overtime Hourly Rate			
		Health and Welfare	Pension and Holiday ^d	Vacation	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^e 1 1/2X	Sunday and Holiday 2X		
Classification Group ^a	Area 1 ^b Area 2 ^c							Area 1 ^b Area 2 ^c					
Group I	\$31.03 33.03	13.28	10.35	3.57	0.71	0.88	8	59.82 61.82	75.335 78.335	75.335 78.335	90.85 94.85		
Group II	27.43 29.43	13.28	10.35	3.57	0.71	0.88	8	56.22 58.22	69.935 72.935	69.935 72.935	83.65 87.65		
Group III	22.82 24.82	13.28	10.35	3.57	0.71	0.88	8	51.61 53.61	63.02 66.02	63.02 66.02	74.43 78.43		
Group IV	20.11 22.11	13.28	10.35	3.57	0.71	0.88	8	48.90 50.90	58.955 61.955	58.955 61.955	69.01 73.01		

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a For classifications within each group, see below.

^b **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba Counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties. (Portions of counties falling in each area detailed on page 41).

^d Includes an amount for Supplemental Dues.

^e Saturdays in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather, major mechanical breakdown or shortage of materials beyond the control of the Individual Employer.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

CLASSIFICATIONS

Group I

Landscape Finish Grade Operator. All finish grade work regardless of the equipment used, and all equipment with a horsepower rating of more than 65.

Group II

Landscape Operator up to 65 H.P. All equipment with a manufacturer's horsepower rating of 65 or less except equipment covered by Group I or Group III. The following equipment shall be included in Group II except when used for finish work so long as its manufacturer's horsepower rating is 65 or less.

- A-Frame and Winch Truck
- Backhoe
- Forklift (Jobsite)

- HDR Welder - Landscape - Operating Engineer's Equipment
- Hydro Seeder Machine
- Roller
- Rubber-Tired and Track Earthmoving Equipment
- Skiploader
- Straw Blowers
- Trencher - 35 Horsepower up to 65 Horsepower

Group III

- Landscape Utility Operator
- Small Rubber-Tired Tractor
- Trencher - Under 35 Horsepower

Group IV

- Assistant Landscape Utility Operator

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR LANDSCAPE CONSTRUCTION PROJECTS

CRAFT: # OPERATING ENGINEER (SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-63-3-75-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days after the expiration date if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	Basic Hourly Rate	Employer Payments						Straight-Time		Overtime Hourly Rate						
		Health and Welfare	Pension and Holiday ^d	Vacation	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^e 1 1/2X	Sunday & Holiday 2X					
Classification Group ^a	Area 1 ^b	Area 2 ^c						Area 1 ^b	Area 2 ^c	Area 1	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	
Group I	\$34.44	36.44	13.28	10.35	3.57	0.71	0.88	8	63.23	65.23	80.45	83.45	80.45	83.45	97.67	101.67
Group II	30.39	32.39	13.28	10.35	3.57	0.71	0.88	8	59.18	61.18	74.375	77.375	74.375	77.375	89.57	93.57
Group III	25.20	27.20	13.28	10.35	3.57	0.71	0.88	8	53.99	55.99	66.59	69.59	66.59	69.59	79.19	83.19
Group IV	22.30	24.30	13.28	10.35	3.57	0.71	0.88	8	51.09	53.09	62.24	65.24	62.24	65.24	73.39	77.39

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

- ^a For classifications within each group, see below.
- ^b **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba Counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tuolumne and Trinity Counties.
- ^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties. (Portions of counties falling in each area detailed on page 41).
- ^d Includes an amount for Supplemental Dues.
- ^e Saturdays in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather, major mechanical breakdown or shortage of materials beyond the control of the Individual Employer.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

CLASSIFICATIONS

Group I

Landscape Finish Grade Operator. All finish grade work regardless of the equipment used, and all equipment with a horsepower rating of more than 65.

Group II

Landscape Operator up to 65 H.P. All equipment with a manufacturer's horsepower rating of 65 or less except equipment covered by Group I or Group III. The following equipment shall be included in Group II except when used for finish work so long as its manufacturer's horsepower rating is 65 or less.

- A-Frame and Winch Truck
- Backhoe
- Forklift (Jobsite)

- HDR Welder - Landscape - Operating Engineer's Equipment
- Hydro Seeder Machine
- Roller
- Rubber-Tired and Track Earthmoving Equipment
- Skiploader
- Straw Blowers
- Trencher - 35 Horsepower up to 65 Horsepower

Group III

- Landscape Utility Operator
- Small Rubber-Tired Tractor
- Trencher - Under 35 Horsepower

Group IV

- Assistant Landscape Utility Operator

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # DREDGER OPERATING ENGINEER

(CLAMSHELL AND DIPPER DREDGING AND HYDRAULIC SUCTION DREDGING)

DETERMINATION: NC-63-3-12-2015-1

ISSUE DATE: August 22, 2015

EXPIRATION DATE OF DETERMINATION: June 30, 2016*. Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments							Straight-Time		Overtime Hourly Rate						
	Basic Hourly Rate	Health and Welfare	Pension ^e	Vacation and Holiday ^d	Training	Other Payments	Hours	Total Hourly Rate	Daily ^g 1 1/2X	Saturday ^h 1 1/2X	Sunday and Holiday 2X					
Classification Group ^a	Area 1 ^b Area 2 ^c						Area 1 ^b Area 2 ^c									
First Shift																
Group 1	\$42.17	44.17	13.28	12.29	4.70	0.13	0.25	8	72.82	74.82	93.905	96.905	93.905	96.905	114.99	118.99
Group 2	37.21	39.21	13.28	12.29	4.70	0.13	0.25	8	67.86	69.86	86.465	89.465	86.465	89.465	105.07	109.07
Group 3	36.09	38.09	13.28	12.29	4.70	0.13	0.25	8	66.74	68.74	84.785	87.785	84.785	87.785	102.83	106.83
Group 4	32.79	34.79	13.28	12.29	4.70	0.13	0.25	8	63.44	65.44	79.835	82.835	79.835	82.835	96.23	100.23
Special Single & Second Shift	Area 1 ^b Area 2 ^c							Area 1 ^b Area 2 ^c								
Group 1	\$46.48	48.48	13.28	12.29	4.70	0.13	0.25	8	77.13	79.13	100.370	103.370	100.370	103.370	123.61	127.61
Group 2	40.90	42.90	13.28	12.29	4.70	0.13	0.25	8	71.55	73.55	92.000	95.000	92.000	95.000	112.45	116.45
Group 3	39.64	41.64	13.28	12.29	4.70	0.13	0.25	8	70.29	72.29	90.110	93.110	90.110	93.110	109.93	113.93
Group 4	35.93	37.93	13.28	12.29	4.70	0.13	0.25	8	66.58	68.58	84.545	87.545	84.545	87.545	102.51	106.51

indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a For classifications within each group, see below.

^b **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Trinity, Tulare, and Tuolumne counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Trinity, Tulare, and Tuolumne counties (Portions of counties falling in each area detailed on page 41).

^d Includes an amount for Supplemental Dues.

^e Includes an amount for Annuity Trust Fund.

^f Saturday in the same workweek may be worked at straight-time if a job is shut down during the normal workweek due to inclement weather.

^g Rate applies to the first 4 daily overtime hours Monday thru Friday and the first 12 hours on Saturday. All other time worked is paid at the Sunday and Holiday overtime rate.

GROUP 1

Chief Engineer
Day Mate (Captain)
Leverman/Operator

GROUP 2

Dredge Dozer
HDR/Welder

GROUP 3

Booster Pump Operator
Deck Engineer
Deck Mate
Dredge Tender
Watch Engineer
Welder
Winch Man

GROUP 4

Bargeman
Deckhand
Fireman
Leveehand
Oiler

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TRAFFIC CONTROL/LANE CLOSURE (LABORER) ^h
AND
PARKING AND HIGHWAY IMPROVEMENT PAINTER (LABORER)

DETERMINATION: NC-23-102-13-2016-1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director -- Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare ^e	Pension ^a	Vacation and Holiday ^b	Training	Other Payments	Hours	Total Hourly Rate	Daily ^f	Saturday ^g	Sunday and Holiday ^h

TRAFFIC CONTROL AND RELATED CLASSIFICATIONS

AREA 1 ^d

Traffic Control Person I	29.34	7.84	11.06	2.63	0.45	0.22	8	51.54	66.21	66.21	80.88
Traffic Control Person II	26.84	7.84	11.06	2.63	0.45	0.22	8	49.04	62.46	62.46	75.88
Flag Person	29.04	7.84	11.06	2.63	0.45	0.22	8	51.24	65.76	65.76	80.28

AREA 2 ^d

Traffic Control Person I	28.34	7.84	11.06	2.63	0.45	0.22	8	50.54	64.71	64.71	78.88
Traffic Control Person II	25.84	7.84	11.06	2.63	0.45	0.22	8	48.04	60.96	60.96	73.88
Flag Person	28.04	7.84	11.06	2.63	0.45	0.22	8	50.24	64.26	64.26	78.28

DETERMINATION: NC-23-102-13-2016-2A

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director -- Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, and Yuba Counties.

STRIPER AND RELATED CLASSIFICATIONS

Classification (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health ^e and Welfare	Pension ^a	Vacation and Holiday ^b	Training	Other Payments	Hours	Total Hourly Rate	Daily ^f	Saturday ^g	Sunday and Holiday ^h
Group 1	32.58	7.84	10.25	2.48	0.45	0.19	8	53.79	70.08	70.08	86.37
Group 2	31.08	7.84	10.25	2.48	0.45	0.19	8	52.29	67.83	67.83	83.37
Group 3	29.33	7.84	10.25	2.48	0.45	0.19	8	50.54	65.205	65.205	79.87
Group 4	27.23	7.84	10.25	2.48	0.45	0.19	8	48.44	62.055	62.055	75.67

Group 1

Traffic Striping Applicator

Group 2

Traffic Delineating Device Applicator
Traffic Protective System Installer
Pavement Markings Applicator
Decorative Asphalt Surfacing Applicator

Group 3

Traffic Surface Abrasive Blaster
Pot Tender

Group 4

Parking Lots, Game Courts & Playground
Striping Applicator
Decorative Asphalt Surfacing Laborer

Footnotes are listed on page 44A

Determination: NC-23-102-13-2016-1 and NC-23-102-13-2016-2A

- # Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRI/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.
- a Includes an amount for the Annuity Trust Fund.
- b Includes an amount for Supplemental Dues.
- c Saturdays or scheduled sixth (6th) consecutive work day in the same work week may be worked at straight-time if the job is shut down during the normal work week due to inclement weather, major mechanical breakdown or lack of materials beyond the control of the employer.
- d **AREA 1** - Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara Counties.
AREA 2 - Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba Counties.
- e Includes an amount for Retiree Health & Welfare
- f One and one-half (1-1/2) the straight time hourly rate of pay shall be paid for all work performed in excess of forty hours (40) a week or eight hours (8) a day and the sixth (6th) consecutive day worked or Saturdays.
- g Two times (2x) the straight time hourly rate of pay shall be paid for all work performed on the seventh (7th) consecutive day worked, or Sundays and holidays.
- h The rates of the Laborer classifications for the craft of Traffic Control/Lane Closure (Laborer) do not apply to traffic control work associated with parking and highway improvement projects in San Joaquin, Tuolumne, and Yolo Counties. For traffic control work associated with parking and highway improvement projects in these three counties, the minimum rate of pay is that of the Painter classifications for the craft of Parking and Highway Improvement Painter (Painter).

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRI/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRI/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-BUILDING CONSTRUCTION)

DETERMINATION: NC-23-63-1-2016-2D1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification ^b (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments	Hours ^d	Total Hourly Rate	Daily 1 1/2X	Saturday ^e 1 1/2X	Sunday and Holiday 2X
Group A-1	\$43.79	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$74.22	\$96.12	\$96.12	\$118.01
Group 1	\$43.04	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$73.47	\$94.99	\$94.99	\$116.51
Truck Crane Assistant to Engineer	\$36.05	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.48	\$84.51	\$84.51	\$102.53
Assistant to Engineer	\$33.91	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.34	\$81.30	\$81.30	\$98.25
Group 2	\$41.33	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.76	\$92.43	\$92.43	\$113.09
Truck Crane Assistant to Engineer	\$35.83	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.26	\$84.18	\$84.18	\$102.09
Assistant to Engineer	\$33.66	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.09	\$80.92	\$80.92	\$97.75
Group 3	\$39.94	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.37	\$90.34	\$90.34	\$110.31
Truck Crane Assistant to Engineer	\$35.58	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.01	\$83.80	\$83.80	\$101.59
Hydraulic Assistant to Engineer	\$35.20	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.63	\$83.23	\$83.23	\$100.83
Assistant to Engineer	\$33.43	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$63.86	\$80.58	\$80.58	\$97.29
Group 4	\$38.01	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.44	\$87.45	\$87.45	\$106.45
Group 5	\$36.76	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.19	\$85.57	\$85.57	\$103.95

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b For classifications within each group, see page 45.

^c Includes an amount for supplemental dues.

^d When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

NOTE: For Special Single and Second Shift rates, please see page 40D.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**CRAFT: STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-BUILDING CONSTRUCTION)
(SPECIAL SINGLE AND SECOND SHIFT)**

DETERMINATION: NC-23-63-1-2016-2D1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification ^b (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^a 1 1/2X	Sunday and Holiday 2X
Group A-1	\$48.16	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$78.59	\$102.67	\$102.67	\$126.75
Group 1	\$47.41	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$77.84	\$101.55	\$101.55	\$125.25
Truck Crane Assistant to Engineer	\$39.55	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.96	\$89.76	\$89.76	\$109.53
Assistant to Engineer	\$37.13	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.56	\$86.13	\$86.13	\$104.69
Group 2	\$45.49	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$75.92	\$98.67	\$98.67	\$121.41
Truck Crane Assistant to Engineer	\$39.29	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.72	\$89.37	\$89.37	\$109.01
Assistant to Engineer	\$36.86	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.29	\$85.72	\$85.72	\$104.15
Group 3	\$43.91	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$74.34	\$96.30	\$96.30	\$118.25
Truck Crane Assistant to Engineer	\$39.01	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.44	\$88.95	\$88.95	\$108.45
Hydraulic Assistant to Engineer	\$38.60	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.03	\$88.33	\$88.33	\$107.63
Assistant to Engineer	\$36.58	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.01	\$85.30	\$85.30	\$103.59
Group 4	\$41.76	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$72.19	\$93.07	\$93.07	\$113.95
Group 5	\$40.34	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.77	\$90.94	\$90.94	\$111.11

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b For classifications within each group, see page 45.

^c Includes an amount for supplemental dues.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: PILE DRIVER (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)

DETERMINATION: NC-23-63-1-2016-2B

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments					Straight-Time		Overtime Hourly Rate			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other Payments	Hours ^d	Total Hourly Rate	Daily ^c 1 1/2X	Saturday ^a 1 1/2X	Sunday and Holiday 2X
Group A-1	\$44.64	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$75.07	\$97.39	\$97.39	\$119.71
Group 1	\$43.89	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$74.32	\$96.27	\$96.27	\$118.21
Truck Crane Assistant to Engineer	\$36.91	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.34	\$85.80	\$85.80	\$104.25
Assistant to Engineer	\$34.63	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.06	\$82.38	\$82.38	\$99.69
Group 2	\$42.07	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$72.50	\$93.54	\$93.54	\$114.57
Truck Crane Assistant to Engineer	\$36.68	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.09	\$85.42	\$85.42	\$103.75
Assistant to Engineer	\$34.36	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.79	\$81.97	\$81.97	\$99.15
Group 3	\$40.39	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.82	\$91.02	\$91.02	\$111.21
Truck Crane Assistant to Engineer	\$36.37	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.80	\$84.99	\$84.99	\$103.17
Assistant to Engineer	\$34.14	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.57	\$81.64	\$81.64	\$98.71
Group 4	\$38.62	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.05	\$88.36	\$88.36	\$107.67
Group 6	\$35.98	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.41	\$84.40	\$84.40	\$102.39
Group 8	\$33.75	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.18	\$81.06	\$81.06	\$97.93

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b Includes an amount for supplemental dues.

^c Rate applies to the first 2 daily overtime hours only. All other time is paid at the double time rate.

^d When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

GROUP A-1

Cranes over 350 Tons
Derrick over 350 Tons
Self Propelled Boom Type Lifting Devices over 350 Tons

GROUP 1

Clamshells Over 7 Cu Yds
Derrick Barge Pedestal Mounted Over 100 Tons
Self Propelled Boom Type Lifting Device Over 100 Tons
Truck Crane Or Crawler, Land Or Barge Mounted Over 100 Tons

GROUP 2

Clamshells Up To And Including 7 Cu Yds
Derrick Barge Pedestal Mounted 45 Tons Up To And Including 100 Tons
Fundex F-12 Hydraulic Pile Rig
Self Propelled Boom Type Lifting Device Over 45 Tons
Truck Crane Or Crawler, Land Or Barge Mounted, Over 45 Tons
Up To And Including 100 Tons

GROUP 3

Derrick Barge Pedestal Mounted Under 45 Tons
Self Propelled Boom Type Lifting Device 45 Tons And Under
Shid/Scow Piledriver, Any Tonnage
Truck Crane Or Crawler, Land Or Barge Mounted 45 Tons And Under

GROUP 4

Assistant Operator
Forklift, 10 Tons And Over
Heavy Duty Repairman/Welder

GROUP 6

Deck Engineer

GROUP

Deckhand
Fireman

NOTE: For Special Single and Second Shift rates, please see page 47B.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 8700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**CRAFT: PILE DRIVER (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)
(SPECIAL SINGLE AND SECOND SHIFT)**

DETERMINATION: NC-23-63-1-2016-2B

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other Payments	Hours	Total Hourly Rate	Daily ^c 1 1/2X	Saturday ^a 1 1/2X	Sunday and Holiday 2X
Group A-1	\$49.11	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$79.54	\$104.10	\$104.10	\$128.65
Group 1	\$48.36	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$78.79	\$102.97	\$102.97	\$127.15
Truck Crane Assistant to Engineer	\$40.51	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.94	\$91.20	\$91.20	\$111.45
Assistant to Engineer	\$37.94	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.37	\$87.34	\$87.34	\$106.31
Group 2	\$46.31	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$76.74	\$99.90	\$99.90	\$123.05
Truck Crane Assistant to Engineer	\$40.24	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.67	\$90.79	\$90.79	\$110.91
Assistant to Engineer	\$37.64	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.07	\$86.89	\$86.89	\$105.71
Group 3	\$44.43	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$74.86	\$97.08	\$97.08	\$119.29
Truck Crane Assistant to Engineer	\$39.91	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.34	\$90.30	\$90.30	\$110.25
Assistant to Engineer	\$37.40	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.83	\$86.53	\$86.53	\$105.23
Group 4	\$42.43	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$72.86	\$94.08	\$94.08	\$115.29
Group 6	\$39.46	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.89	\$89.62	\$89.62	\$109.35
Group 8	\$36.96	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.39	\$85.87	\$85.87	\$104.35

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b Includes an amount for supplemental dues.

^c Rate applies to the first 2 daily overtime hours only. All other time is paid at the double time rate.

GROUP A-1

Cranes over 350 Tons
Derrick over 350 Tons
Self Propelled Boom Type Lifting Devices over 350 Tons

GROUP 1

Clamshells Over 7 Cu Yds
Derrick Barge Pedestal Mounted Over 100 Tons
Self Propelled Boom Type Lifting Device Over 100 Tons
Truck Crane Or Crawler, Land Or Barge Mounted Over 100 Tons

GROUP 2

Clamshells Up To And Including 7 Cu Yds
Derrick Barge Pedestal Mounted 45 Tons Up To And Including 100 Tons
Fundex F-12 Hydraulic Pile Rig
Self Propelled Boom Type Lifting Device Over 45 Tons
Truck Crane Or Crawler, Land Or Barge Mounted, Over 45 Tons
Up To And Including 100 Tons

GROUP 3

Derrick Barge Pedestal Mounted Under 45 Tons
Self Propelled Boom Type Lifting Device 45 Tons And Under
Shld/Scow Piledriver, Any Tonnage
Truck Crane Or Crawler, Land Or Barge Mounted 45 Tons And Under

GROUP 4

Assistant Operator
Forklift, 10 Tons And Over
Heavy Duty Repairman/Welder

GROUP 6

Deck Engineer

GROUP

Deckhand
Fireman

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: PILE DRIVER (OPERATING ENGINEER-BUILDING CONSTRUCTION)

DETERMINATION: NC-23-63-1-2016-2B1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification ^b (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments	Hours ^d	Total Hourly Rate	Daily 1 1/2X	Saturday ^a 1 1/2X	Sunday and Holiday 2X
Group A-1	\$43.16	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$73.59	\$95.17	\$95.17	\$116.75
Group 1	\$42.41	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$72.84	\$94.05	\$94.05	\$115.25
Truck Crane Assistant to Engineer	\$35.76	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.19	\$84.07	\$84.07	\$101.95
Assistant to Engineer	\$33.59	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.02	\$80.82	\$80.82	\$97.61
Group 2	\$40.70	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.13	\$91.48	\$91.48	\$111.83
Truck Crane Assistant to Engineer	\$35.53	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.96	\$83.73	\$83.73	\$101.49
Assistant to Engineer	\$33.34	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$63.77	\$80.44	\$80.44	\$97.11
Group 3	\$39.09	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.52	\$89.07	\$89.07	\$108.61
Truck Crane Assistant to Engineer	\$35.26	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.69	\$83.32	\$83.32	\$100.95
Assistant to Engineer	\$33.11	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$63.54	\$80.10	\$80.10	\$96.65
Group 4	\$37.39	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.82	\$86.52	\$86.52	\$105.21
Group 6	\$34.89	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.32	\$82.77	\$82.77	\$100.21
Group 8	\$32.75	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$63.18	\$79.56	\$79.56	\$95.93

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b For classifications within each group, see page 47.

^c Includes an amount for supplemental dues.

^d When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

NOTE: For Special Single and Second Shift rates, please see page 47C.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**CRAFT: PILE DRIVER (OPERATING ENGINEER-BUILDING CONSTRUCTION)
(SPECIAL SINGLE AND SECOND SHIFT)**

DETERMINATION: NC-23-63-1-2016-2B1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification ^b (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^a 1 1/2X	Sunday and Holiday 2X
Group A-1	\$47.45	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$77.88	\$101.61	\$101.61	\$125.33
Group 1	\$46.70	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$77.13	\$100.48	\$100.48	\$123.83
Truck Crane Assistant to Engineer	\$39.22	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.65	\$89.26	\$89.26	\$108.87
Assistant to Engineer	\$36.78	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.21	\$85.60	\$85.60	\$103.99
Group 2	\$44.76	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$75.19	\$97.57	\$97.57	\$119.95
Truck Crane Assistant to Engineer	\$38.97	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.40	\$88.89	\$88.89	\$108.37
Assistant to Engineer	\$36.50	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.93	\$85.18	\$85.18	\$103.43
Group 3	\$42.97	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$73.40	\$94.89	\$94.89	\$116.37
Truck Crane Assistant to Engineer	\$38.66	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.09	\$88.42	\$88.42	\$107.75
Assistant to Engineer	\$36.23	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.66	\$84.78	\$84.78	\$102.89
Group 4	\$41.04	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.47	\$91.99	\$91.99	\$112.51
Group 6	\$38.23	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.66	\$87.78	\$87.78	\$106.89
Group 8	\$35.84	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.27	\$84.19	\$84.19	\$102.11

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b For classifications within each group, see page 47.

^c Includes an amount for supplemental dues.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #LABORER AND RELATED CLASSIFICATIONS

DETERMINATION: NC-23-102-1-2016-1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: JUNE 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director -- Research Unit for specific rates at (415) 703-4774.

LOCALITY: ALL LOCALITIES WITHIN ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MARIN, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN FRANCISCO, SAN JOAQUIN, SAN MATEO, SANTA CLARA, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO, AND YUBA COUNTIES.

Classification ^a (Journey person)	Basic Hourly Rate ^b	Employer Payments					Straight-Time		Overtime Hourly Rate		Sunday/ Holiday 2X
		Health and Welfare	Pension	Vacation and Holiday	Training	Other Payments	Hours ¹	Total Hourly Rate	Daily 1 1/2X	Saturday ² 1 1/2X	
AREA 1^c											
Construction Specialist	29.99	7.84	11.06	2.63	0.45	0.22	8	52.19	67.185	67.185	82.18
Group 1; Group 1(B) ^e	29.29	7.84	11.06	2.63	0.45	0.22	8	51.49	66.135	66.135	80.78
Group 1 (A)	29.51	7.84	11.06	2.63	0.45	0.22	8	51.71	66.465	66.465	81.22
Group 1 (C)	29.34	7.84	11.06	2.63	0.45	0.22	8	51.54	66.21	66.21	80.88
Group 1 (E)	29.84	7.84	11.06	2.63	0.45	0.22	8	52.04	66.96	66.96	81.88
Group 1 (F-1)	29.87	7.84	11.06	2.63	0.45	0.22	8	52.07	67.005	67.005	81.94
Group 1 (F-2)	28.89	7.84	11.06	2.63	0.45	0.22	8	51.09	65.535	65.535	79.98
Group 1 (G)	29.49	7.84	11.06	2.63	0.45	0.22	8	51.69	66.435	66.435	81.18
Group 2	29.14	7.84	11.06	2.63	0.45	0.22	8	51.34	65.91	65.91	80.48
Group 3; Group 3(A)	29.04	7.84	11.06	2.63	0.45	0.22	8	51.24	65.76	65.76	80.28
Group 4; Group 6(B)	22.73	7.84	11.06	2.63	0.45	0.22	8	44.93	56.295 ^d	56.295 ^d	67.66 ^d
Group 6	30.25	7.84	11.06	2.63	0.45	0.22	8	52.45	67.575	67.575	82.70
Group 6 (A)	29.75	7.84	11.06	2.63	0.45	0.22	8	51.95	66.825	66.825	81.70
Group 6 (C)	29.16	7.84	11.06	2.63	0.45	0.22	8	51.36	65.94	65.94	80.52
Group 7 - Stage 1 (1 st 6 months)	20.33	7.84	11.06	2.63	0.45	0.22	8	42.53	52.695	52.695	62.86
Stage 2 (2 nd 6 months)	23.23	7.84	11.06	2.63	0.45	0.22	8	45.43	57.045	57.045	68.66
Stage 3 (3 rd 6 months)	26.14	7.84	11.06	2.63	0.45	0.22	8	48.34	61.41	61.41	74.48
AREA 2^c											
Construction Specialist	28.99	7.84	11.06	2.63	0.45	0.22	8	51.19	65.685	65.685	80.18
Group 1; Group 1(B) ^e	28.29	7.84	11.06	2.63	0.45	0.22	8	50.49	64.635	64.635	78.78
Group 1 (A)	28.51	7.84	11.06	2.63	0.45	0.22	8	50.71	64.965	64.965	79.22
Group 1 (C)	28.34	7.84	11.06	2.63	0.45	0.22	8	50.54	64.71	64.71	78.88
Group 1 (E)	28.84	7.84	11.06	2.63	0.45	0.22	8	51.04	65.46	65.46	79.88
Group 1 (F-1)	28.87	7.84	11.06	2.63	0.45	0.22	8	51.07	65.505	65.505	79.94
Group 1 (F-2)	27.89	7.84	11.06	2.63	0.45	0.22	8	50.09	64.035	64.035	77.98
Group 2	28.14	7.84	11.06	2.63	0.45	0.22	8	50.34	64.41	64.41	78.48
Group 3; Group 3(A)	28.04	7.84	11.06	2.63	0.45	0.22	8	50.24	64.26	64.26	78.28
Group 4; Group 6(B)	21.73	7.84	11.06	2.63	0.45	0.22	8	43.93	54.795 ^d	54.795 ^d	65.66 ^d
Group 6	29.25	7.84	11.06	2.63	0.45	0.22	8	51.45	66.075	66.075	80.70
Group 6 (A)	28.75	7.84	11.06	2.63	0.45	0.22	8	50.95	65.325	65.325	79.70
Group 6 (C)	28.16	7.84	11.06	2.63	0.45	0.22	8	50.36	64.440	64.440	78.52
Group 7 - Stage 1 (1 st 6 months)	19.63	7.84	11.06	2.63	0.45	0.22	8	41.83	51.645	51.645	61.46
Stage 2 (2 nd 6 months)	22.43	7.84	11.06	2.63	0.45	0.22	8	44.63	55.845	55.845	67.06
Stage 3 (3 rd 6 months)	25.24	7.84	11.06	2.63	0.45	0.22	8	47.44	60.06	60.06	72.68

PLEASE GO TO PAGE 50 FOR CLASSIFICATIONS WITHIN EACH GROUP

INDICATES AN APPRENTICEABLE CRAFT. THE CURRENT APPRENTICE WAGE RATES ARE AVAILABLE ON THE INTERNET AT

[HTTP://WWW.DIR.CA.GOV/OPRL/PWAPPWAGE/PWAPPWAGESSTART.ASP](http://www.dir.ca.gov/OPRL/PWAPPWAGE/PWAPPWAGESSTART.ASP). TO OBTAIN ANY APPRENTICE WAGE RATES AS OF JULY 1, 2008 AND PRIOR TO SEPTEMBER 27, 2012, PLEASE CONTACT THE DIVISION OF APPRENTICESHIP STANDARDS OR REFER TO THE DIVISION OF APPRENTICESHIP STANDARDS' WEBSITE AT [HTTP://WWW.DIR.CA.GOV/DAS/DAS.HTML](http://www.dir.ca.gov/DAS/DAS.HTML).

a GROUP 1(D) - MAINTENANCE OR REPAIR TRACKMEN AND ROAD BEDS AND ALL EMPLOYEES PERFORMING WORK COVERED BY THIS CLASSIFICATION SHALL RECEIVE \$0.25 PER HOUR ABOVE THEIR REGULAR RATE FOR ALL WORK PERFORMED ON UNDERGROUND STRUCTURES NOT SPECIFICALLY COVERED HEREIN. THIS SHALL NOT APPLY TO WORK BELOW GROUND LEVEL IN OPEN CUT. THIS SHALL APPLY TO CUT AND COVER WORK OF SUBWAY CONSTRUCTION AFTER TEMPORARY COVER HAS BEEN PLACED.

GROUP 1(H) - ALL LABORERS WORKING OFF OR WITH OR FROM BOS'N CHAIRS, SWINGING SCAFFOLDS, BELTS RECEIVE \$0.25 PER HOUR ABOVE THEIR APPLICABLE WAGE RATE. THIS SHALL NOT APPLY TO LABORERS ENTITLED TO RECEIVE THE WAGE RATE SET FORTH IN GROUP 1(A).

b SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORK WEEK DUE TO INCLEMENT WEATHER, MAJOR MECHANICAL BREAKDOWN OR LACK OF MATERIALS BEYOND THE CONTROL OF THE EMPLOYER.

c **AREA 1** - ALAMEDA, CONTRA COSTA, MARIN, SAN FRANCISCO, SAN MATEO, AND SANTA CLARA COUNTIES.

AREA 2 - ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN JOAQUIN, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO AND YUBA COUNTIES.

d SERVICE LANDSCAPE LABORER ON NEW CONSTRUCTION MAY WORK ANY FIVE (5) DAYS WITHIN A WEEK.

e GROUP 1(B) RECEIVES AN ADDITIONAL AMOUNT EACH DAY. SEE PAGE 50 FOR DETAILS.

f WHEN THREE SHIFTS ARE EMPLOYED FOR FIVE (5) OR MORE CONSECUTIVE DAYS, SEVEN AND ONE-HALF (7 1/2) CONSECUTIVE HOURS (EXCLUSIVE OF MEAL PERIOD), SHALL CONSTITUTE A DAY OF WORK, FOR WHICH EIGHT (8) TIMES THE STRAIGHT TIME HOURLY RATE SHALL BE PAID AT THE NON-SHIFT WAGE RATE FOR THE SECOND SHIFT. THE THIRD SHIFT SHALL BE SEVEN (7) HOURS OF WORK FOR EIGHT (8) HOURS PAY AT THE NON-SHIFT WAGE RATE.

g ZONE PAY AT THREE DOLLARS (\$3.00) PER HOUR, FACTORED AT THE APPLICABLE OVERTIME MULTIPLE, WILL BE ADDED TO THE BASE RATE FOR WORK PERFORMED OUTSIDE THE FREE ZONE DESCRIBED BY THE BOUNDARIES ALONG TOWNSHIP AND RANGE LINES. PLEASE SEE TRAVEL AND SUBSISTENCE PROVISION FOR MAP DESCRIPTION AND EXCEPTIONS.

RECOGNIZED HOLIDAYS: HOLIDAYS UPON WHICH THE GENERAL PREVAILING HOURLY WAGE RATE FOR HOLIDAY WORK SHALL BE PAID, SHALL BE ALL HOLIDAYS IN THE COLLECTIVE BARGAINING AGREEMENT, APPLICABLE TO THE PARTICULAR CRAFT, CLASSIFICATION, OR TYPE OF WORKER EMPLOYED ON THE PROJECT, WHICH IS ON FILE WITH THE DIRECTOR OF INDUSTRIAL RELATIONS. IF THE PREVAILING RATE IS NOT BASED ON A COLLECTIVELY BARGAINED RATE, THE HOLIDAYS UPON WHICH THE PREVAILING RATE SHALL BE PAID SHALL BE AS PROVIDED IN SECTION 6700 OF THE GOVERNMENT CODE. YOU MAY OBTAIN THE HOLIDAY PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/PWD](http://www.dir.ca.gov/OPRL/PWD). HOLIDAY PROVISIONS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: IN ACCORDANCE WITH LABOR CODE SECTIONS 1773.1 AND 1773.9, CONTRACTORS SHALL MAKE TRAVEL AND/OR SUBSISTENCE PAYMENTS TO EACH WORKER TO EXECUTE THE WORK. YOU MAY OBTAIN THE TRAVEL AND/OR SUBSISTENCE PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/PWD](http://www.dir.ca.gov/OPRL/PWD). TRAVEL AND/OR SUBSISTENCE REQUIREMENTS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774.

CONSTRUCTION SPECIALIST

ASPHALT IRONERS AND RAKERS
CHAINSAW
CONCRETE DIAMOND CHAINSAW
LASER BEAM IN CONNECTION WITH LABORER'S WORK
MASONRY AND PLASTER TENDER
CAST IN PLACE MANHOLE FORM SETTERS
PRESSURE PIPELAYERS
DAVIS TRENCHER - 300 OR SIMILAR TYPE (AND ALL SMALL TRENCHERS)
STATE LICENSED BLASTERS AS DESIGNATED
DIAMOND DRILLERS
DIAMOND CORE DRILLER
MULTIPLE UNIT DRILLS
HIGH SCALERS (INCLUDING DRILLING OF SAME)
HYDRAULIC DRILLS
CERTIFIED WELDER

GROUP 1 (FOR CONTRA COSTA COUNTY ONLY, USE GROUP 1 (G) FOR SOME OF THE FOLLOWING CLASSIFICATIONS)

ASPHALT SPREADER BOXES (ALL TYPES)
BARKO, WACKER AND SIMILAR TYPE TAMPERS
BUGGYMOBILE
CAULKERS, BANDERS, PIPEWRAPPERS, CONDUIT LAYERS, PLASTIC PIPE LAYERS
CERTIFIED ASBESTOS AND MOLD REMOVAL WORKER
CERTIFIED HAZARDOUS WASTE WORKER (INCLUDING LEAD ABATEMENT)
COMPACTORS OF ALL TYPES
CONCRETE AND MAGNESITE MIXER AND 1/2 YARD
CONCRETE PAN WORK
CONCRETE SANDERS, CONCRETE SAW
CRIBBERS AND/OR SHORING
CUT GRANITE CURB SETTER
DRI PAK-IT MACHINE
FALLER, LOGLOADER AND BUCKER
FORM RAISERS, SLIP FORMS
GREEN CUTTERS
HEADERBOARD MEN, HUBSETTERS, ALIGNERS BY ANY METHOD
HIGH PRESSURE BLOW PIPE (1-1/2" OR OVER, 100 LBS. PRESSURE/OVER)
HYDRO SEEDER AND SIMILAR TYPE
JACKHAMMER OPERATORS
JACKING OF PIPE OVER 12 INCHES
JACKSON AND SIMILAR TYPE COMPACTORS
KETTLEMEN, POTMEN, AND MEN APPLYING ASPHALT, LAY-KOLD, CREOSOTE, LIME, CAUSTIC AND SIMILAR TYPE MATERIALS (APPLYING MEANS APPLYING DIPPING, OR HANDLING OF SUCH MATERIALS)
LAGGING, SHEETING, WHALING, BRACING, TRENCH-JACKING, LAGGING HAMMER
MAGNESITE, EPOXY RESIN, FIBER GLASS AND MASTIC WORKERS (WET/DRY)
NO JOINT PIPE AND STRIPPING OF SAME, INCLUDING REPAIR OF VOIDS
PAVEMENT BREAKERS AND SPADERS, INCLUDING TOOL GRINDER
PERMA CURBS
PRECAST-MANHOLE SETTERS
PIPELAYERS (INCLUDING GRADE CHECKING IN CONNECTION WITH PIPELAYING)
PRESSURE PIPE TESTER
POST HOLE DIGGERS-AIR, GAS, AND ELECTRIC POWER BROOM SWEEPERS
POWER TAMPERS OF ALL TYPES, EXCEPT AS SHOWN IN GROUP 2
RAM SET GUN AND STUD GUN
RIPRAP-STONEPAVER AND ROCK-SLINGER, INCLUDING PLACING OF SACKED CONCRETE AND/OR SAND (WET OR DRY) AND GABIONS AND SIMILAR TYPE
ROTARY SCARIFIER OR MULTIPLE HEAD CONCRETE CHIPPING SCARIFIER
ROTO AND DITCH WITCH
ROTOILLER
SAND BLASTERS, POTMEN, GUNMEN, AND NOZZLEMEN
SIGNALING AND RIGGING
SKILLED WRECKER (REMOVING AND SALVAGING OF SASH, WINDOWS, DOORS, PLUMBING AND ELECTRIC FIXTURES)
TANK CLEANERS
TREE CLIMBERS
TRENCHLESS TECHNOLOGY LABORER- PIPE INSTALLATION, BURSTING, RELINING, OR SIMILAR
TRENCHLESS LABORER'S WORK, CAMERA CONTROLLER
TURBO BLASTER
VIBRA-SCREED-BULL FLOAT IN CONNECTION WITH LABORER'S WORK
VIBRATORS

GROUP 1 (A)

ALL WORK OF LOADING, PLACING AND BLASTING OF ALL POWDER & EXPLOSIVES OF WHATEVER TYPE, REGARDLESS OF METHOD USED FOR LOADING AND PLACING
JOY DRILL MODEL TWM-2A
GARDNER-DENVER MODEL DH 143 AND SIMILAR TYPE DRILLS
TRACK DRILLERS
JACK LEG DRILLERS
WAGON DRILLERS
MECHANICAL DRILLERS-ALL TYPES REGARDLESS OF TYPE OR METHOD OF POWER
MECHANICAL PIPE LAYER-ALL TYPES REGARDLESS OF TYPE OR METHOD OF POWER
BLASTERS AND POWDERMAN
TREE TOPPER
BIT GRINDER

GROUP 1 (B) -- SEE GROUP 1 RATES

SEWER CLEANERS (ANY WORKMEN WHO HANDLE OR COME IN CONTACT WITH RAW SEWAGE IN SMALL DIAMETER SEWERS) SHALL RECEIVE \$4.00 PER DAY ABOVE GROUP 1 WAGE RATES. THOSE WHO WORK INSIDE RECENTLY ACTIVE, LARGE DIAMETER SEWERS, AND ALL RECENTLY ACTIVE SEWER MANHOLES SHALL RECEIVE \$5.00 PER DAY ABOVE GROUP 1 WAGE RATES.

GROUP 1 (C)

BURNING AND WELDING IN CONNECTION WITH LABORER'S WORK
SYNTHETIC THERMOPLASTICS AND SIMILAR TYPE WELDING

GROUP 1 (D)

SEE FOOTNOTE A ON PAGE 49

GROUP 1 (E)

WORK ON AND/OR IN BELL HOLE FOOTINGS AND SHAFTS THEREOF, AND WORK ON AND IN DEEP FOOTINGS (DEEP FOOTINGS IS A HOLE 15 FEET OR MORE IN DEPTH) SHAFT IS AN EXCAVATION OVER FIFTEEN (15) FEET DEEP OF ANY TYPE

GROUP 1 (F-1)

ALIGNER OF WIRE WINDING MACHINE IN CONNECTION WITH GUNTING OR SHOT CRETE

GROUP 1 (F-2)

ALIGNER HELPER OF WIRE WINDING MACHINE IN CONNECTION WITH GUNTING OR SHOT CRETE

GROUP 1 (G) APPLIES ONLY TO WORK IN CONTRA COSTA COUNTY

PIPELAYERS (INCLUDING GRADE CHECKING IN CONNECTION WITH PIPELAYING), CAULKERS, BANDERS, PIPEWRAPPERS, CONDUIT LAYERS, PLASTIC PIPE LAYER, PRESSURE PIPE TESTER, NO JOINT PIPE AND STRIPPING OF SAME, INCLUDING REPAIR OF VOIDS, PRECAST MANHOLE SETTERS, CAST IN PLACE MANHOLE FORM SETTERS IN CONTRA COSTA COUNTY ONLY

GROUP 1 (H)

SEE FOOTNOTE A ON PAGE 49

GROUP 2

ASPHALT SHOVELERS
CEMENT DUMPERS AND HANDLING DRY CEMENT OR GYPSUM
CHOKE-SETTER AND RIGGER (CLEARING WORK)
CONCRETE BUCKET DUMPER AND CHUTEMAN
CONCRETE CHIPPING AND GRINDING
CONCRETE LABORERS (WET OR DRY)
DRILLERS HELPER, CHUCK TENDER, NIPPER (ONE CHUCKTENDER ON SINGLE MACHINE OPERATION WITH MINIMUM OF ONE CHUCKTENDER FOR EACH TWO MACHINES ON MULTIPLE MACHINE OPERATION. JACKHAMMERS IN NO WAY INVOLVED IN THIS ITEM.)
GUINEA CHASER (STAKEMAN), GROUT CREW
HIGH PRESSURE NOZZLEMAN, ADDUCTORS
HYDRAULIC MONITOR (OVER 100 LBS. PRESSURE)
LOADING AND UNLOADING, CARRYING AND HANDLING OF ALL RODS AND MATERIALS FOR USE IN REINFORCING CONCRETE CONSTRUCTION
PITTSBURGH CHIPPER, AND SIMILAR TYPE BRUSH SHREDDERS
SEMI-SKILLED WRECKER (SALVAGING OF OTHER BUILDING MATERIALS) -- SEE ALSO SKILLED WRECKER (GROUP 1)
SLOPER
SINGLEFOOT, HAND HELD, PNEUMATIC TAMPER
ALL PNEUMATIC, AIR, GAS AND ELECTRIC TOOLS NOT LISTED IN GROUPS 1 THROUGH 1 (F)
JACKING OF PIPE-UNDER 12 INCHES

GROUP 3

CONSTRUCTION LABORERS INCLUDING BRIDGE LABORERS, GENERAL LABORERS AND CLEANUP LABORERS
DEMOLITION WORKER
DUMPMAN, LOAD SPOTTER
FLAGPERSON/PEDESTRIAN MONITOR
FIRE WATCHER
FENCE ERECTORS, INCLUDING TEMPORARY FENCING
GUARDRAIL ERECTORS
GARDENER, HORTICULTURAL AND LANDSCAPE LABORERS (SEE GROUP 4, FOR LANDSCAPE MAINTENANCE ON NEW CONSTRUCTION DURING PLANT ESTABLISHMENT PERIOD)
JETTING
LIMBERS, BRUSH LOADERS, AND PILERS
PAVEMENT MARKERS (BUTTON SETTERS)
PAVERS/INTERLOCKING PAVERS (ALL TYPES) AND INTERLOCKING PAVEMENT MACHINES
MAINTENANCE, REPAIR TRACKMEN AND ROAD BEDS
STREETCAR AND RAILROAD CONSTRUCTION TRACK LABORERS
TEMPORARY AIR AND WATER LINES, VICTAULIC OR SIMILAR
TOOL ROOM ATTENDANT (JOBSITE ONLY)
WHEELBARROW, INCLUDING POWER DRIVEN

GROUP 3 (A) -- SEE GROUP 3 RATES

COMPOSITE CREW PERSON (OPERATION OF VEHICLES, WHEN IN CONJUNCTION WITH LABORER'S DUTIES)

GROUP 4

ALL FINAL CLEANUP OF DEBRIS, GROUNDS AND BUILDINGS NEAR THE COMPLETION OF THE PROJECT INCLUDING BUT NOT LIMITED TO STREET CLEANERS (NOT APPLICABLE TO ENGINEERING OR HEAVY HIGHWAY PROJECTS)
CLEANING AND WASHING WINDOWS (NEW CONSTRUCTION ONLY), SERVICE LANDSCAPE LABORERS (SUCH AS GARDENER, HORTICULTURE, MOWING, TRIMMING, REPLANTING, WATERING DURING PLANT ESTABLISHMENT PERIOD) ON NEW CONSTRUCTION
BRICK CLEANERS (JOB SITE ONLY)
MATERIAL CLEANERS (JOB SITE ONLY)

NOTE: AN ADDITIONAL DETERMINATION FOR LANDSCAPE MAINTENANCE WORK AFTER THE PLANT ESTABLISHMENT PERIOD OR WARRANTY PERIOD IS PUBLISHED ON PAGE 57 OF THESE GENERAL DETERMINATIONS.

GROUP 6

STRUCTURAL NOZZLEMAN

GROUP 6 (A)

NOZZLEMAN (INCLUDING GUNMAN, POTMAN)
RODMAN
GROUNDMAN

GROUP 6 (B) -- SEE GROUP 4 RATES

GUNITE TRAINEE (ONE GUNITE LABORER SHALL BE ALLOWED FOR EACH THREE (3) JOURNEYMAN (GROUP 6, 6A, 6C, OR GENERAL LABORER) ON A CREW. IN THE ABSENCE OF THE JOURNEYMAN, THE GUNITE TRAINEE RECEIVES THE JOURNEYMAN SCALE.). NOTE: THIS RATIO APPLIES ONLY TO WORK ON THE SAME JOB SITE.

GROUP 6 (C)

REBOUNDMAN

GROUP 7

LANDSCAPE LABORER TRAINEE (RATIO FOR TRAINEES IS ONE IN THREE, AT LEAST ONE SECOND PERIOD TRAINEE AND AT LEAST ONE THIRD PERIOD TRAINEE MUST BE EMPLOYED BEFORE EMPLOYING ANOTHER FIRST PERIOD TRAINEE). NOTE: THIS RATIO APPLIES ONLY TO WORK ON THE SAME JOB SITE.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #LABORER AND RELATED CLASSIFICATIONS (Special Single and Second Shift)

DETERMINATION: NC-23-102-1-2016-1A

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: JUNE 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director-Research Unit for specific rates at (415) 703-4774.

LOCALITY: ALL LOCALITIES WITHIN ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MARIN, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN FRANCISCO, SAN JOAQUIN, SAN MATEO, SANTA CLARA, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO, AND YUBA COUNTIES.

Classification ^a (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate ^d	Health and Welfare	Pension	Vacation and Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^b 1 1/2X	Sunday/Holiday 2X
AREA 1^c											
Construction Specialist	32.99	7.84	11.06	2.63	0.45	0.22	8	55.19	71.685	71.685	88.18
Group 1; Group 1(B) ^e	32.29	7.84	11.06	2.63	0.45	0.22	8	54.49	70.635	70.635	86.78
Group 1 (A)	32.51	7.84	11.06	2.63	0.45	0.22	8	54.71	70.965	70.965	87.22
Group 1 (C)	32.34	7.84	11.06	2.63	0.45	0.22	8	54.54	70.71	70.71	86.88
Group 1 (E)	32.84	7.84	11.06	2.63	0.45	0.22	8	55.04	71.46	71.46	87.88
Group 1 (F-1)	32.87	7.84	11.06	2.63	0.45	0.22	8	55.07	71.505	71.505	87.94
Group 1 (F-2)	31.89	7.84	11.06	2.63	0.45	0.22	8	54.09	70.035	70.035	85.98
Group 1 (G)	32.49	7.84	11.06	2.63	0.45	0.22	8	54.69	70.935	70.935	87.18
Group 2	32.14	7.84	11.06	2.63	0.45	0.22	8	54.34	70.41	70.41	86.48
Group 3; Group 3(A)	32.04	7.84	11.06	2.63	0.45	0.22	8	54.24	70.26	70.26	86.28
Group 4; Group 6(B)	25.73	7.84	11.06	2.63	0.45	0.22	8	47.93	60.795 ^d	60.795 ^d	73.66 ^d
Group 6	33.25	7.84	11.06	2.63	0.45	0.22	8	55.45	72.075	72.075	88.70
Group 6 (A)	32.75	7.84	11.06	2.63	0.45	0.22	8	54.95	71.325	71.325	87.70
Group 6 (C)	32.16	7.84	11.06	2.63	0.45	0.22	8	54.36	70.44	70.44	86.52
Group 7 - Stage 1 (1 st 6 months)	23.33	7.84	11.06	2.63	0.45	0.22	8	45.53	57.195	57.195	68.86
Stage 2 (2 nd 6 months)	26.23	7.84	11.06	2.63	0.45	0.22	8	48.43	61.545	61.545	74.66
Stage 3 (3 rd 6 months)	29.14	7.84	11.06	2.63	0.45	0.22	8	51.34	65.91	65.91	80.48
AREA 2^c											
Construction Specialist	31.84	7.84	11.06	2.63	0.45	0.22	8	54.04	69.96	69.96	85.88
Group 1; Group 1(B) ^e	31.14	7.84	11.06	2.63	0.45	0.22	8	53.34	68.91	68.91	84.48
Group 1 (A)	31.36	7.84	11.06	2.63	0.45	0.22	8	53.56	69.24	69.24	84.92
Group 1 (C)	31.19	7.84	11.06	2.63	0.45	0.22	8	53.39	68.985	68.985	84.58
Group 1 (E)	31.69	7.84	11.06	2.63	0.45	0.22	8	53.89	69.735	69.735	85.58
Group 1 (F-1)	31.72	7.84	11.06	2.63	0.45	0.22	8	53.92	69.78	69.78	85.64
Group 1 (F-2)	30.74	7.84	11.06	2.63	0.45	0.22	8	52.94	68.31	68.31	83.68
Group 2	30.99	7.84	11.06	2.63	0.45	0.22	8	53.19	68.685	68.685	84.18
Group 3; Group 3(A)	30.89	7.84	11.06	2.63	0.45	0.22	8	53.09	68.535	68.535	83.98
Group 4; Group 6(B)	24.58	7.84	11.06	2.63	0.45	0.22	8	46.78	59.07 ^d	59.07 ^d	71.36 ^d
Group 6	32.10	7.84	11.06	2.63	0.45	0.22	8	54.30	70.35	70.35	86.40
Group 6 (A)	31.60	7.84	11.06	2.63	0.45	0.22	8	53.80	69.60	69.60	85.40
Group 6 (C)	31.01	7.84	11.06	2.63	0.45	0.22	8	53.21	68.715	68.715	84.22
Group 7 - Stage 1 (1 st 6 months)	22.48	7.84	11.06	2.63	0.45	0.22	8	44.68	55.92	55.92	67.16
Stage 2 (2 nd 6 months)	25.28	7.84	11.06	2.63	0.45	0.22	8	47.48	60.12	60.12	72.76
Stage 3 (3 rd 6 months)	28.09	7.84	11.06	2.63	0.45	0.22	8	50.29	64.335	64.335	78.38

PLEASE GO TO PAGE 50 FOR CLASSIFICATIONS WITHIN EACH GROUP

INDICATES AN APPRENTICEABLE CRAFT. THE CURRENT APPRENTICE WAGE RATES ARE AVAILABLE ON THE INTERNET AT

[HTTP://WWW.DIR.CA.GOV/OPRL/PWAPPWAGE/PWAPPWAGESTART.ASP](http://www.dir.ca.gov/OPRL/PWAPPWAGE/PWAPPWAGESTART.ASP). TO OBTAIN ANY APPRENTICE WAGE RATES AS OF JULY 1, 2008 AND PRIOR TO SEPTEMBER 27, 2012, PLEASE CONTACT THE DIVISION OF APPRENTICESHIP STANDARDS OR REFER TO THE DIVISION OF APPRENTICESHIP STANDARDS' WEBSITE AT [HTTP://WWW.DIR.CA.GOV/DAS/DAS.HTML](http://www.dir.ca.gov/DAS/DAS.HTML).

a GROUP 1(D) - MAINTENANCE OR REPAIR TRACKMEN AND ROAD BEDS AND ALL EMPLOYEES PERFORMING WORK COVERED BY THIS CLASSIFICATION SHALL RECEIVE \$0.25 PER HOUR ABOVE THEIR REGULAR RATE FOR ALL WORK PERFORMED ON UNDERGROUND STRUCTURES NOT SPECIFICALLY COVERED HEREIN. THIS SHALL NOT APPLY TO WORK BELOW GROUND LEVEL IN OPEN CUT. THIS SHALL APPLY TO CUT AND COVER WORK OF SUBWAY CONSTRUCTION AFTER TEMPORARY COVER HAS BEEN PLACED.

GROUP 1(H) - ALL LABORERS WORKING OFF OR WITH OR FROM BOS'N CHAIRS, SWINGING SCAFFOLDS, BELTS RECEIVE \$0.25 PER HOUR ABOVE THEIR APPLICABLE WAGE RATE. THIS SHALL NOT APPLY TO LABORERS ENTITLED TO RECEIVE THE WAGE RATE SET FORTH IN GROUP 1(A).

b SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORK WEEK DUE TO INCLEMENT WEATHER, MAJOR MECHANICAL BREAKDOWN OR LACK OF MATERIALS BEYOND THE CONTROL OF THE EMPLOYER.

c **AREA 1** - ALAMEDA, CONTRA COSTA, MARIN, SAN FRANCISCO, SAN MATEO, AND SANTA CLARA COUNTIES.

AREA 2 - ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN JOAQUIN, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO AND YUBA COUNTIES.

d SERVICE LANDSCAPE LABORER ON NEW CONSTRUCTION MAY WORK ANY FIVE (5) DAYS WITHIN A WEEK.

e GROUP 1(B) RECEIVES AN ADDITIONAL AMOUNT EACH DAY. SEE PAGE 50 FOR DETAILS.

f ZONE PAY AT THREE DOLLARS (\$3.00) PER HOUR, FACTORED AT THE APPLICABLE OVERTIME MULTIPLE, WILL BE ADDED TO THE BASE RATE FOR WORK PERFORMED OUTSIDE THE FREE ZONE DESCRIBED BY THE BOUNDARIES ALONG TOWNSHIP AND RANGE LINES. PLEASE SEE TRAVEL AND SUBSISTENCE PROVISIONS FOR MAP DESCRIPTION AND EXCEPTIONS.

RECOGNIZED HOLIDAYS: HOLIDAYS UPON WHICH THE GENERAL PREVAILING HOURLY WAGE RATE FOR HOLIDAY WORK SHALL BE PAID, SHALL BE ALL HOLIDAYS IN THE COLLECTIVE BARGAINING AGREEMENT, APPLICABLE TO THE PARTICULAR CRAFT, CLASSIFICATION, OR TYPE OF WORKER EMPLOYED ON THE PROJECT, WHICH IS ON FILE WITH THE DIRECTOR OF INDUSTRIAL RELATIONS. IF THE PREVAILING RATE IS NOT BASED ON A COLLECTIVELY BARGAINED RATE, THE HOLIDAYS UPON WHICH THE PREVAILING RATE SHALL BE PAID SHALL BE AS PROVIDED IN SECTION 6700 OF THE GOVERNMENT CODE. YOU MAY OBTAIN THE HOLIDAY PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/PWD](http://www.dir.ca.gov/OPRL/PWD). HOLIDAY PROVISIONS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: IN ACCORDANCE WITH LABOR CODE SECTIONS 1773.1 AND 1773.9, CONTRACTORS SHALL MAKE TRAVEL AND/OR SUBSISTENCE PAYMENTS TO EACH WORKER TO EXECUTE THE WORK. YOU MAY OBTAIN THE TRAVEL AND/OR SUBSISTENCE PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/PWD](http://www.dir.ca.gov/OPRL/PWD). TRAVEL AND/OR SUBSISTENCE REQUIREMENTS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #TUNNEL WORKER (LABORER)

TERMINATION: NC-23-102-11-2012016-1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday ^a	Training	Other Payments	Hours ^b	Total Hourly Rate	Daily 1 1/2X	Saturday ^c 1 1/2X	Sunday and Holiday
Diamond driller, groundman, gunite or shotcrete nozzleman	\$35.89	7.84	11.06	2.63	0.91	0.22	8	58.55	76.495	76.495	94.44
Rodman, shaft work and raise (below actual or excavated ground level)	\$35.66	7.84	11.06	2.63	0.91	0.22	8	58.32	76.15	76.15	93.98
Bit grinder, blaster, driller, powderman-heading, cherry pickerman-where car is lifted, concrete finisher in tunnel, concrete/screed man, grout pumpman and potman, gunite and shotcrete gunman and potman, headerman, high pressure nozzleman, miner-tunnel, including top and bottom man on shaft and raise work, nipper, nozzleman on slick line, sandblaster-potman (work assignment interchangeable)	\$35.41	7.84	11.06	2.63	0.91	0.22	8	58.07	75.775	75.775	93.48
Steel form raiser and setter, timberman, retimberman (wood or steel or substitute materials), tigger, cabletender, chucktender, powderman-primer house	\$35.41	7.84	11.06	2.63	0.91	0.22	8	58.07	75.775	75.775	93.48
Groutman, pavement breaker, bull gang-mucker, trackman, concrete crew-including rodding and spreading	\$34.96	7.84	11.06	2.63	0.91	0.22	8	57.62	75.10	75.10	92.58
Dumpman (any method), grout crew, reboundman, swamper/brakeman, watchman	\$34.42	7.84	11.06	2.63	0.91	0.22	8	57.08	74.29	74.29	91.50

When designated by an employer, state licensed blaster receives \$1.00 per hour above miner's rate.

Note: Rates for tunnel workers working in compressed air as well as their support classifications are available by request. Please contact the Office of the Director - Research Unit at (415) 703-4774.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes an amount for supplemental dues.

^b Saturdays in the same work week may be worked at straight-time if job is shut down during the normal workweek due to inclement weather. Excludes Alameda, Contra Costa, and San Francisco Counties.

^c All work performed on Saturdays, Sundays and Holidays shall be paid for at double (2x) the regular time hourly rate, except maintenance work, in the counties of Alameda, Contra Costa, and San Francisco.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #TUNNEL WORKER (LABORER) (Special Single and Second Shift)

DETERMINATION: NC-23-102-11-2016-1A

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journeyman)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday ^a	Training	Other Payments	Hours ^b	Total Hourly Rate	Daily 1 1/2X	Saturday ^c 1 1/2X	Sunday and Holiday
Diamond driller, groundman, gunite or shotcrete nozzleman	\$38.89	7.84	11.06	2.63	0.91	0.22	8	61.55	80.995	80.995	100.44
Rodman, shaft work and raise (below actual or excavated ground level)	\$38.66	7.84	11.06	2.63	0.91	0.22	8	61.32	80.65	80.65	99.98
Bit grinder, blaster, driller, powderman-heading, cherry pickerman-where car is lifted, concrete finisher in tunnel, concrete/screed man, grout pumpman and potman, gunite and shotcrete gunman and potman, headerman, high pressure nozzleman, miner-tunnel, including top and bottom man on shaft and raise work, nipper, nozzleman on slick line, sandblaster-potman (work assignment interchangeable)	\$38.41	7.84	11.06	2.63	0.91	0.22	8	61.07	80.275	80.275	99.48
Steel form raiser and setter, timberman, retrimberman (wood or steel or substitute materials), tigger, cabletender, chucktender, powderman-primer house	\$38.41	7.84	11.06	2.63	0.91	0.22	8	61.07	80.275	80.275	99.48
Vibratorman, pavement breaker, bull gang-mucker, trackman, concrete crew-including rodding and spreading	\$37.96	7.84	11.06	2.63	0.91	0.22	8	60.62	79.60	79.60	98.58
Dumpman (any method), grout crew, reboundman, swamper/brakeman, watchman	\$37.42	7.84	11.06	2.63	0.91	0.22	8	60.08	78.79	78.79	97.50

When designated by an employer, state licensed blaster receives \$.50 per hour above miner's rate.

Note: Rates for tunnel workers working in compressed air as well as their support classifications are available by request. Please contact the Office of the Director - Research Unit at (415) 703-4774.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes an amount for supplemental dues.

^b Saturdays in the same work week may be worked at straight-time if job is shut down during the normal workweek due to inclement weather. Excludes Alameda, Contra Costa, and San Francisco Counties.

^c All work performed on Saturdays, Sundays and Holidays shall be paid for at double (2x) the regular time hourly rate, except maintenance work, in the counties of Alameda, Contra Costa, and San Francisco.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # PARKING AND HIGHWAY IMPROVEMENT PAINTER (PAINTER) ^a

DETERMINATION: NC-200-X-17-2014-2

ISSUE DATE: August 22, 2014

EXPIRATION DATE OF DETERMINATION: June 30, 2015* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: All localities within San Joaquin, Tuolumne, and Yolo counties.

CLASSIFICATION	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily 1 1/2X	2X	Holiday 2X
Striper; Layout and application of painted traffic stripes; hot thermo plastic; tape traffic stripes	^b 34.26	7.50	4.05	-	0.10	-	8	45.91	^d 63.04	80.17	80.17
Parking Lots, Gamecourts, playgrounds	^b 29.12	7.50	4.05	-	0.10	-	8	40.77	^d 55.33	69.89	69.89
Protective Coating, Resurfacing, Pavement Sealing, Including Repair When Done in Conjunction With Pavement Sealing	^b 29.46	7.50	4.05	-	0.10	-	8	41.11	^d 55.84	70.57	70.57

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a The minimum rate of pay for traffic control work associated with parking and highway improvement projects is that of the Painter classifications for the craft of Parking and Highway Improvement Painter (Painter) in San Joaquin, Tuolumne, and Yolo Counties.

^b Includes an amount withheld for Dues Check-Off.

^c Included in Basic Hourly Rate (\$1.91). Rate applies to the first 9 years of employment only; \$2.30 per hour worked for 10 years or more.

^d Rate applies to first 4 overtime hours in any one day and for work in excess of 40 hours in any one designated work week. All other overtime is paid at the double time rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: SLURRY SEAL WORKER

DETERMINATION: NC-830-X-69-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: March 31, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo and Yuba Counties.

Classification (Journey person)	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rates		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday	Training			Daily 1 1/2X	2X	Holiday 2X
Sealer/Mixer	\$14.89	1.72	.90	^a .91	-	8	\$18.42	^b \$25.865	\$33.31	\$33.31
Shuttleperson, Applicator Operator, Squeegeeperson	13.18	1.72	.90	^a .91	-	8	16.71	^b 23.30	29.89	29.89
Traffic Surface Protective Coating Applicator	15.51	1.72	.90	^a .91	-	8	19.04	^b 26.795	34.55	34.55
Traffic Controlperson	10.00	1.72	.90	^a .91	-	8	13.53	^b 18.53	23.53	23.53

^a Rate applies to first year of employment only; \$1.28 per hour worked for employment over one year but less than 5 years; \$1.71 per hour worked for over 5 years but less than 10 years; \$2.08 per hour worked for 10 years or more. The overtime computations should be increased by any applicable increase in Vacation/Holiday pay.

^b Rate applies to first 4 overtime hours in any one day and for work in excess of 40 hours in any one designated work week. All other overtime is paid at the double time rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: ASBESTOS REMOVAL WORKER (LABORER)

DETERMINATION: NC-102-67-1-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: November 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate	
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday ^a	Training	Other Payments	Hours	Total Hourly Rate	1-1/2X ^b	Holiday ^c 2X
Asbestos Removal Specialist II	26.71	5.74	5.64	2.64	0.44	0.15	8	41.32	54.675	68.03
Asbestos Removal Specialist I	23.77	5.74	1.71	2.64	0.44	0.15	8	34.45	46.335	58.22
Asbestos Removal Worker	20.66	5.74	1.20	2.64	0.44	0.15	8	30.83	41.16	51.49

TERMINATION: NC-102-67-1-2016-1A

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: November 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Lead Removal Worker ^d	30.00	7.84	10.31	2.73	0.46	0.15	8	51.49	66.49	81.49
Lead Removal Worker ^e	29.00	7.84	10.31	2.73	0.46	0.15	8	50.49	64.99	79.49

^a Includes an amount for Supplemental Dues.

^b Rate applies to the first 4 overtime hours in any workday or 40 hours in a workweek, and for the first 8 hours worked on the 7th consecutive day of work in a workweek.

^c Rate applies to Holidays and to all hours worked in excess of 12 hours in any workday and for all hours worked in excess of 8 hours on the 7th consecutive day of work in a workweek.

^d Rate applies to all localities within Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo and Santa Clara Counties.

^e Rate applies to all localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba Counties.

(Recognized Holidays and Subsistence Payment footnotes listed on page 52C)

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NOTE: Asbestos Removal Workers must be trained and the work conducted according to the Code of Federal Regulations 29 CFR 1926.58, the California Labor Code 6501.5 and the California Code of Regulations, Title 8, Section 5208. Contractors must be certified by the Contractors' State License Board and registered with the Division of Occupational Safety and Health (DOSH). For further information, contact the Asbestos Contractors Abatement Registration Unit, DOSH at (510) 286-7362.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # CEMENT MASON

DETERMINATION: NC-23-203-1-2016-2

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

CLASSIFICATION (JOURNEYPERSON)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours ^b	Total Hourly Rate	Daily 1 1/2X	Saturday ^c 1 1/2X	Sunday and Holiday
Cement Mason	\$32.15	8.28	10.55	5.59 ^a	0.54	0.10	8	57.21	73.285	73.285 ^d	89.36
Mastic Magnesite Gypsum, Epoxy, Polyester, Resin and all composition masons, swing or slip form scaffolds	\$33.15	8.28	10.55	5.59 ^b	0.54	0.10	8	58.21	74.785	74.785 ^d	91.36

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes an amount for supplemental dues.

^b Where multiple shifts are worked, the day shift shall work eight (8) hours and for such work they shall be paid the regular straight time rate for eight (8) hours; the second (2nd) shift shall work seven and one-half (7 ½) hours, and for such work they shall be paid the regular straight time rate for eight (8) hours; if a third (3rd) shift is worked, they shall work seven (7) hours and for such work they shall be paid eight (8) hours regular straight time pay. No multiple shift shall be started for less than five (5) consecutive days.

^c Saturdays in the same work week may be worked at straight time if a job is shut down during the normal work week due to inclement weather or major mechanical breakdown (limited to curb and gutter machine, concrete pump, and concrete plant).

^d Rate applies to the first 8 hours of work on Saturday. All other hours worked on Saturday are paid at the Sunday/Holiday rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # CEMENT MASON (SPECIAL SINGLE SHIFT)

DETERMINATION: NC-23-203-1A-2016-2

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

CLASSIFICATION (JOURNEYPERSON)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^b 1 1/2X	Sunday and Holiday
Cement Mason	\$35.15	8.28	10.55	5.59 ^a	0.54	0.10	8	60.21	77.785	77.785 ^c	95.36
Mastic Magnesite Gypsum, Epoxy, Polyester, Resin and all composition masons, swing or slip form scaffolds	\$36.15	8.28	10.55	5.59 ^a	0.54	0.10	8	61.21	79.285	79.285 ^c	97.36

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes an amount for supplemental dues.

^b Saturdays in the same work week may be worked at straight time if a job is shut down during the normal work week due to inclement weather or major mechanical breakdown (limited to curb and gutter machine, concrete pump, and concrete plant).

^c Rate applies to the first 8 hours of work on Saturday. All other hours worked on Saturday are paid at the Sunday/Holiday rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER

DETERMINATION: NC-63-3-9-2016-1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba counties.

CLASSIFICATION (JOURNEYPERSON)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare ^a	Pension	Vacation and Holiday	Training	Other Payment	Hours	Total Hourly Rate	Daily ^b 1 1/2X	Saturday ^b 1 1/2X	Sunday/ Holiday 2X
Group 1	\$43.56	13.63	9.44	5.94	0.78	0.19	8	73.54	95.32	95.32	117.10
Group 2	41.56	13.63	9.44	5.94	0.78	0.19	8	71.54	92.32	92.32	113.10
Group 3	35.42	13.63	9.44	5.94	0.78	0.19	8	65.40	83.11	83.11	100.82
Group 4	30.19	13.63	9.44	5.94	0.78	0.19	8	60.17	75.265	72.265	90.36

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Amount shall be paid for all hours worked up to 173 hours per month.

^b Rate applies to the first 4 daily overtime hours, Monday through Friday, and the first 8 hours on Saturday. All other overtime is paid at the Sunday/Holiday overtime rate.

CLASSIFICATIONS:

<u>Group 1</u>	<u>Group 2</u>	<u>Group 3</u>	<u>Group 4</u>
ASNT Level II-III	AWS-CWI	Geotechnical Driller	ACI
DSA Masonry	ICC Certified Structural Inspector	Soils/Asphalt	Drillers Helper
DSA Shotcrete	NICET Level III	Earthwork Grading	ICC Fireproofing
Lead Inspector	Shear Wall/Floor System Inspector	Excavation and Backfill	NICET Level I
NICET Level IV	Building/Construction Inspector	NICET Level II	Proofload Testing
NDT Level Two			Torque Testing
			NACE
			NDT Level One

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER (SECOND SHIFT)

DETERMINATION: NC-63-3-9-2016-1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba counties.

CLASSIFICATION (JOURNEYPERSON)	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health and Welfare ^a	Pension and Holiday	Vacation and Holiday	Training	Other Payment			Daily ^b 1 1/2X	Saturday ^b 1 1/2X	Sunday/ Holiday 2X
Group 1	\$49.01	13.63	9.44	5.94	0.78	0.19	8	78.99	103.495	103.495	128.00
Group 2	46.76	13.63	9.44	5.94	0.78	0.19	8	76.74	100.12	100.12	123.50
Group 3	39.85	13.63	9.44	5.94	0.78	0.19	8	69.83	89.755	89.755	109.68
Group 4	33.96	13.63	9.44	5.94	0.78	0.19	8	63.94	80.92	80.92	97.90

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Amount shall be paid for all hours worked up to 173 hours per month.

^b Rate applies to the first 4 daily overtime hours, Monday through Friday, and the first 8 hours on Saturday. All other overtime is paid at the Sunday/Holiday overtime rate.

CLASSIFICATIONS:

<u>Group 1</u>	<u>Group 2</u>	<u>Group 3</u>	<u>Group 4</u>
ASNT Level II-III	AWS-CWI	Geotechnical Driller	ACI
DSA Masonry	ICC Certified Structural Inspector	Soils/Asphalt	Drillers Helper
DSA Shotcrete	NICET Level III	Earthwork Grading	ICC Fireproofing
Lead Inspector	Shear Wall/Floor System Inspector	Excavation and Backfill	NICET Level I
NICET Level IV	Building/Construction Inspector	NICET Level II	Proofload Testing
NDT Level Two			Torque Testing
			NACE
			NDT Level One

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TEAMSTER (APPLIES ONLY TO WORK ON THE CONSTRUCTION SITE)

DETERMINATION: NC-23-261-1-2015-1

ISSUE DATE: August 22, 2015

EXPIRATION DATE OF DETERMINATION: June 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification ^g (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday	Training Other Payments	Other Payments			Daily 1 1/2X	Saturday ^b 1 1/2X	Sunday/ Holiday 2X
Group 1	\$28.57	\$16.22	\$6.00	\$2.15	\$0.85	^a \$0.58	8	\$54.37	\$68.655	\$68.655	\$82.94
Group 2	28.87	16.22	6.00	2.15	0.85	^a 0.58	8	54.67	69.105	69.105	83.54
Group 3	29.17	16.22	6.00	2.15	0.85	^a 0.58	8	54.97	69.555	69.555	84.14
Group 4	29.52	16.22	6.00	2.15	0.85	^a 0.58	8	55.32	70.08	70.08	84.84
Group 5	29.87	16.22	6.00	2.15	0.85	^a 0.58	8	55.67	70.605	70.605	85.54
Group 6	USE DUMP TRUCK YARDAGE RATE										
Group 7	USE APPROPRIATE RATE FOR THE POWER UNIT OR THE EQUIPMENT UTILIZED										
Group 8 (Trainee) ^c											
	^d Step I – 1 st 1000 Hours										
	^e Step II – 2 nd 1000 Hours										
	^f Step III – 3 rd 1000 Hours										

^a Supplemental Dues and Contract Administration.

^b Saturday in the same work week may be worked at straight-time hourly rate if a job is shut down during the normal work week due to inclement weather or major mechanical breakdown, or lack of materials beyond the control of the Employer.

^c An individual employer may employ one (1) trainee for every four (4) journey level Teamsters actively employed. Individual employers with less than four (4) journey level Teamsters may utilize one (1) trainee; thereafter, one (1) for every four (4) journey level Teamsters.

^d Sixty-five percent (65%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^e Seventy-five percent (75%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^f Eighty-five percent (85%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^g For classifications within each group, see page 56.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

DETERMINATION: NC-23-261-1-2015-1 and NC-23-261-1-2015-1A

CLASSIFICATIONS:

GROUP 1

Dump Trucks under 6 yards
Single Unit Flat Rack (2 axle unit)
Nipper Truck (When Flat Rack Truck is used appropriate Flat Rack shall apply)
Concrete pump truck (When Flat Rack Truck is used appropriate Flat Rack shall apply)
Concrete pump machine
Snow Buggy
Steam Cleaning
Bus or Manhaul Driver
Escort or Pilot Car Driver
Pickup Truck
Teamster Oiler/Greaser/and or Serviceman
Hook Tenders
Team Drivers
Warehouseman
Tool Room Attendant (Refineries)
Fork Lift and Lift Jitneys
Warehouse Clerk/Parts Man
Fuel and/or Grease Truck Driver or Fuelman
Truck Repair Helper
Fuel Island Attendant, or Combination Pit and/or Grease Rack and Fuel Island Attendant

GROUP 2

Dump Trucks 6 yards Under 8 yards
Transit Mixers through 10 yards
Water Trucks Under 7000 gals.
Jetting Trucks Under 7000 gals.
Single Unit flat rack (3 axle unit)
Highbed Heavy Duty Transport
Scissor Truck
Rubber Tired Muck Car (not self-loaded)
Rubber Tired Truck Jumbo
Winch Truck and "A" Frame Drivers
Combination Winch Truck With Hoist
Road Oil Truck or Bootman
Buggymobile
Ross, Hyster and similar Straddle Carrier
Small Rubber Tired Tractor
Truck Dispatcher

GROUP 3

Dump Trucks 8 yards and including 24 yards
Transit Mixers Over 10 yards
Water Trucks 7000 gals and over
Jetting Trucks 7000 gals and over
Vacuum Trucks under 7500 gals
Trucks Towing Tilt Bed or Flat Bed Pull Trailers
Heavy Duty Transport Tiller Man
Tire Repairman

GROUP 3 (continued)

Truck Mounted Self Propelled Street Sweeper with or without Self-Contained Refuse Bin and or Vacuum Unit
Boom Truck - Hydro-Lift or Swedish Type Extension or Retracting Crane
P.B. or Similar Type Self Loading Truck
Combination Bootman and Road Oiler
Dry Distribution Truck (A Bootman when employed on such equipment, shall receive the rate specified for the classification of Road Oil Trucks or Bootman)
Ammonia Nitrate Distributor, Driver and Mixer
Snow Go and/or Plow

GROUP 4

Dump Trucks over 25 yards and under 65 yards
Vacuum Trucks 7500 gals and over.
Truck Repairman
Water Pulls - DW 10s, 20s, 21s and other similar equipment when pulling Aqua/pak or Water Tank Trailers
Helicopter Pilots
Lowbed Heavy Duty Transport (up to and including 7 axles)
DW 10s, 20s, 21s and other similar Cat type, Terra Cobra, LeTourneau Pulls, Tournorocker, Euclid and similar type Equipment when pulling fuel and/or grease tank trailers or other miscellaneous trailers

GROUP 5

Dump Truck 65 yards and over
Holland Hauler
Lowbed Heavy Duty Transport (over 7 axles)

GROUP 6 (Use dump truck yardage rate)

Articulated Dump Truck
Bulk Cement Spreader (w/ or w/o Auger)
Dumpcrete Truck
Skid Truck (Debris Box)
Dry Pre-Batch Concrete Mix Trucks
Dumpster or Similar Type
Slurry Truck

GROUP 7 (Use appropriate Rate for the Power Unit or the Equipment Utilized)

Heater Planer
Asphalt Burner
Scarifier Burner
Fire Guard
Industrial Lift Truck (mechanical tailgate)
Utility and Clean-up Truck
Composite Crewman

GROUP 8

Trainee

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**CRAFT: TEAMSTER (SPECIAL SINGLE SHIFT RATE)
(APPLIES ONLY TO WORK ON THE CONSTRUCTION SITE)**

DETERMINATION: NC-23-261-1-2015-1A

ISSUE DATE: August 22, 2015

EXPIRATION DATE OF DETERMINATION: June 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification ^g (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^b 1 1/2X	Sunday/ Holiday 2X
Group 1	\$30.57	\$16.22	\$6.00	\$2.15	\$0.85	^a \$0.58	8	\$56.37	\$71.655	\$71.655	\$86.94
Group 2	30.87	16.22	6.00	2.15	0.85	^a 0.58	8	56.67	72.105	72.105	87.54
Group 3	31.17	16.22	6.00	2.15	0.85	^a 0.58	8	56.97	72.555	72.555	88.14
Group 4	31.52	16.22	6.00	2.15	0.85	^a 0.58	8	57.32	73.08	73.08	88.84
Group 5	31.87	16.22	6.00	2.15	0.85	^a 0.58	8	57.67	73.605	73.605	89.54
Group 6	USE DUMP TRUCK YARDAGE RATE										
Group 7	USE APPROPRIATE RATE FOR THE POWER UNIT OR THE EQUIPMENT UTILIZED										
Group 8 (Trainee) ^c											
	^d Step I – 1 st 1000 Hours										
	^e Step II – 2 nd 1000 Hours										
	^f Step III – 3 rd 1000 Hours										

^a Supplemental Dues and Contract Administration.

^b Saturday in the same work week may be worked at straight-time hourly rate if a job is shut down during the normal work week due to inclement weather or major mechanical breakdown, or lack of materials beyond the control of the Employer.

^c An individual employer may employ one (1) trainee for every four (4) journey level Teamsters actively employed. Individual employers with less than four (4) journey level Teamsters may utilize one (1) trainee; thereafter, one (1) for every four (4) journey level Teamsters.

^d Sixty-five percent (65%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^e Seventy-five percent (75%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^f Eighty-five percent (85%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^g For classifications within each group, see page 56.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

CRAFT: ## LANDSCAPE MAINTENANCE LABORER

(APPLIES ONLY TO ROUTINE LANDSCAPE MAINTENANCE WORK NOT NEW LANDSCAPE CONSTRUCTION)¹

DETERMINATION: NC-LML-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: March 31, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY:	Employer Payments						Straight -Time	Overtime	
	Basic Hourly Rate	Health and Welfare	Pension	Vacation	Holiday	Training	Hours	Total Hourly Rate	1 1/2x
Alameda.....	10.00	0.43	-	^a 0.14	0.24	-	8	^b 10.81	^b 15.81
Alpine, El Dorado.....	10.00	-	-	0.12	0.14	-	8	10.26	15.26
Amador.....	10.00	-	-	0.14	0.16	-	8	10.30	15.30
Butte, Glenn, and Plumas.....	10.00	-	-	0.16	0.06	-	8	10.22	15.22
Calaveras.....	10.00	0.16	-	^c 0.13	0.05	-	8	^b 10.34	^b 15.34
Colusa and Sutter.....	10.00	-	-	0.10	0.12	-	8	10.22	15.22
Contra Costa.....	10.00	-	-	0.12	0.14	-	8	10.26	15.26
Del Norte and Humboldt.....	10.00	-	-	0.14	0.16	-	8	10.30	15.30
Fresno.....	10.00	-	-	-	0.12	-	8	10.12	15.12
Kings.....	10.00	-	-	0.25	0.07	-	8	10.32	15.32
Lake and Mendocino.....	10.00	-	-	0.11	-	-	8	10.11	15.11
Lassen, Modoc, Shasta, Siskiyou and Trinity	10.00	-	-	^d 0.19	0.19	-	8	^b 10.38	^b 15.38
Madera, Mariposa and Merced....	10.00	-	-	^e 0.25	0.25	-	8	^b 10.50	^b 15.50
Marin.....	10.00	-	-	^f 0.13	0.03	-	8	^b 10.16	^b 15.16
Monterey.....	10.00	-	-	^g 0.14	0.03	-	8	^b 10.17	^b 15.17
Napa.....	10.00	-	-	0.31	0.09	-	8	10.40	15.40
Nevada and Sierra.....	10.00	-	-	0.115	0.115	-	8	10.23	15.23
Placer.....	10.00	-	-	-	0.12	-	8	10.12	15.12
Sacramento.....	10.00	-	-	0.14	0.22	-	8	10.36	15.36
San Benito.....	10.00	-	-	0.16	0.25	-	8	10.41	15.41
San Francisco.....	10.00	-	-	^h 0.11	0.14	-	8	10.25	15.25
San Joaquin.....	10.00	-	-	0.16	0.19	-	8	10.35	15.35
San Mateo.....	10.00	0.37	-	0.12	0.14	-	8	^b 10.26	15.26
Santa Clara.....	10.00	0.43	-	ⁱ 0.12	0.12	-	8	^b 10.61	^b 15.61
Santa Cruz.....	10.00	-	-	^j 0.12	0.14	-	8	^b 10.69	^b 15.69
Solano.....	10.00	0.03	-	^k 0.13	0.17	-	8	^b 10.30	^b 15.30
Sonoma.....	10.00	-	-	^l 0.13	0.18	-	8	^b 10.34	^b 15.34
Stanislaus and Tuolumne.....	10.00	-	-	0.16	-	-	8	10.16	15.16
Tehama.....	10.00	-	-	0.19	-	-	8	10.19	15.19
Tulare.....	10.00	-	-	-	0.07	-	8	10.07	15.07
Yolo.....	10.00	-	-	^m 0.13	0.16	-	8	^b 10.29	^b 15.29
Yuba.....	10.00	0.38	-	ⁿ 0.15	0.19	-	8	^b 10.72	^b 15.72
	10.00	-	-	0.115	0.14	-	8	10.255	15.255
	10.00	-	-	^o 0.13	0.11	-	8	^b 10.24	^b 15.24
	10.00	-	-	0.12	0.19	-	8	10.31	15.31
	10.00	0.69	-	^p 0.12	-	-	8	^b 10.81	^b 15.81
	10.00	-	-	-	0.14	-	8	10.14	15.14
	10.00	-	-	-	0.19	-	8	10.19	15.19
	10.00	-	-	0.14	0.16	-	8	10.30	15.30

Craft is not apprenticeable

NOTE: If there are two rates, the first rate is for routine work, the second rate is for complex work.

DETERMINATION: NC-LML-2016-1

- a. \$0.20 after 3 years of service; \$0.27 after 5 years of service.
- b. Computation is based on first years of employment. This rate should be increased by any applicable vacation increase as stated in other footnotes.
- c. \$0.25 after 7 years of service.
\$0.38 after 3 years of service.
\$0.37 after 5 years of service; \$0.49 after 15 years of service.
- f. \$0.19 after 1 year of service; \$0.25 after 2 years of service.
- g. \$0.22 after 1 year of service; \$0.29 after 2 years of service.
- h. \$0.31 after 5 years of service.
- i. \$0.24 after 5 years of service.
- j. \$0.23 after 2 years of service; \$0.35 after 6 years of service.
- k. \$0.26 after 1 year of service; \$0.39 after 5 years of service.
- l. \$0.27 after 1 year of service; \$0.40 after 5 years of service.
- m. \$0.26 after 7 years of service.
- n. \$0.31 after 3 years of service; \$0.46 after 7 years of service.
- o. \$0.27 after 3 years of service; \$0.40 after 5 years of service.
- p. \$0.23 after 2 years of service.
- q. \$0.23 after 7 years of service.

¹ This determination does not apply to work of a landscape laborer employed on landscape construction (work incidental to construction or post-construction maintenance during the plant installation and establishment period). The following is a description of the landscape work cover under this determination:

ROUTINE – mowing, watering, pruning, trimming, weeding, spraying, occasional planting and replacement of plants and janitorial work incidental to such landscape maintenance.

COMPLEX – servicing of irrigation and sprinkler systems, repairing of equipment use in such landscape maintenance.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TUNNEL/UNDERGROUND (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)

DETERMINATION: NC-23-63-1-2016-2C

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments							Straight-Time		Overtime Hourly Rate				
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments	Hours ^e	Total Hourly Rate	Daily/ Saturday ^d 1 1/2X	Sunday and Holiday 2X				
	Area 1 ^a	Area 2 ^b					Area 1 ^a	Area 2 ^b	Area 1 ^a	Area 2 ^b	Area 1 ^a	Area 2 ^b		
Underground Rate														
Group 1-A	\$41.44	\$43.14	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.87	\$73.57	\$92.59	\$95.14	\$113.31	\$116.71
Group 1	\$38.67	\$40.67	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.10	\$71.10	\$88.44	\$91.44	\$107.77	\$111.77
Group 2	\$37.41	\$39.41	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.84	\$69.84	\$86.55	\$89.55	\$105.25	\$109.25
Group 3	\$36.08	\$38.08	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.51	\$68.51	\$84.55	\$87.55	\$102.59	\$106.59
Group 4	\$34.94	\$36.94	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.37	\$67.37	\$82.84	\$85.84	\$100.31	\$104.31
Group 5	\$33.80	\$35.80	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.23	\$66.23	\$81.13	\$84.13	\$98.03	\$102.03
Shafts Stopes & Raises														
Group 1-A	\$41.24	\$43.24	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.67	\$73.67	\$92.29	\$95.29	\$112.91	\$116.91
Group 1	\$38.77	\$40.77	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$69.20	\$71.20	\$88.59	\$91.59	\$107.97	\$111.97
Group 2	\$37.51	\$39.51	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.94	\$69.94	\$86.70	\$89.70	\$105.45	\$109.45
Group 3	\$36.18	\$38.18	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$66.61	\$68.61	\$84.70	\$87.70	\$102.79	\$106.79
Group 4	\$35.04	\$37.04	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$65.47	\$67.47	\$82.99	\$85.99	\$100.51	\$104.51
Group 5	\$33.90	\$35.90	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$64.33	\$66.33	\$81.28	\$84.28	\$98.23	\$102.23

CLASSIFICATIONS:

GROUP 1-A

Tunnel Bore Machine Operator - 20 feet in diameter or more

GROUP 1

Heading Shield Operator
Heavy Duty Repairman/Welder
Mucking Machine
Raised Bore Operator
Tunnel Mole Bore Operator
Tunnel Boring Machine Operator 10 ft up to 20 ft

GROUP 2

Combination Slusher and Motor Operator
Concrete Pump or Pumpcrete Guns
Power Jumbo Operator

GROUP 3

Drill Doctor
Mine or Shaft Hoist

GROUP 4

Combination Slurry Mixer Cleaner
Grouting Machine Operator
Motorman

GROUP 5

Bit Sharpener
Brakeman
Combination Mixer and Compressor (Gunite)
Compressor Operator
Assistant to Engineer
Pump Operator
Slusher Operator

indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a AREA 1 - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

^b AREA 2 - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^c Includes an amount for supplemental dues.

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

^e When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

NOTE: For Special Single and Second Shift rates, please see page 58A.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**CRAFT: TUNNEL/UNDERGROUND (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)
(SPECIAL SINGLE AND SECOND SHIFT)**

DETERMINATION: NC-23-63-1-2016-2C

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 25, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments							Straight-Time		Overtime Hourly Rate				
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments	Hours	Total	Daily/ Saturday ^d 1 1/2X	Sunday and Holiday 2X				
							Rate	Rate		Area 1 ^a	Area 2 ^b			
Classification Group	Area 1 ^a	Area 2 ^b					Area 1 ^a	Area 2 ^b	Area 1 ^a	Area 2 ^b	Area 1 ^a	Area 2 ^b		
Underground Rate														
Group 1-A	\$45.27	\$47.27	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$75.70	\$77.70	\$98.34	\$101.34	\$120.97	\$124.97
Group 1	\$42.48	\$44.48	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$72.91	\$74.91	\$94.15	\$97.15	\$115.39	\$119.39
Group 2	\$41.07	\$43.07	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.50	\$73.50	\$92.04	\$95.04	\$112.57	\$116.57
Group 3	\$39.59	\$41.59	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.02	\$72.02	\$89.82	\$92.82	\$109.61	\$113.61
Group 4	\$38.29	\$40.29	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.72	\$70.72	\$87.87	\$90.87	\$107.01	\$111.01
Group 5	\$37.02	\$39.02	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.45	\$69.45	\$85.96	\$88.96	\$104.47	\$108.47
Shafts Stopes & Raises														
Group 1-A	\$45.38	\$47.38	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$75.81	\$77.81	\$98.50	\$101.50	\$121.19	\$125.19
Group 1	\$42.59	\$44.59	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$73.02	\$75.02	\$94.32	\$97.32	\$115.61	\$119.61
Group 2	\$41.18	\$43.18	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$71.61	\$73.61	\$92.20	\$95.20	\$112.79	\$116.79
Group 3	\$39.70	\$41.70	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$70.13	\$72.13	\$89.98	\$92.98	\$109.83	\$113.83
Group 4	\$38.40	\$40.40	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$68.83	\$70.83	\$88.03	\$91.03	\$107.23	\$111.23
Group 5	\$37.13	\$39.13	\$13.63	\$10.78	\$4.51	\$0.77	\$0.74	8	\$67.56	\$69.56	\$86.13	\$89.13	\$104.69	\$108.69

CLASSIFICATIONS:

GROUP 1-A

Tunnel Bore Machine Operator - 20 feet in diameter or more

GROUP 2

Combination Slusher and Motor Operator
Concrete Pump or Pumpcrete Guns
Power Jumbo Operator

GROUP 4

Combination Slurry Mixer Cleaner
Grouting Machine Operator
Motorman

GROUP 1

Heading Shield Operator
Heavy Duty Repairman/Welder
Mucking Machine
Raised Bore Operator
Tunnel Mole Bore Operator
Tunnel Boring Machine Operator 10 ft up to 20 ft

GROUP 3

Drill Doctor
Mine or Shaft Hoist

GROUP 5

Bit Sharpener
Brakeman
Combination Mixer and Compressor (Gunite)
Compressor Operator
Assistant to Engineer
Pump Operator
Slusher Operator

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

^b **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^c Includes an amount for supplemental dues.

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TREE MAINTENANCE¹ (LABORER)

DETERMINATION: NC-102-X-21-2016-1

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Locality: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION(s) ^a (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate	
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily 1 1/2X ^b	Sunday/Holiday 2X
Senior Tree Trimmer	\$18.00	\$3.50	\$0.50	\$1.57	-	\$0.01	8	\$23.58	\$32.58	\$41.58
Tree Trimmer	\$16.00	\$3.50	\$0.50	\$1.37	-	\$0.01	8	\$21.38	\$29.38	\$37.38
Groundsperson	\$13.25	\$3.50	\$0.50	\$1.22	-	\$0.01	8	\$18.48	\$25.105	\$31.73

^a There shall be at least one Senior Tree Trimmer on crews of three or more.

^b Monday thru Saturday shall constitute a workweek. Rate applies to first 4 overtime hours Monday thru Saturday, and all time worked in excess of forty (40) hours per workweek. All other time is paid at the Sunday and Holiday double-time rate.

¹ This determination does not apply to the work of a landscape laborer employed on landscape construction (work incidental to construction or post-construction maintenance during the plant installation and establishment period) or to tree trimming work involving line clearance.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the internet at <http://www.dir.ca.gov/oprl/pwd>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the internet at <http://www.dir.ca.gov/oprl/pwd>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Attachment 3

Prevailing Wage Determination

San Francisco – Subtrades

GENERAL PREVAILING WAGE DETERMINATION BY THE DIRECTOR OF INDUSTRIAL RELATIONS
 PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
 FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

LOCALITY: SAN FRANCISCO COUNTY
 DETERMINATION: SFR-2016-2

CRAFT (JOURNEY LEVEL)	ISSUE DATE	EXPIRATION DATE	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME HOURLY RATE		
			BASIC HOURLY RATE	HEALTH AND WELFARE	PENSION	VACATION/HOLIDAY	TRAINING	OTHER PAYMENTS	HOURS	TOTAL HOURLY RATE	DAILY	SATURDAY	SUNDAY AND HOLIDAY
# BRICKLAYER, BLOCKLAYER: BRICKLAYER, BLOCKLAYER, STONEMASON	8/22/2016	04/30/2017**	A 37.890	9.850	14.160	B 3.000	0.800	C 1.300	D 8.0	67.000	E 87.440	E 87.440	107.890
POINTER, CLEANER, CAULKER, WATERPROOFER	8/22/2016	06/30/2017**	A 44.730	9.850	11.320	F -	1.480	0.400	D 8.0	67.780	90.150	G 90.150	112.510
# BRICK TENDER	8/22/2016	04/30/2017**	A 32.180	10.000	10.840	F -	0.450	-	8.0	53.470	H 69.560	H 69.560	85.650
# CARPET, LINOLEUM, SOFT FLOOR LAYER	2/22/2016	12/31/2016**	A 46.820	9.950	12.580	I -	0.630	0.340	8.0	70.320	J 93.730	J 93.730	117.140
FLOOR COVERING HANDLER AFTER 3 YEARS	2/22/2016	12/31/2016**	A 23.390	9.950	6.290	I -	0.050	0.340	8.0	40.020	J 51.710	J 51.710	63.410
FLOOR COVERING HANDLER LESS THAN 3 YEARS	2/22/2016	12/31/2016**	A 18.700	9.950	5.030	I -	0.050	0.340	8.0	34.070	J 43.420	J 43.420	52.770
FLOOR COVERING HANDLER TRAINEE, FIRST 3 MONTHS	2/22/2016	12/31/2016**	A 14.950	9.950	4.020	I -	0.050	0.340	8.0	29.310	J 36.780	J 36.780	44.260
FLOOR COVERING HANDLER TRAINEE, SECOND 3 MONTHS	2/22/2016	12/31/2016**	A 16.830	9.950	4.530	I -	0.050	0.340	8.0	31.700	J 40.110	J 40.110	48.530
# ELECTRICIAN: COMM & SYSTEM INSTALLER	2/22/2016	11/30/2016**	34.820	10.050	K 5.650	-	1.100	L 0.210	8.0	53.040	M 71.060	M 71.060	89.060
COMM & SYSTEM TECH.	2/22/2016	11/30/2016**	39.650	10.050	K 5.650	-	1.100	L 0.210	8.0	58.050	M 78.570	M 78.570	99.090
INSIDE WIREMAN	8/22/2016	05/31/2017**	64.000	13.980	N 13.020	F -	1.085	0.380	O 7.0	94.870	P 128.070	Q 161.260	161.260
CABLE SPLICER	8/22/2016	05/31/2017**	72.000	13.980	N 13.020	F -	1.085	0.380	O 7.0	103.170	P 140.510	Q 177.870	177.870
# FIELD SURVEYOR: R CHIEF OF PARTY	2/22/2016	02/28/2017**	38.750	13.380	S 11.280	T 3.690	0.820	0.160	8.0	68.080	U 87.460	V 87.460	106.830
R INSTRUMENTMAN	2/22/2016	02/28/2017**	35.660	13.380	S 11.280	T 3.690	0.820	0.160	8.0	64.990	U 82.820	V 82.820	100.650
R CHAINMAN/RODMAN	2/22/2016	02/28/2017**	32.780	13.380	S 11.280	T 3.690	0.820	0.160	8.0	62.110	U 78.500	V 78.500	94.890
# GLAZIER	2/22/2016	12/31/2016**	A 44.530	9.950	W 15.390	-	0.550	X 0.380	8.0	70.800	Y 93.070	115.330	115.330
# Z MARBLE FINISHER	8/22/2016	01/31/2017**	AA 31.170	9.850	4.180	I -	0.450	0.590	8.0	46.240	AB 61.830	77.410	77.410
# Z MARBLE MASON	8/22/2016	01/31/2017**	AA 41.770	9.850	15.020	I -	0.800	0.820	8.0	68.260	AB 89.140	110.030	110.030
# PAINTER: BRUSH AND SPRAY	2/22/2016	12/31/2016**	AC 41.370	9.950	S 11.640	I -	0.550	0.380	D 8.0	63.890	84.570	AD 84.570	105.260
INDUSTRIAL PAINTER	2/22/2016	12/31/2016**	AC 41.870	9.950	S 11.640	I -	0.550	0.380	D 8.0	64.390	85.320	AD 85.320	106.260
SANDBLASTER, STEAM CLEANER, WATERBLASTER	2/22/2016	12/31/2016**	AC 41.870	9.950	S 11.640	I -	0.550	0.380	D 8.0	64.390	85.320	AD 85.320	106.260
EXOTIC MATERIALS	2/22/2016	12/31/2016**	AC 42.120	9.950	S 11.640	I -	0.550	0.380	D 8.0	64.640	85.700	AD 85.700	106.760
PAPERHANGER/WALLCOVERING	2/22/2016	12/31/2016**	AC 42.370	9.950	S 11.640	I -	0.550	0.380	D 8.0	64.890	86.070	AD 86.070	107.260
TAPER	8/22/2016	12/31/2016**	AE 43.740	9.950	13.500	I -	0.560	0.540	8.0	68.290	90.160	D 90.160	AD 112.030
AF TAPER CLEAN-UP	8/22/2016	12/31/2016*	AG 17.470	9.950	-	-	-	-	8.0	27.420	36.150	D 36.150	AD 44.890
# PLASTERER	8/22/2016	06/30/2017*	AH 39.520	13.030	11.200	F -	1.140	1.100	D 8.0	65.990	AI 82.860	AI 82.860	99.740
# AJ PLASTER TENDER	8/22/2016	06/30/2017**	AK 33.120	7.840	14.800	F -	0.450	0.450	8.0	56.660	AL 71.510	AL 71.510	86.370
# PLUMBER: PLUMBER, STEAMFITTER, REFRIGERATION FITTER (HVAC)	8/22/2016	06/30/2017*	AM 68.000	16.010	22.830	F -	3.650	AN 3.450	7.0	113.940	AO 147.940	AP 147.940	181.940
PLUMBING SERVICE AND REPAIR AIR CONDITIONING & REFRIGERATION/HVAC - SERVICE WORK	8/22/2016	06/30/2017*	AM 57.800	14.870	20.520	F -	2.100	AN 1.180	8.0	96.470	AQ 125.370	G 125.370	154.270
LANDSCAPE/IRRIGATION PIPEFITTER	8/22/2016	06/30/2017*	A 57.800	14.470	AR 15.990	F -	1.810	1.290	8.0	91.360	120.260	AS 120.260	149.160

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

LOCALITY: SAN FRANCISCO COUNTY
DETERMINATION: SFR-2016-2

CRAFT (JOURNEY LEVEL)	ISSUE DATE	EXPIRATION DATE	EMPLOYER PAYMENTS							STRAIGHT-TIME		OVERTIME HOURLY RATE		
			BASIC HOURLY RATE	HEALTH AND WELFARE	PENSION	VACATION/HOLIDAY	TRAINING	OTHER PAYMENTS	HOURS	TOTAL HOURLY RATE	DAILY	SATURDAY	SUNDAY AND HOLIDAY	
UNDERGROUND/UTILITY PIPEFITTER	8/22/2016	06/30/2017*	A 57.800	14.470	AR 15.990	F -	1.810	1.290	8.0	91.360	120.260	AS 120.260	149.160	
SPRINKLER FITTER (FIRE PROTECTION AND FIRE CONTROL SYSTEMS)	8/22/2016	12/31/2016**	A 59.120	10.020	16.550	F -	1.100	0.400	8.0	87.190	116.750	116.750	146.310	
# ROOFER	8/22/2016	07/31/2017**	33.120	9.390	6.680	3.530	0.850	AT 0.550	8.0	54.120	AU 70.680	AU 70.680	87.240	
BITUMASTIC, ENAMELER, PIPE WRAPPER, COAL TAR PITCH BUILD-UP MASTIC WORKER, KETTLEMAN (2 KETTLES WITHOUT PUMPS)	8/22/2016	07/31/2017**	35.120	9.390	6.680	3.530	0.850	AT 0.550	8.0	56.120	AU 73.680	AU 73.680	91.240	
# SHEET METAL WORKER	8/22/2016	07/02/2017**	AC 54.580	AV 13.200	AW 27.180	F -	1.420	1.510	7.0	97.890	AX 128.210	AX 128.210	158.530	
TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS	8/22/2016	07/02/2017**	AC 48.230	AV 13.200	AW 25.850	F -	1.420	1.510	8.0	90.210	AY 117.010	AY 117.010	143.800	
SERVICE MECHANIC (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS)	8/22/2016	07/02/2017**	AC 37.460	AZ 13.050	AW 14.880	F -	1.320	1.160	8.0	67.870	BA 87.850	BA 87.850	107.830	
SERVICE TECHNICIAN (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS)	8/22/2016	07/02/2017**	AC 33.860	AZ 13.050	AW 9.610	F -	1.320	1.160	8.0	59.000	BA 76.730	BA 76.730	94.460	
AIR CONDITIONING SPECIALIST (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS)	8/22/2016	07/02/2017**	AC 30.100	AZ 13.050	AW 4.430	F -	1.300	1.160	8.0	50.040	AY 65.540	AY 65.540	81.040	
AIR CONDITIONING JOURNEYMAN (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS)	8/22/2016	07/02/2017**	AC 35.050	AV 13.050	AW 9.890	F -	1.300	1.160	8.0	60.450	AY 78.720	AY 78.720	97.000	
METAL DECK & SIDING	8/22/2016	06/30/2017*	AC 35.640	AR 13.980	BB 19.200	F -	BC 0.310	-	8.0	69.130	AY 87.950	AY 87.950	106.770	
# BD TERRA O FINISHER	8/22/2016	06/30/2017**	BE 34.430	9.850	5.420	F -	0.800	0.840	8.0	51.340	AY 66.430	AY 66.430	81.530	
# BD TERRA O WORKER	8/22/2016	06/30/2017**	BE 42.410	9.850	14.970	F -	0.800	1.020	8.0	69.050	AY 87.560	AY 87.560	106.060	
# TILE FINISHER	8/22/2016	09/30/2016**	BF 24.760	8.830	3.490	0.700	0.520	1.460	8.0	39.760	52.140	D 52.140	64.520	
RED CIRCLED FINISHER	8/22/2016	09/30/2016**	BF 30.440	8.830	3.720	1.300	0.520	1.460	8.0	46.270	61.490	D 61.490	76.710	
# TILE SETTER	8/22/2016	09/30/2016**	BF 41.550	8.830	4.720	2.350	0.790	2.100	8.0	60.340	81.110	D 81.110	101.890	
WATER WELL DRILLER	8/22/1998	12/31/1998*	12.700	3.200	0.780	BG 0.630	-	-	8.0	17.310	BH 23.660	BH 23.660	BH 23.660	
PUMP INSTALLER	8/22/1998	12/31/1998*	12.700	3.200	0.780	BG 0.630	-	-	8.0	17.310	BH 23.660	BH 23.660	BH 23.660	
HELPER	8/22/1998	12/31/1998*	10.380	3.200	0.780	BI 0.520	-	-	8.0	14.880	BH 20.070	BH 20.070	BH 20.070	
FOOTNOTES														

LOCALITY: SAN FRANCISCO COUNTY

DETERMINATION: SFR-2016-2

- * EFFECTIVE UNTIL SUPERSEDED BY A NEW DETERMINATION ISSUED BY THE DIRECTOR OF INDUSTRIAL RELATIONS. CONTACT THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774 FOR THE NEW RATES AFTER TEN DAYS AFTER THE EXPIRATION DATE IF NO SUBSEQUENT DETERMINATION IS ISSUED.
- ** THE RATE TO BE PAID FOR WORK PERFORMED AFTER THIS DATE HAS BEEN DETERMINED. IF WORK WILL EXTEND PAST THIS DATE, THE NEW RATE MUST BE PAID AND SHOULD BE INCORPORATED IN CONTRACTS ENTERED INTO NOW. CONTACT THE OFFICE OF THE DIRECTOR - RESEARCH UNIT FOR SPECIFIC RATES AT (415) 703-4774.
- # INDICATES AN APPRENTICEABLE CRAFT. THE CURRENT APPRENTICE WAGE RATES ARE AVAILABLE ON THE INTERNET @ [HTTP://WWW.DIR.CA.GOV/OPRL/PWAPPWAGE/PWAPPWAGESTART.ASP](http://www.dir.ca.gov/oprl/pwappwage/pwappwagestart.asp). TO OBTAIN ANY APPRENTICE WAGE RATES AS OF JULY 1, 2008 AND PRIOR TO SEPTEMBER 27, 2012, PLEASE CONTACT THE DIVISION OF APPRENTICESHIP STANDARDS OR REFER TO THE DIVISION OF APPRENTICESHIP STANDARDS' WEBSITE AT [HTTP://WWW.DIR.CA.GOV/DAS/DAS.HTML](http://www.dir.ca.gov/das/das.html).
- & THE BASIC HOURLY RATE AND EMPLOYER PAYMENTS ARE NOT TAKEN FROM A COLLECTIVE BARGAINING AGREEMENT FOR THIS CRAFT OR CLASSIFICATION.
- A INCLUDES AMOUNT WITHHELD FOR DUES CHECK OFF.
- B VACATION IS FACTORED AT THE APPLICABLE OVERTIME MULTIPLIER
- C INCLUDES AMOUNT FOR INDUSTRY PROMOTION FUND, INTERNATIONAL MASONRY INSTITUTE, LABOR MANAGEMENT COOPERATION COMMITTEE, AND VACATION TRUST FUND.
- D SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORKWEEK DUE TO INCLEMENT WEATHER.
- E RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND THE FIRST 10 HOURS ON SATURDAY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- F INCLUDED IN STRAIGHT-TIME HOURLY RATE.
- G RATE APPLIES TO THE FIRST 10 HOURS WORKED ON SATURDAY. ALL OTHER HOURS ARE PAID AT THE SUNDAY/HOLIDAY RATE.
- H RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND THE FIRST 8 HOURS ON SATURDAY ONLY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE. SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORKWEEK DUE TO INCLEMENT WEATHER.
- I INCLUDED IN BASIC HOURLY RATE.
- J RATE APPLIES TO THE FIRST 4 DAILY OVERTIME HOURS AND THE FIRST 12 HOURS WORKED ON SATURDAY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- K IN ADDITION, AN AMOUNT EQUAL TO 3% OF THE BASIC HOURLY RATE IS ADDED TO THE TOTAL HOURLY RATE AND OVERTIME HOURLY RATES FOR THE NATIONAL EMPLOYEES BENEFIT BOARD.
- L IN ADDITION, AN AMOUNT EQUAL TO 0.5% OF THE BASIC HOURLY RATE, WHICH IS FACTORED AT THE APPLICABLE OVERTIME MULTIPLIER, IS ADDED TO THE TOTAL HOURLY RATE AND OVERTIME HOURLY RATES.
- M RATE APPLIES TO THE FIRST 4 DAILY OVERTIME HOURS AND THE FIRST 8 HOURS WORKED ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE. IN ADDITION, AN AMOUNT EQUAL TO 3% OF THE BASIC HOURLY RATE IS ADDED TO THE TOTAL HOURLY RATE AND OVERTIME HOURLY RATES FOR THE NATIONAL EMPLOYEES BENEFIT BOARD.
- N PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES.
- O 8 HOURS OF WORK IF MULTIPLE SHIFT IS WORKED.
- P RATE APPLIES TO THE FIRST 2 OVERTIME HOURS; ALL OTHER TIME IS PAID AT THE SATURDAY OVERTIME HOURLY RATE.
- Q SEVEN HOURS ON SATURDAY MAY BE WORKED AT THE DAILY OVERTIME RATE PROVIDED NO OVERTIME HOUR IS WORKED DURING THE WEEK.
- R ALL CREWS, WITHOUT CONSIDERATION TO THE NUMBER OF INDIVIDUALS IN THE CREW, SHALL INCLUDE A CHIEF OF PARTY. A CREW CONSISTS OF ONE (1) OR MORE EMPLOYEES PERFORMING FIELD AND CONSTRUCTION SURVEY WORK.
- S INCLUDES AN AMOUNT PER HOUR WORKED FOR ANNUITY TRUST FUND.
- T INCLUDES AN AMOUNT PER HOUR WORKED FOR SUPPLEMENTAL DUES.
- U RATE APPLIES TO THE FIRST 4 DAILY OVERTIME HOURS, MONDAY THROUGH FRIDAY. ALL OTHER OVERTIME IS PAID AT THE SUNDAY/HOLIDAY RATE.
- V RATE APPLIES TO THE FIRST 12 OVERTIME HOURS WORKED. ALL OTHER OVERTIME IS PAID AT THE SUNDAY/HOLIDAY RATE. IN THE EVENT IT IS NOT REASONABLY POSSIBLE TO COMPLETE 40 HOURS OF WORK ON AN 8 HOUR DAY, MONDAY THROUGH FRIDAY, THEN THE BALANCE OF THE 40 HOURS, UP TO 8 HOURS, MAY BE WORKED ON SATURDAY AT THE STRAIGHT-TIME RATE.
- W INCLUDES AN AMOUNT PER HOUR WORKED FOR IUPAT, IARP, AND RETIREE PENSION.
- X INCLUDES AMOUNTS FOR INDUSTRY FUND, WORK PRESERVATION FUND, AND LABOR MANAGEMENT COOPERATION INITIATIVE
- Y RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND FIRST 8 HOURS WORKED ON DESIGNATED DAYS OFF; ALL OTHER TIME IS PAID AT THE SATURDAY, SUNDAY AND HOLIDAY OVERTIME RATE.
- Z EMPLOYEES WORKING ON ANY SUSPENDED PLATFORM/SCAFFOLD SHALL BE PAID AN ADDITIONAL \$20.00 PER DAY ABOVE THE WAGE RATE.
- AA INCLUDES AN AMOUNT FOR DUES CHECK-OFF AND VACATION/HOLIDAY WHICH ARE FACTORED INTO OVERTIME RATES.
- AB RATE APPLIES TO FIRST 2 OVERTIME HOURS MONDAY THROUGH FRIDAY; ALL OTHER OVERTIME IS PAID AT THE DOUBLE TIME RATE.
- AC INCLUDES AMOUNT FOR VAC/HOL AND DUES CHECK OFF.
- AD DESIGNATED DAYS OFF SHALL BE PAID AT THE SATURDAY OVERTIME RATE; PLEASE REFER TO THE HOLIDAY PROVISIONS FOR A LIST OF DESIGNATED DAYS OFF.
- AE INCLUDES AMOUNTS FOR VACATION AND DUES CHECK OFF
- AF PLEASE NOTE THAT THE TAPER CLEAN-UP APPLIES ONLY TO THE TAPER CLASSIFICATION.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

LOCALITY: SAN FRANCISCO COUNTY
DETERMINATION: SFR-2016-2

- AG INCLUDES AN AMOUNT FOR DUES CHECK OFF
- AH INCLUDE AMOUNTS WITHHELD FOR DUES CHECK OFF AND VACATION WHICH IS NOT FACTORED INTO OVERTIME. EMPLOYEES OPERATING AND WORKING BEHIND PLASTER GUNS SHALL RECEIVE AN ADDITIONAL \$5.00 PER DAY ABOVE THE WAGE RATE. EMPLOYEES WORKING ON AN EXTERIOR SUSPENDED SCAFFOLD SHALL BE PAID AN ADDITIONAL \$10.00 PER DAY ABOVE THE WAGE RATE.
- AI RATE APPLIES TO THE FIRST 4 OVERTIME HOURS MONDAY THROUGH FRIDAY AND THE FIRST 8 HOURS WORKED ON SATURDAYS AND DESIGNATED DAYS OFF. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE.
- AJ ALL HOD CARRIERS WORKING ON THE HOSE SHALL RECEIVE \$5.00 PER DAY OVER SCALE.
- AK INCLUDES AN AMOUNT FOR VACATION, DUES CHECK-OFF AND ORGANIZING DUES WHICH ARE NOT FACTORED INTO OVERTIME.
- AL RATE APPLIES TO THE FIRST 4 OVERTIME HOURS MONDAY THROUGH FRIDAY AND THE FIRST 8 HOURS WORKED ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE.
- AM INCLUDES AN AMOUNT FOR VACATION/HOLIDAY.
- AN INCLUDES FUNDS FOR SUB/JURY DUTY, CRAFT, CONTRACT ADMINISTRATION/HIRING HALL, JURISDICTIONAL PROTECTION AND SCHOLARSHIP.
- AO RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND THE FIRST 9 HOURS ON SATURDAY ONLY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- AP THE FIRST 9 HOURS WORKED ON SATURDAY SHALL BE PAID AT TIME AND ONE-HALF.
- AQ RATE APPLIES TO THE FIRST 2 OVERTIME HOURS ONLY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- AR PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES.
- AS RATE APPLIES TO THE FIRST 8 HOURS WORKED; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- AT INCLUDES AMOUNTS FOR LABOR MANAGEMENT AND PROMOTION FUND
- AU RATE APPLIES FOR THE FIRST 4 OVERTIME HOURS MONDAY THROUGH FRIDAY AND THE FIRST 12 HOURS WORKED ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY/HOLIDAY RATE. IN THE EVENT THAT CONDITIONS OVER WHICH THE ROOFING CONTRACTOR HAS NO CONTROL (I.E. ADVERSE WEATHER, PROJECT DELAYS, LOGISTICAL PROBLEMS, GENERAL CONTRACTOR OR BUILDING OWNER REQUIREMENTS, ETC.) PREVENT EMPLOYEES FROM WORKING ON ONE OR MORE DAYS DURING THE REGULAR WORK WEEK, WORK PERFORMED ON SATURDAY MAY BE PAID AT THE STRAIGHT TIME RATES.
- AV INCLUDES SMOHIT AND SHC. EFFECTIVE 1/1/2013, PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES.
- AW INCLUDES AN AMOUNT FOR PENSION WHICH IS FACTORED AT THE APPLICABLE OVERTIME MULTIPLIER. PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES.
- AX RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND THE FIRST 7 HOURS ON SATURDAY ONLY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- AY RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND THE FIRST 8 HOURS ON SATURDAY ONLY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- AZ INCLUDES SHC. EFFECTIVE 1/1/2013, PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES.
- BA RATE APPLIES TO FIRST 4 DAILY OVERTIME HOURS AND THE FIRST 8 HOURS WORKED ON SATURDAY DURING THE EMPLOYEES NORMAL WORKING HOURS. ALL OTHER OVERTIME HOURS SHALL BE PAID AT THE SUNDAY AND HOLIDAY DOUBLE TIME RATE.
- BB INCLUDES AN AMOUNT FOR PENSION FACTORED AT THE OVERTIME MULTIPLIER RATE.
- BC INCLUDES \$0.04 FOR SCHOLAR FUND.
- BD THE RATIO OF TERRAZZO FINISHER HOURS TO TERRAZZO WORKER HOURS SHALL NOT EXCEED TWO (2) TO ONE (1).
- BE INCLUDES AN AMOUNT FOR VACATION/DUES CHECK OFF WHICH IS NOT FACTORED IN THE OVERTIME RATES.
- BF INCLUDES AMOUNT WITHHELD FOR DUES CHECK OFF, WHICH IS FACTORED IN THE OVERTIME RATES. ANY EMPLOYEE WORKING UNDERGROUND SHALL RECEIVE \$1.00 PER HOUR IN ADDITION TO REGULAR WAGES.
- BG RATE APPLIES TO FIRST YEAR OF EMPLOYMENT ONLY; \$0.86 AFTER 2 YEARS OF EMPLOYMENT.
- BH RATE APPLIES TO ALL TIME WORKED IN EXCESS OF 8 HOURS PER DAY OR 40 HOURS PER WEEK AND FOR ALL HOURS ON SUNDAYS AND HOLIDAYS. RATE DOES NOT INCLUDE ANY ADDITIONAL AMOUNT THAT MAY BE REQUIRED FOR VACATION/HOLIDAY PAYMENT.
- BI RATE APPLIES TO FIRST YEAR OF EMPLOYMENT ONLY; \$0.72 AFTER 2 YEARS OF EMPLOYMENT.

RECOGNIZED HOLIDAYS: HOLIDAYS UPON WHICH THE GENERAL PREVAILING HOURLY WAGE RATE FOR HOLIDAY WORK SHALL BE PAID, SHALL BE ALL HOLIDAYS IN THE COLLECTIVE BARGAINING AGREEMENT, APPLICABLE TO THE PARTICULAR CRAFT, CLASSIFICATION, OR TYPE OF WORKER EMPLOYED ON THE PROJECT, WHICH IS ON FILE WITH THE DIRECTOR OF INDUSTRIAL RELATIONS. IF THE PREVAILING RATE IS NOT BASED ON A COLLECTIVELY BARGAINED RATE, THE HOLIDAYS UPON WHICH THE PREVAILING RATE SHALL BE PAID SHALL BE AS PROVIDED IN SECTION 6700 OF THE GOVERNMENT CODE. YOU MAY OBTAIN THE HOLIDAY PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/PWD](http://www.dir.ca.gov/OPRL/PWD). HOLIDAY PROVISIONS FOR CURRENT SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

LOCALITY: SAN FRANCISCO COUNTY
DETERMINATION: SFR-2016-2

CRAFT (JOURNEY LEVEL)	ISSUE DATE	EXPIRATION DATE	INCREASE 1		INCREASE 2		INCREASE 3		INCREASE 4		INCREASE 5		INCREASE 6		INCREASE 7	
			DATE OF NEXT CHANGE	AMOUNT OF INCREASE	DATE OF NEXT CHANGE	AMOUNT OF INCREASE	DATE OF NEXT CHANGE	AMOUNT OF INCREASE	DATE OF NEXT CHANGE	AMOUNT OF INCREASE	DATE OF NEXT CHANGE	AMOUNT OF INCREASE	DATE OF NEXT CHANGE	AMOUNT OF INCREASE	DATE OF NEXT CHANGE	AMOUNT OF INCREASE
BRICKLAYER, BLOCKLAYER: BRICKLAYER, BLOCKLAYER, STONEMASON	8/22/2016	04/30/2017**	5/1/2017	\$1.50 A	5/1/2018	\$1.75 A										
POINTER, CLEANER, CAULKER, WATERPROOFER	8/22/2016	06/30/2017**	7/1/2017	\$1.70 A												
BRICK TENDER	8/22/2016	04/30/2017**	5/1/2017	\$1.20 A	5/1/2018	\$1.40 A										
CARPET, LINOLEUM, SOFT FLOOR LAYER	2/22/2016	12/31/2016**	1/1/2017	\$2.00 A	1/1/2018	\$2.00 A	1/1/2019	\$2.00 A								
FLOOR COVERING HANDLER AFTER 3 YEARS	2/22/2016	12/31/2016**	1/1/2017	\$1.00 A	1/1/2018	\$1.00 A	1/1/2019	\$1.00 A								
FLOOR COVERING HANDLER LESS THAN 3 YEARS	2/22/2016	12/31/2016**	1/1/2017	\$0.80 A	1/1/2018	\$0.80 A	1/1/2019	\$0.80 A								
FLOOR COVERING HANDLER TRAINEE, FIRST 3 MONTHS	2/22/2016	12/31/2016**	1/1/2017	\$0.64 A	1/1/2018	\$0.64 A	1/1/2019	\$0.64 A								
FLOOR COVERING HANDLER TRAINEE, SECOND 3 MONTHS	2/22/2016	12/31/2016**	1/1/2017	\$0.72 A	1/1/2018	\$0.72 A	1/1/2019	\$0.72 A								
ELECTRICIAN: COMM & SYSTEM INSTALLER	2/22/2016	11/30/2016**	12/1/2016	\$2.00 A												
COMM & SYSTEM TECH.	2/22/2016	11/30/2016**	12/1/2016	\$2.00 A												
INSIDE WIREMAN	8/22/2016	05/31/2017**	6/1/2017	\$3.75 A												
CABLE SPLICER	8/22/2016	05/31/2017**	6/1/2017	\$3.75 A												
FIELD SURVEYOR: B CHIEF OF PARTY	2/22/2016	02/28/2017**	3/1/2017	\$2.00 A												
B INSTRUMENTMAN	2/22/2016	02/28/2017**	3/1/2017	\$2.00 A												
B CHAINMAN/RODMAN	2/22/2016	02/28/2017**	3/1/2017	\$2.00 A												
GLASS LAYER	2/22/2016	12/31/2016**	1/1/2017	\$2.00 C	1/1/2018	\$1.75 D										
E MARBLE FINISHER	8/22/2016	01/31/2017**	2/1/2017	\$0.05 A	8/1/2017	\$1.85 A	8/1/2018	\$2.20 A								
E MARBLE MASON	8/22/2016	01/31/2017**	2/1/2017	\$0.40 A	8/1/2017	\$3.00 A	8/1/2018	\$3.25 A								
PAINTER: BRUSH AND SPRAY	2/22/2016	12/31/2016**	1/1/2017	\$1.76 F												
INDUSTRIAL PAINTER	2/22/2016	12/31/2016**	1/1/2017	\$1.76 F												
SANDBLASTER, STEAM CLEANER, WATERBLASTER	2/22/2016	12/31/2016**	1/1/2017	\$1.76 F												
EXOTIC MATERIALS	2/22/2016	12/31/2016**	1/1/2017	\$1.76 F												
PAPERHANGER/WALLCOVERING TAPER	2/22/2016	12/31/2016**	1/1/2017	\$1.76 F												
8/22/2016	12/31/2016**	1/1/2017	\$2.05 G	1/1/2018	\$2.05 G											
H PLASTER TENDER	8/22/2016	06/30/2017**	7/1/2017	\$1.60 A	7/1/2018	\$1.65 A										
PLUMBER: SPRINKLER FITTER (PIPE PROTECTION AND FIRE CONTROL SYSTEMS)	8/22/2016	12/31/2016**	1/1/2017		7/31/2017	\$3.75 A										
ROOFER BITUMASTIC, ENAMELER, PIPE WRAPPER, COAL TAR PITCH BUILD- UP	8/22/2016	07/31/2017**	8/1/2017	\$2.50 A												
MASTIC WORKER, KETTLEMAN (2 KETTLES WITHOUT PUMPS)	8/22/2016	07/31/2017**	8/1/2017	\$2.50 A												
SHEET METAL WORKER	8/22/2016	07/02/2017**	7/3/2017	\$3.50 A												

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

LOCALITY: SAN FRANCISCO COUNTY

DETERMINATION: SFR-2016-2

- A THE PREDETERMINED INCREASE SHOWN IS TO BE ALLOCATED TO WAGES AND/OR EMPLOYER PAYMENTS. PLEASE CONTACT THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774 WHEN THE PREDETERMINED INCREASE BECOMES DUE TO CONFIRM THE DISTRIBUTION. PLEASE ALSO EXAMINE THE IMPORTANT NOTICES TO SEE IF ANY MODIFICATIONS HAVE BEEN ISSUED, AS THERE MAY BE REDUCTIONS TO PREDETERMINED INCREASES.
- B ALL CREWS, WITHOUT CONSIDERATION TO THE NUMBER OF INDIVIDUALS IN THE CREW, SHALL INCLUDE A CHIEF OF PARTY. A CREW CONSISTS OF ONE (1) OR MORE EMPLOYEES PERFORMING FIELD AND CONSTRUCTION SURVEY WORK.
- C \$0.75 TO PENSION AND \$1.25 TO WAGES AND/OR EMPLOYER PAYMENTS.
- D \$0.75 TO PENSION AND \$1.00 TO WAGES AND/OR EMPLOYER PAYMENTS.
- E EMPLOYEES WORKING ON ANY SUSPENDED PLATFORM/SCAFFOLD SHALL BE PAID AN ADDITIONAL \$20.00 PER DAY ABOVE THE WAGE RATE.
- F \$0.01 TO TRAINING, \$1.75 TO WAGES AND/OR FRINGES.
\$0.48 TO PENSION AND \$1.57 TO BE ALLOCATED TO WAGES AND/OR EMPLOYER PAYMENTS. PLEASE CONTACT THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774
- G WHEN THE PREDETERMINED INCREASE BECOMES DUE TO CONFIRM THE DISTRIBUTION. PLEASE ALSO EXAMINE THE IMPORTANT NOTICES TO SEE IF ANY MODIFICATIONS HAVE BEEN ISSUED, AS THERE MAY BE REDUCTIONS TO PREDETERMINED INCREASES.
- H ALL HOD CARRIERS WORKING ON THE HOSE SHALL RECEIVE \$5.00 PER DAY OVER SCALE.
- I \$0.40 DECREASE TO THE BASIC HOURLY RATE TO BE ALLOCATED TO \$0.25 TO HEALTH AND WELFARE AND \$0.15 TO PENSION.
- J THE RATIO OF TERRAZZO FINISHER HOURS TO TERRAZZO WORKER HOURS SHALL NOT EXCEED TWO (2) TO ONE (1).
- K \$0.15 TO HEALTH & WELFARE AND \$0.55 TO PENSION.

SFR-2016-2-INC

Attachment 4

Prevailing Wage Determination

Important Notices from
The State of California
Department of Industrial Relations

**DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR**
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

San Francisco P.O. Box 420603
CA 94142-0603



November 5, 2001

**IMPORTANT NOTICE TO AWARDING BODIES AND
OTHER INTERESTED PARTIES CONCERNING THE NEW
AMENDMENTS TO LABOR CODE SECTION 1720(a)**

The passage of Senate Bill 975 (Chapter 938), effective January 1, 2002, codifies existing Department of Industrial Relations' administrative decisions on appeal and determinations regarding the above referenced statute. This statute, among other things, also expands the definition of "public funds" for purposes of the Prevailing Wage Law and adds "installation" to the definition of construction. Chapter 938 also provides for certain specified exemptions to the new definition of "public funds."

In accordance with SB 975, its terms will be strictly enforced for all public works projects advertised for bids on or after January 1, 2002, except for those projects that that would have been covered under the Department's public works coverage determinations or decisions on appeal made precedential prior January 1, 2002, in which case there is an independent basis for enforcement of projects advertised for bid prior to January 1, 2002.

DEPARTMENT OF INDUSTRIAL RELATIONS
 OFFICE OF THE DIRECTOR
 455 Golden Gate Avenue, 10th Floor
 San Francisco, CA 94102

ADDRESS REPLY TO:

P.O. Box 420603
 San Francisco CA 94142-0603



February 8, 2002

**IMPORTANT NOTICE TO AWARDING BODIES AND OTHER INTERESTED PARTIES
 CONCERNING INSPECTION AND SOILS AND MATERIALS TESTING**

Dear Public Official/Other Interested Party:

This notice provides clarification to many questions from the public regarding the scope of work of the testing and inspection determinations. In addition, it answers many questions from the public regarding work performed by architects and engineers.

Attached please find letters from Operating Engineers Local Union No. 3 dated February 4, 2002, and Operating Engineers Local Union No. 12 dated December 6, 2001, clarifying the scope of work for the following determinations:

**SOUTHERN CALIFORNIA
 BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER, page 10E**

**SAN DIEGO COUNTY
 BUILDING CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER, page 27C**

**NORTHERN CALIFORNIA
 OPERATING ENGINEER (Heavy and Highway Work): Group 6 (Soils and Materials Tester), page 39
 OPERATING ENGINEER (Building Construction): Group 6 (Soils and Materials Tester), page 40A**

Scope of work for each of these classifications has been posted on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. This information may also be requested from the Division of Labor Statistics and Research, Prevailing Wage Unit by calling (415) 703-4774, by faxing a request to (415) 703-4771 or by writing to:

California Department of Industrial Relations
 Division of Labor Statistics and Research
 Prevailing Wage Unit
 P.O. Box 420603
 San Francisco, CA 94142

When referring to questions 7 and 8 in the letters from Operating Engineers Local No. 3 and Local No. 12 respectively, please note that testing and inspection is covered at off-site manufacturing and/or fabrication facilities only if the off-site facility is determined covered under prevailing wage laws. If there are any questions pertaining to this area please contact the Division of Labor Statistics and Research at the above address. Please include all relevant documents including but not limited to the contract, financial documents, plans, specifications, as well as contact information for the Awarding Body.

Please refer to an Important Notice dated December 29, 2000 for additional information pertaining to testing, inspection, and field surveying.

Sincerely,

Chuck Cake
 Chief Deputy Director

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director - Research Unit
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



December 6, 2012

**IMPORTANT NOTICE TO AWARDING BODIES
AND OTHER INTERESTED PARTIES
REGARDING MODIFICATIONS OF THE PREDETERMINED INCREASES
IN THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS**

Dear Public Official/ Other Interested Parties:

The following is the modification of the predetermined increases for the following craft and classifications listed below:

- CRAFT:** Electrician
- CLASSIFICATION(S):** Sound Installer (All Shifts) and Sound Technician (All Shifts)
- LOCALITY:** Kern County
- DETERMINATION:** KER-2012-1 and KER-2012-2

The effective dates for the predetermined wage increases applicable to the classification(s) listed above have been **modified** as follows:

Instead of December 1, 2013, the new effective date is November 25, 2013.

Instead of June 1, 2014, the new effective date is May 26, 2014.

With the exception of the modifications stated above, predetermined increases, wage rates, and other conditions found in the above referenced prevailing wage determinations remain unchanged.



OPERATING ENGINEERS LOCAL UNION No. 3

1620 SOUTH LOOP ROAD, ALAMEDA, CA 94502-7090 • (510) 748-7400 • FAX (510) 748-7401
Jurisdiction: Northern California, Northern Nevada, Utah, Wyoming, South Dakota, Hawaii and Mid-Pacific Islands

February 4, 2002

Ms. Maria Y. Robbins, Deputy Chief
California State Department of Industrial Relations
Division of Labor Statistics and Research
455 Golden Gate Avenue, 8th Floor
San Francisco, CA 94102

RE: Prevailing Wage Determination - Soils and Materials Tester (SMT) On Site

Dear Ms. Robbins:

Please find enclosed the response of Operating Engineers Local Union No. 3 in support of a Prevailing Wage Determination for a Soils and Materials Tester as set forth in the Master Construction Agreement for Northern California.

The data enclosed, we believe, justifies and establishes the Scope of Work Conforming to SB1999 for a Soils and Materials Tester performing on-site work in Northern California.

We respectfully request that a conclusive determination be made that the wage rates and fringe benefit rates applicable to this classification are the prevailing wage for this type of work within the geographical jurisdiction established in the Master Agreement and are consistent with the requirements of SB1999.

Your continuing assistance is appreciated. If there are any further questions, do not hesitate to contact myself or Dean Dye at 510/748-7400.

Sincerely,

Robert E. Clark,
Director/Contracts Department

cc: Don Doser, Local 3 Business Manager
Dean Dye, Director - Testing & Inspection Division
and Technical Engineers Division

RECEIVED
Department of Industrial Relations

FEB 06 2002

Div. of Labor Statistics & Research
Chief's Office

**DEPARTMENT OF INDUSTRIAL RELATIONS
STATE OF CALIFORNIA
CLARIFICATION REQUEST - SOILS & MATERIALS TESTER (SMT)
WITH
OPERATING ENGINEERS LOCAL 3'S RESPONSES**

1. Summarize the intent of the coverage of the SMT classification in your No. CA Master Agreement, which serves as the basis for the prevailing wage determination.

All visual, physical and non-destructive testing that is done at a jobsite, on-site lab, fabrication site (yard), or off-site lab used exclusively for covered work.

2. Define the following and indicate if done by the SMT classification:

- a) Magnetic particle testing -- used for welding, laminations and other steel inspections; done by SMT
- b) Non-destructive inspection -- used for welding, laminations and other steel inspections; done by SMT
- c) Ultrasonic testing -- used for welding, laminations and other steel inspections; done by SMT
- d) Keying -- excavation at the toe of a slope; done by equipment operator
- e) Benching -- process of removing noncompacted or "soft" soil in order to properly place the compacted soil on unyielding materials; done by equipment operator
- f) Scarifying -- process of ripping or otherwise preparing the existing surface; done by equipment operator
- g) "Rolling of slopes" -- process of compacting the slope to the required density (also called "back rolling"); done by equipment operator
- h) One-pointer -- test made to roughly determine the weight and maximum density of the soil being used as fill material; done by SMT
- i) "Correction for rock" -- used during a compaction test to mathematically remove all oversize rock from the equation; done by SMT

3. Does lab work fall within the jurisdiction of the SMT? Does the on/off site location of the lab make a difference?

Lab work done offsite normally does not fall under the Construction Inspectors jurisdiction. If a field lab is set up at the project site in the field, it then falls under the Construction Inspectors jurisdiction.

4. What is the civil engineer's job when working with the SMT? Is the civil engineer covered under the scope of the SMT sections of the collective bargaining agreement (CBA)?

A Civil Engineer generally provides direction, plan interpretation and engineering type decisions. They may be either on- or off-site (depends on the nature of the project). They generally do not do the Construction Inspector type work; but if they do, then it is covered work.

5. The MLA (p.5) lists employees excluded from coverage. Does this imply that engineers and architects, project managers, off-site laboratory workers are excluded?

Engineers, Architects, Project Managers, off-site Lab Workers, as long as they do not perform the Construction Inspector work, would not be covered.

6. Some signatories perform mechanical & electrical inspections. Are these jobs covered under the Operating Engineers Agreement? If so, how is work performed?

We (OE3) consider Mechanical Inspectors to be covered by our CBA, therefore the prevailing wage (at the SMT rate) would be paid. Electrical should be covered work by the electrical craft.

7. Regarding manufacturing sites, if inspectors visit plants, is that inspection of the plant and its processes covered under the Agreement, is that the intent of SB1999?

Steel fab shops, concrete and asphalt batch plants, prestressed yard and fabrication shop, etc. (such as those for piles & girders, gul lam beams) is covered work under the intent of SB1999, including mechanical and electric.

8. Are the following inspectors included in the scope of the agreement: Geotechnical, Concrete, Painting, Steel and Electrical?

Concrete, Steel, Painting and Electrical Inspectors are covered work. Also Inspectors such as Roofing, Mechanical (HVAC), Suspended Ceiling, Plumbing, Geotechnical (unless registered Geologists/Engineer is specifically required by the plans & specs) Masonry, Fireproofing, Gul lam beams, Shotcrete, etc. In essence all inspection as required by the Uniform Building Code (UBC) is considered covered work.

9. Is visual observation inspection covered? For example: Using tape measures...

The Construction/Special Inspector shall observe the work for conformance.....” is part of the UBC requirements. The majority of inspection work is visually by nature. Slump of concrete, length of weld, depth of footings, pile caps, width of footings, pile caps etc. are but a short list of work that a Construction Inspector would use a tape measure for.

10. What is the difference between a Geotechnical Inspector and a Geotechnical Engineer? Are they covered under the Operating Engineer Agreement?

A Geotechnical Engineer normally would be a registered person with a college degree. They may be a Geologist/Engineer in training also. Geotechnical Engineer performs/supervises the analyses, design and documents preparation associated with the geotechnical aspects of the project. They would not normally be covered, unless doing Construction Inspector work.

A Geotechnical Inspector ascertains through inspection and/or testing that the Geotechnical Engineer’s requirements/recommendations are complied with. A Geotechnical Inspector would normally be covered.

11. Is a Project Manager whose duties include weekly meetings, approving, contracts, managing engineers, managing subcontracts and preparing monthly reports be covered under the CBA?

A Project Manager, (who would normally not be doing construction inspection work) would not be covered.

12. Is a Resident Engineer whose duties include logging correspondence amongst contractors and subcontractors, performing soil, concrete, masonry, and HVAC tests, and acting as a liaison between contractors and engineers be covered?

Resident Engineers, normally a professional registered person is not covered unless doing Construction Inspector work (such as performing soils, concrete, masonry & HVAC tests).

13. Is the SMT an apprenticeable classification?

Yes.

14. Is inspection of bridges and piers covered under the SMT classification under Operating Engineers Local #3's agreement?

Yes.

The following, in addition to the above, are also considered covered inspection work: high strength bolting; shearwall & diaphragms; metal connectors, anchors or fasteners for wood construction; piling; drilled piers; caissons; bolts installed in concrete; post tensioning steel; pre-stressed steel. Also includes, but not limited to, underground construction (sewers, gas lines, drainage devices, water lines, backfilling, welding, bedding). SMT rates apply.



INTERNATIONAL UNION OF
OPERATING ENGINEERS

WM. C. WAGGONER
Business Manager
and
General Vice-President

December 6, 2001

RECEIVED
Department of Industrial Relations

DEC 11 2001

Div. of Labor Statistics & Research
Chief's Office

Via Fax & U.S. Postal Service
Maria Y. Robbins, Deputy Chief
State of California Department of Industrial Relations
Division of Labor Statistics & Research
455 Golden Gate Avenue, Eighth Floor
San Francisco, CA 94102

Re: Building Construction Inspector (BCI) and Field Soils and Material Tester (FSMT) Classifications

Dear Ms. Robbins:

Pursuant to your request for clarification contained in your November 20, 2001 correspondence we submit the following:

1. *What is the difference between the Building Construction Inspector (BCI) and the Field Soils and Materials Tester (FSMT) classifications? There appears to be some overlap of duties. Could you summarize the intent of the coverage between Southern California Contractors Association, Inc. and the International Union of Operating Engineers Local No. 12, which serves as the basis for the prevailing wage determination?*

As stated in our June 5, 2001 correspondence to your office, a Building Construction Inspector (BCI) is a licensed inspector who generally works under the direction of a registered civil engineer. The BCI is used when higher stresses are involved, e.g., welding, reinforced concrete, masonry, non-destructive testing and other related disciplines. The term "building inspector" or "construction inspector" has the same meaning as "special inspector." The BCI classification is meant to include inspection of all structures, including but not limited to, residential and commercial buildings, bridges, piers, warehouses, oil/water tanks, docks, refineries, heavy highway construction, underground construction, water works, sewers, water reclamation, flood control, dams, dredge, etc.

A field soils and material tester (FSMT) performs a variety of duties. They include special grading, excavation filling, soils used in construction, concrete sampling, density testing and various types of verification tests.

Occasional overlap of duties may occur between the BCI and FSMT, such as taking concrete specimens in the field, however, one must look at the overall scope of work/duties to determine the proper prevailing wage/rate classification.

2. *How is grading inspection different when performed by a BCI or by a FSMT?*

"Grading inspection is generally the work of a FSMT. The City of Los Angeles certifies/licenses grading inspectors whose duties are similar, but more stringent than those of the FSMT. The grading inspector in the Los Angeles area is covered under the BCI classification/wage rate.

3. *Please define the following and identify which classification performs this work:*

- a) *Magnetic particle testing*
- b) *Nondestructive inspection*
- c) *Ultrasonic testing*
- d) *Keying*
- e) *Benching*
- f) *Scarifying*
- g) *"Rolling of slopes"*
- h) *One-pointer*
- i) *"Correction for rock"*

a) b) c) Magnetic and ultrasonic testing are two different forms of non-destructive testing (NDT). They use mechanical devices to check defects in structures such as welds. The use of magnetic and ultrasonic waves in the evaluation process does not cause any damage to the structure, hence, the term non-destructive testing. Other forms of non-destructive testing include radiography (x-rays) and penetrant testing. All of this work is that of the BCI.

d) Keying in is benching into existing material while filling up an adjacent fill, to bind the two areas (materials) together, eliminating the chance of a soft or uncompacted area in between the two materials or areas. A "stair-step" procedure is usually used.

e) Benching is using a piece of equipment (usually a dozer) to cut into existing material while filling up an adjacent fill, to bind the two areas (materials) together. This eliminates the chance of soft or uncompacted area in-between the two materials or areas. A "stair-step" procedure is usually used.

f) Scarifying is a procedure performed by equipment that rips up existing material approximately one foot deep, then processing that material by watering and mixing it.

g) Rolling of Slopes is a compaction technique used on the slopes of a new fill area. The time required for compaction on the slope of a fill is the same as the required compaction on the top of the fill.

h) A One-Pointer is one test made on the soil by a field soils and material tester (or FSMT).

i) Correction for Rock is a calculation made for oversized rock in soil, done by a field soils and material tester (FSMT).

Items a, b and c are performed by the BCI. Items d, e, f, g, h and i are performed by the FSMT.

To perform items a, b, and c, the individual would have to obtain certification as required by the agency. If certified, for example, in "Ultrasonic Testing," one could perform FSMT work and then move to BCI work if certified to do so.

4. *Does lab work fall within the jurisdiction of the BCI? Does the on/off site location of the lab make a difference?*

No, lab work is not covered. If a lab is located on-site and the individual stays "inside" the lab, there is no coverage. However, if the individual goes on-site and performs "field work," then he or she is covered for all hours worked.

5. *What is the civil engineer's job when working with the BCI or FSMT? Is the civil engineer covered under the scope of the BCI or FSMT sections of the collective bargaining agreement (CBA)?*

The civil engineer usually acts in a supervisory role, directing the BCI or FSMT activities. The civil engineer work would not be covered unless he or she performs "field work."

6. *The Master Labor Agreement (page 5) lists employees excluded from coverage. Does this imply that engineers, architects, project managers and off-site laboratory workers are excluded?*

Yes.

7. *Some signatories perform mechanical & electrical inspections. Are these jobs covered under the Operating Engineers agreement? If so, how is work performed?*

Not covered.

8. *When inspectors visit manufacturing sites, is the inspection of the plant and its processes covered under the agreement? Is that the intent of SB 1999?*

Yes, pursuant to the agreement. The intent of SB1999 was to further define coverage in the public work arena.

9. *Are the following inspectors included in the scope of the agreement: Geotechnical, Concrete, Painting, Steel and Electrical?*

Geotechnical, yes. Concrete, yes. Painting, no. Steel, yes. Electrical, no.

10. *Is visual observation inspection (e.g., using tape measures) covered?*

Yes. Visual inspection is a component of the Inspector's duties.

11. *What is the difference between a Geotechnical Inspector and a Geotechnical Engineer? Are they covered under the Operating Engineer agreement?*

A Geotechnical Inspector is "on-site" performing the "field work" and is covered. The

Geotechnical Engineer is usually "in-house," a supervisory position, "off-site."

12. *Is a project manager whose duties include weekly meetings, approving contracts, managing engineers, managing subcontracts and preparing monthly reports covered under the CBA?*

No.

13. *Is a resident engineer whose duties include logging correspondence amongst contractors and subcontractors, performing soil, concrete, masonry and HVAC tests, and acting as a liaison between contractors and engineers covered?*

When a Resident Engineer logs correspondence among contractors and subcontractors, the work is not covered. When the Resident Engineer acts as a liaison between contractors and engineers, the work is not covered. When performing soil, concrete or masonry tests, the work is covered. HVAC tests are not covered.

14. *Is the BCI an apprenticeable classification?*

Yes.

15. *Is the FSMT an apprenticeable classification?*

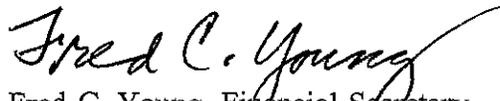
Yes.

16. *Is inspection of bridges and piers covered under the BCI and/or FSMT classifications under your agreement?*

Yes. Please see the coverage language in the CBA. Both classifications are covered pertaining to bridge work.

We hope the information provided herein is beneficial to you. Please call this office if you should have any questions.

Sincerely,



Fred C. Young, Financial Secretary
I. U. O. E., Local Union No. 12

FCY:smc

cc: David Lanham, Contract Compliance

DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

P.O. Box 420603
San Francisco CA 94142-0603



December 29, 2000

**IMPORTANT NOTICE TO AWARDING BODIES AND OTHER INTERESTED PARTIES
CONCERNING INSPECTION, FIELD SURVEYING AND SOILS TESTING**

The passage of Senate Bill 1999 (Chapter 881), effective January 1, 2001, codifies existing Department of Industrial Relations administrative decisions, determinations and regulations concerning the above referenced work. This work when done on or in the execution of a "Public Works" project requires the payment of prevailing wages. In accordance with SB 1999, Inspection and Testing determinations will be strictly enforced for all public works projects advertised for bids on or after January 1, 2001. Field surveying determinations have been and will continue to be enforced for all public works projects.

The classifications that perform this work have been published in the Director's General Prevailing Wage Determinations for over 20 years and can be found on the Basic Trades pages (Building Inspection, Soils Testing) and on the individual county sheets (Field Surveying). For the basic trades, please use the following determinations:

SOUTHERN CALIFORNIA

OPERATING ENGINEER, Group 2 (Soils Field Technician), page 7
BUILDING CONSTRUCTION INSPECTOR (OPERATING ENGINEER), page 10E

SAN DIEGO COUNTY

OPERATING ENGINEER, Group 2 (Soils Field Technician), page 25
BUILDING CONSTRUCTION INSPECTOR (OPERATING ENGINEER), page 10E

NORTHERN CALIFORNIA

OPERATING ENGINEER (Heavy and Highway Work): Group 6 (Soils and Materials Tester), page 39
OPERATING ENGINEER (Building Construction): Group 6 (Soils and Materials Tester), page 40A

Advisory scope of work covered by each of these classifications has been posted on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. This information may also be requested from the Division of Labor Statistics and Research, Prevailing Wage Unit by calling (415) 703-4774, by faxing a request to (415) 703-4771 or by writing to:

California Department of Industrial Relations
Division of Labor Statistics and Research
Prevailing Wage Unit
P.O. Box 420603
San Francisco, CA 94142

In addition, Director's precedential Public Works coverage determinations concerning inspection and testing work will be enforced for all public works projects advertised for bids on or after the dates the precedential decisions were designated as such. For determinations of the applicability of prevailing wage requirements to other work covered by SB 1999, please contact the Division either via fax number or by mailing your request to the address indicated above. Requests of this nature should include all of the relevant documents including, but not limited to, the contract for the work and a detailed description of the work to be performed. Future clarifications regarding the scope and application of Senate Bill 1999, if needed, will be posted on the DLSR website and mailed to those on the Prevailing Wage mailing list.

DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR
San Francisco, CA 94102
455 Golden Gate Avenue, 10th Floor

ADDRESS REPLY TO:

San Francisco P.O. Box 420603
CA 94142-0603



March 4, 2002

**Important Notice to Awarding Bodies and Other Interested Parties
Regarding Shift Differential Pay in the Director's General Prevailing Wage Determinations**

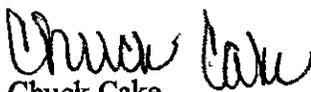
Dear Public Official/Other Interested Parties:

The Director's General Prevailing Wage Determinations includes shift differential pay for various crafts used on public works projects. This notice is to clarify the worker's eligibility to receive the shift differential pay when working on a public works project. Please note that not all crafts have shift differential pay published in the Director's General Prevailing Wage Determinations.

When a worker is required to work a regular shift, he/she must be paid the applicable craft rate from the Director's General Prevailing Wage Determinations for the construction activity he/she is performing. However, when a worker is required to work a shift outside of normal working hours, he/she must be paid the shift differential pay according to the shift he/she is working. For example, if only one shift is utilized for the day, and the work being performed is during the hours typically considered to be a swing (second) shift or graveyard (third) shift, the worker employed during the hours typically considered to be a swing shift or graveyard shift must be paid the shift differential pay for the shift he/she is working. If multiple shifts are used for the day, the worker working on the second or third shift must be paid according to the shift he/she is working.

Please refer to the contract provisions posted on the Internet at www.dir.ca.gov/DLSR/PWD for the working hours applicable to the craft/classification published in the Director's General Prevailing Wage Determinations, which has a swing shift and/or a graveyard shift.

Sincerely,


Chuck Cake
Chief Deputy Director

DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

San Francisco P.O. Box 420603
CA 94142-0603



March 11, 2003

**IMPORTANT NOTICE
TO AWARDING BODIES AND INTERESTED PARTIES
REGARDING THE
TELEPHONE INSTALLATION WORKER**

Based upon the attached communications dated February 20, 2002, from Bill Quirk of the Communications Workers of America to Chuck Cake, Acting Director of the Department of Industrial Relations, the Office of the Director has determined the following:

Effective March 21, 2003, for all projects advertised for bids as of this date and prospectively which involve voice, data, and video communications work, the scope of work for this determination is clarified to exclude conduit work except in cases involving conduit runs of less than or equal to ten (10) feet within telecommunications rooms/closets.

ID:

FEB 20 '02 17:56 No.004 P.0
Page 1 of 1

Bill Quirk - Conduit issues

From: Bill Quirk
To: ccake
Date: 02/20/2002 5:10 PM
Subject: Conduit issues

>>> Bill Quirk Wednesday, February 20, 2002 3:27:57 PM >>>

Dear Chuck,

I hope the information below will help you.

For C7 licensed contractors with whom CWA holds a collective bargaining agreement in the State of California, I believe the following statement covers 95 % of work performed by our members.

The scope of work that CWA members perform requires the running of conduit from time to time. This conduit work is typically coincidental to Telecommunications work and normally in telecommunications rooms / closets. Usually the conduit run is not longer than 10 feet.

Sincerely,

Bill Quirk
Assistant to Vice President
Communications Workers of America, District 9

DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR
455 Golden Gate Avenue, Tenth Floor
San Francisco, CA 94102
(415) 703-5050



April 13, 2005

RE: Enforcement of Prevailing Wage Obligations for On-Haul and Off-Haul Trucking By Owner-Operators Not Employed by Material Suppliers

Dear Interested Parties:

This notice is in response to the various letters I have received regarding enforcement of prevailing wage obligations for owner-operator truck drivers hauling material and equipment to and from public works sites.

It has been this Department's policy that owner-operators, including owner-operator truckers, performing public work must be paid prevailing wages.¹ It appears, however, and as some of you have acknowledged, the majority of the Department's enforcement of prevailing wage obligations has concerned owner-operators (of any kind) performing work within a public works site.²

In light of the Department's enforcement experience and its current consideration of appropriate wage rates for owner-operators performing on-haul and off-haul trucking, enforcement of prevailing wage obligations for such work is stayed pending DLSR's establishment of the appropriate rates, including a formula for applying them to the unique circumstances of owner-operator compensation.³

In addition, the rates established by DLSR for owner-operator truckers performing off-haul and on-haul deemed to be public work will be applicable to all work advertised for bid on or after the date of the rates issued by DLSR.⁴

Sincerely,

/s/John M. Rea
Acting Director

¹ Under *O. G. Sansone Co. v. Department of Transportation* (1976) 55 Cal.App.3d 434, 458, 127 Cal.Rptr. 799, this excludes owner-operators employed by material suppliers.

² Almost all prevailing wage complaints involving owner-operators performing on-haul and off-haul trucking appear to have come in after the request for a determination or after the issuance of the determination.

³ Labor Compliance Programs are required to enforce prevailing wage obligations in a manner consistent with the enforcement policies of DLSE (title 8, California Code of Regulations, section 16434). Thus, Labor Compliance Programs are directed to observe the same stay policy as described herein.

⁴ Consistent with the Department's enforcement policy, if an awarding body does not advertise the public works project for bid, other benchmarks events, including the first written memorialization of the agreement concerning the public works elements of project or the contract governing the award of public funds will be utilized instead. See e.g., Baldwin Park Market Place, City of Baldwin Park, Public Works Case No. 2003-028, October 16, 2003.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Labor Statistics and Research
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

Arnold Schwarzenegger, *Governor*

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



February 22, 2007

**IMPORTANT NOTICE TO AWARDING BODIES
AND OTHER INTERESTED PARTIES
REGARDING THE DETERMINATIONS ISSUED ON FEBRUARY 22, 2007 FOR
METAL ROOFING SYSTEMS INSTALLER (PAGES 2J - 2J-15)**

Dear Public Official/Other Interested Party:

The Division of Labor Statistics and Research (DLSR) found through the Metal Roofing Systems (Commercial Construction) Statewide Wage and Benefits Survey that there is insufficient or no data to establish a mode for metal roofing in **Alpine, Colusa, Del Norte, Glenn, Imperial, Inyo, Kern, Kings, Lake, Mariposa, Merced, Modoc, Mono, Nevada, Plumas, San Benito, San Luis Obispo, Santa Cruz, Sierra, Sutter, Tehama, Trinity, and Tuolumne** counties. The Director of Industrial Relations determined that the minimum acceptable rate for metal roofing in these counties would be one of the four rates which DLSR publishes as prevailing through broad areas of California (i.e. the Carpenter, Iron Worker, Roofer and Sheet Metal Worker rates published in the General Prevailing Wage Determinations).

These will remain the minimum rates unless and until the rate is successfully challenged, in the context of a specific job with payroll evidence that another rate prevails, under Labor Code Section 1773.4 (for a specific project) or should another party submit payroll data showing that there is a single rate prevailing in a broad labor market which includes these counties or for one of these counties, via petition meeting the requirements of under Title 8, California Code of Regulations section 16302. We will require, as the survey did, actual payroll data linked to a project on which a metal roof was installed by the worker paid that rate. Please note that in the successfully challenged county(ies), a wage and benefits survey will be conducted to determine the prevailing wage rate for this type of work.

DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Labor Statistics and Research
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



May 10, 2007

**IMPORTANT NOTICE
TO AWARDING BODIES AND INTERESTED PARTIES
REGARDING OVERTIME ON PUBLIC WORKS**

The Department has received several inquiries regarding whether it would be appropriate to refer to the contract provisions for a craft, classification, or type of worker in cases where the prevailing wage is based on a collective bargaining agreement to determine the overtime requirements for public works.

Contract provisions that allow for employees to work alternative workweek schedules in which they may work more than 8 hours per day without overtime pay do not apply to work performed on public works. The laws and regulations governing prevailing wages require that employees of contractors on public works be paid not less than 1-1/2 times the basic rate of pay for all hours worked in excess of 8 hours per day and 40 hours during any one week. In addition, overtime compensation may be required at a higher rate than 1-1/2 times the basic rate of pay, for less than 40 hours in a standard workweek, or for less than 8 hours in a calendar workday as specified in the prevailing wage determination. Contractors are required to pay overtime pursuant to Labor Code sections 1810-1815 and as indicated in the prevailing wage determination. Therefore, please refer to Labor Code sections 1810-1815 and the prevailing wage determination and not the contract provisions for each particular craft, classification, or type of worker to obtain the applicable requirements for overtime hours and rates of pay.

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102
Tel: (415) 703-5050 Fax: (415) 703-5059/8

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



**IMPORTANT NOTICE TO
AWARDING BODIES AND INTERESTED PARTIES
REGARDING
THE DEPARTMENT'S DECISION TO DISCONTINUE THE USE
OF PRECEDENT DETERMINATIONS**

“As part of the Department of Industrial Relations’ (“DIR”) continuing review of Office of Administrative Law determinations and Governor Schwarzenegger’s Executive Order S-2-03, the Division of Labor Statistics and Research (“DLSR”) will no longer rely on Government Code section 11425.60 and will no longer designate public works coverage determinations as “precedential.” The determinations should be considered advice letters directed to specific individuals or entities about whether a specific project or type of work is public work subject to prevailing wage requirements. DLSR is in the process of redesigning the web page for public works coverage determinations but, in the interim, will leave previously posted determinations on the website as a source of information for the public until the replacement web page is available.

Posted public works coverage determination letters provide an ongoing advisory service only. The letters present the Director of DIR’s interpretation of statutes, regulations and court decisions on public works and prevailing wage coverage issues and provide advice current only as of the date each letter is issued. In attempting to relate this advice to your own matter, care must be taken to ensure that the advice has not been superseded by subsequent legislative or administrative action or court decisions. Where there is an inconsistency between a statute, regulation or court decision and a public works coverage determination letter, statutory, regulatory or case law is controlling.”

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102
Tel: (415) 703-5050 Fax: (415) 703-5059/8

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



**CORRECTION OF THE
IMPORTANT NOTICE TO
AWARDING BODIES AND INTERESTED PARTIES
REGARDING
THE DEPARTMENT'S DECISION TO DISCONTINUE THE USE
OF PRECEDENT DETERMINATIONS**

“As part of the Department of Industrial Relations’ (“DIR”) continuing review of Office of Administrative Law determinations and Governor Schwarzenegger’s Executive Order S-2-03, DIR will no longer rely on Government Code section 11425.60 and will no longer designate public works coverage determinations as “precedential.” The determinations should be considered advice letters directed to specific individuals or entities about whether a specific project or type of work is public work subject to prevailing wage requirements. DLSR is in the process of redesigning the web page for public works coverage determinations but, in the interim, will leave previously posted determinations on the website as a source of information for the public until the replacement web page is available.

Posted public works coverage determination letters provide an ongoing advisory service only. The letters present the Director of DIR’s interpretation of statutes, regulations and court decisions on public works and prevailing wage coverage issues and provide advice current only as of the date each letter is issued. In attempting to relate this advice to your own matter, care must be taken to ensure that the advice has not been superseded by subsequent legislative or administrative action or court decisions. Where there is an inconsistency between a statute, regulation or court decision and a public works coverage determination letter, statutory, regulatory or case law is controlling.”

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July 1, 2008

**IMPORTANT NOTICE TO AWARDING BODIES AND INTERESTED PARTIES
REGARDING THE PREVAILING WAGE
APPRENTICE SCHEDULES/APPRENTICE WAGE RATES**

Effective July 1, 2008, the determination, issuance and publication of the prevailing wage apprentice schedules/apprentice wage rates have been reassigned by the Department of Industrial Relations from the Division of Labor Statistics and Research to the Division of Apprenticeship Standards.

To obtain any apprentice schedules/apprentice wage rates, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

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January 26, 2009

**IMPORTANT NOTICE TO AWARDING BODIES AND INTERESTED PARTIES
REGARDING PREVAILING WAGE DETERMINATIONS
FOR RESIDENTIAL PROJECTS**

The Division of Labor Statistics and Research (DLSR) will no longer issue residential wage rates as special prevailing wage determinations pursuant to the California Code of Regulations Section 16202. Effective January 26, 2009, the DLSR will make available on demand residential prevailing wage determinations for those crafts/classifications which are on file with the DLSR to any interested party upon request. This does not alter the basis for determination, it only improves the availability of these determinations to the regulated public.

As defined under the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. The residential determinations will apply only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general prevailing wage rates found in the Director's General Prevailing Wage Determinations.

To obtain residential determinations, please fax a request to (415) 703-4771 or send to the following address:

Department of Industrial Relations
Division of Labor Statistics and Research
P.O. Box 420603
San Francisco, CA 94142-0603

It is anticipated that residential determinations will be updated semi-annually as are the Director's General Prevailing Wage Determinations. An important notice will go up on DLSR's website when residential determinations are updated. If you are obtaining residential determinations and your project is not immediately advertised for bids, please refer to these important notices to make sure you are using the residential determinations in effect at the time a project is advertised for bids.

If you have any questions, please contact the Division of Labor Statistics and Research at the aforementioned address or call (415) 703-4780 and ask for the Prevailing Wage Analyst of the Week.

DEPARTMENT OF INDUSTRIAL RELATIONS

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February 22, 2009

**IMPORTANT NOTICE TO AWARDING BODIES,
OTHER INTERESTED PARTIES, AND CD RECIPIENTS
REGARDING THE GENERAL PREVAILING WAGE DETERMINATIONS FOR THE
CRAFT OF DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)**

The Department of Industrial Relations ("Department") conducted a wage investigation to determine the prevailing wage rate(s) for the craft of Driver (On/Off-Hauling to/from a Construction Site). Based on the results of this investigation, the Department has issued statewide prevailing wage determinations for the classifications of Dump Truck Driver and Mixer Truck Driver (see pages 2L-1 through 2L-6 and pages 2K-1 through 2K-16, respectively). These determinations will be applicable to public works projects advertised for bids on or after March 4, 2009.

The Department determined that the Dump Truck Driver rates found in the Teamsters Master Labor Agreement for on-site construction also set the prevailing rate for On/Off-Hauling to/from a Construction Site for Marin, Napa, Solano, Sonoma, and Yolo Counties. Based on the results of this investigation, this on-site determination does not apply to any other counties for On/Off-Hauling to/from a Construction Site. To find the applicable rate(s) for the Dump Truck Driver classification in Marin, Napa, Solano, Sonoma, and Yolo Counties, please refer to the prevailing wage determination for the craft of Teamster (Applies only to Work on the Construction Site) found on pages 55, 56, and 56A of the Director's General Prevailing Wage Determinations.

For CD recipients, please note the correction that determination NC-23-261-4-2005-1 for the craft of Driver (On/Off-Hauling to/from a Construction Site), page 59, is no longer applicable to public works projects advertised for bids on or after March 4, 2009. To obtain the current determinations for this craft, please visit our website at <http://www.dir.ca.gov/DLSR/PWD/Statewide.html> on or after March 4, 2009, or contact the Prevailing Wage Unit at (415) 703-4774.

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August 22, 2009

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SOUTHERN CALIFORNIA LABORERS'
GENERAL PREVAILING WAGE DETERMINATION**

The classifications and type of work listed below, as identified in the Laborers 2006-2009 Master Labor Agreement, Memorandum of Agreement by and between Southern California District Council of Laborers and Associated General Contractors of California, Inc., Building Industry Association of Southern California, Inc. and Southern California Contractors Association, were not published or recognized by the Department of Industrial Relations in the **August 22, 2009** issuance of the Southern California Laborers' general determination, **SC-23-102-2-2009-1**. The rates associated with these unrecognized classifications **SHALL NOT** be applied or used on public works projects for the associated type of work.

The Department of Industrial Relations has not recognized the amendments under Article 1 in the Memorandum of Agreement. The following classifications have not been adopted for public works projects:

Group 1

Concrete Curb and Gutter Laborer
Environmental, Remediation, Monitoring Well, Toxic waste, Geotechnical Drill Helper
Expansion Joint Caulking by any method (including preparation and clean-up)
Laborer, Concrete
Traffic Control Pilot Truck, Vehicle Operator in connection with all Laborers' work

Group 2

Grout Man (including forming, pouring, handling, mixing, finishing and cleanup of all types of grout)
Irrigation Laborer

Group 3

Bushing Hammer
Guardrail Erector/Guardrail Builder
Shot Blast Equipment Operator (8 to 48 inches)
Small Skid Steer Loader

Group 4

Concrete Handworking by any method or means
Industrial Pipefitter
Installer of Subsurface Instrumentation, Monitoring Wells, or Points, Remediation Systems Installer

Group 5

Environmental, Remediation, Monitoring Well, Toxic Waste and Geotechnical Driller
Directional Boring Drill Operator/Horizontal Directional Boring Driller

Group 6

Boring System Electronic Tracking Locator/Horizontal Directional Drill Locator

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August 22, 2009

**IMPORTANT NOTICE REGARDING
THE SAN DIEGO LABORERS' (ENGINEERING CONSTRUCTION)
GENERAL PREVAILING WAGE DETERMINATION**

The classifications of work listed below, as identified in the 2007-2011 San Diego Laborers' (Engineering Construction) Master Labor Agreement by and between Associated General Contractors of America San Diego Chapter and Laborers' International Union of North America Local No. 89 were not published or recognized by the Department of Industrial Relations in the **August 22, 2009** issuance of the San Diego Laborers' (Engineering Construction) general determination, **SD-23-102-3-2009-1**. The rates associated with these unrecognized classifications **SHALL NOT** be applied or used on public works projects for the associated type of work.

The following classifications have not been adopted for public works projects:

Group 1

Concrete Curb and Gutter Laborer

Environmental, Remediation, Monitoring Well, Toxic waste, Geotechnical Drill Helper

Expansion Joint Caulking by any method (including preparation and clean-up)

Laborer, Concrete

Group 2

Grout Man (including forming, pouring, handling, mixing, finishing and cleanup of all types of grout)

Irrigation Laborer

Group 3

Bushing Hammer

Guardrail Erector

Shot Blast Equipment Operator (8 to 48 inches)

Group 4

Installer of Subsurface Instrumentation, Monitoring Wells, or Points, Remediation Systems Installer

Group 5

Environmental, Remediation, Monitoring Well, Toxic Waste and Geotechnical Driller

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August 22, 2009

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SOUTHERN CALIFORNIA AND SAN DIEGO
LANDSCAPE/IRRIGATION LABORER/TENDERS'
GENERAL PREVAILING WAGE DETERMINATIONS**

The classifications and types of work listed below, as identified in the Laborers' 2008-2012 Landscape Master Agreement by and between the Southern California District Council of Laborers and Valley Crest Landscape Development, Inc., have not been published or recognized by the Department of Industrial Relations in the August 22, 2009 issuance of the Southern California and San Diego Landscape/Irrigation Laborer/Tenders' general determinations, SC-102-X-14-2009-2 and SD-102-X-14-2009-2. The rates associated with these unrecognized classifications and types of work **SHALL NOT** be applied or used on public works projects for the associated type of work.

The following classifications and types of work have not been adopted for public works

projects: Classifications

- Landscape/Irrigation Equipment Operator
- Landscape/Irrigation Truck Driver

Types of Work

- The operation of horizontal directional drills, including operation of drill and electronic tracking device (locator) and related work.
- Installation and cutting of pavers and paving stones.
- Operation of pilot trucks.
- *The operation of all landscape/irrigation equipment and landscape/irrigation trucks.

* This shall include all of the classifications listed in the prevailing wage determinations for Landscape Operating Engineer (SC-63-12-33-2009-1), Operating Engineers (SC-23-63-2-2009-2 and SD-23-63-3-2009-2), and Teamster (SC-23-261-2-2009-1 and SD-23-261-3-2009-2) in all the Southern California counties, including San Diego County.

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February 22, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SOUTHERN CALIFORNIA IRON WORKERS'
GENERAL PREVAILING WAGE DETERMINATION**

The California Labor Code requires the Director of the Department of Industrial Relations to determine the prevailing rate of per diem wages for all workers employed upon public works projects. The Division of Labor Statistics and Research ("DLSR") undertook an investigation in 2009 to determine the prevailing wage rates for the **installation of solar and photovoltaic systems in Los Angeles, San Diego and Imperial Counties**. The results of the questionnaire have been compiled and based on them the minimum rate of pay for the work in question is performed by **Electricians: Inside Wiremen** for the Los Angeles, San Diego, and Imperial Counties General Prevailing Wage Determinations.

The type of work listed below, as identified in the Iron Workers 2007-2010 Master Labor Agreement, between District Council of Iron Workers of the State of California and vicinity and Iron Worker Employers State of California and a portion of Nevada, were not published or recognized for the **Los Angeles, San Diego, and Imperial Counties** by the Department of Industrial Relations starting with the **August 22, 2009** issuance of the Southern California Iron Workers' general determination, **C-20-X-1-2009-1** and continuing with any subsequent Southern California Iron Workers' general determinations until superseded by the Director. The rates associated with this unrecognized type of work (solar energy systems) **SHALL NOT** be applied or used on public works projects for the associated type of work.

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February 22, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SOUTHERN CALIFORNIA LABORERS'
GENERAL PREVAILING WAGE DETERMINATION**

The California Labor Code requires the Director of the Department of Industrial Relations to determine the prevailing rate of per diem wages for all workers employed upon public works projects. The Division of Labor Statistics and Research ("DLSR") undertook an investigation in 2009 to determine the prevailing wage rates for the **installation of solar and photovoltaic systems in Los Angeles, San Diego and Imperial Counties**. The results of the questionnaire have been compiled and based on them the minimum rate of pay for the work in question is -- **Electricians: Inside Wiremen** for the Los Angeles, San Diego, and Imperial Counties General Prevailing Wage Determinations.

The type of work listed below, as identified in the Laborers 2006-2009 Master Labor Agreement, Memorandum of Agreement by and between Southern California District Council of Laborers and Associated General Contractors of California, Inc., Building Industry Association of Southern California, Inc. and Southern California Contractors Association, were not published or recognized for the **Los Angeles and Imperial Counties** by the Department of Industrial Relations starting with the **August 22, 2009** issuance of the Southern California Laborers' general determination, **SC-23-102-2-2009-1** and continuing with any subsequent Southern California Laborers' general determinations until superseded by the Director. The rates associated with this unrecognized type of work (solar energy installations and appurtenances thereto) **SHALL NOT** be applied or used on public works projects for the associated type of work.

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February 22, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SOUTHERN CALIFORNIA CARPENTERS'
GENERAL PREVAILING WAGE DETERMINATION**

The California Labor Code requires the Director of the Department of Industrial Relations to determine the prevailing rate of per diem wages for all workers employed upon public works projects. The Division of Labor Statistics and Research ("DLSR") undertook an investigation in 2009 to determine the prevailing wage rates for the **installation of solar and photovoltaic systems in Los Angeles, San Diego and Imperial Counties**. The results of the questionnaire have been compiled and based on them the minimum rate of pay for the work in question is performed by **Electricians: Inside Wiremen** for the Los Angeles, San Diego, and Imperial Counties General Prevailing Wage Determinations.

The type of work listed below, as identified in the Carpenters 1998-2011 Master Labor Agreement, between Southern California Conference of Carpenters and Associated General Contractors of California, Inc., Building Industry Association of Southern California, Inc., Southern California Contractors Association and Millwright Employers Association, were not published or recognized for the **Los Angeles and Imperial Counties** by the Department of Industrial Relations starting with the **August 22, 2009** issuance of the Southern California Carpenters' general determination, **SC-23-31-2-2009-1** and continuing with any subsequent Southern California Carpenters' general determinations until superseded by the Director. The rates associated with this unrecognized type of work (solar energy installations and appurtenances thereto) **SHALL NOT** be applied or used on public works projects for the associated type of work.

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February 22, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SOUTHERN CALIFORNIA TEAMSTERS'
GENERAL PREVAILING WAGE DETERMINATION**

The California Labor Code requires the Director of the Department of Industrial Relations to determine the prevailing rate of per diem wages for all workers employed upon public works projects. The Division of Labor Statistics and Research ("DLSR") undertook an investigation in 2009 to determine the prevailing wage rates for the **installation of solar and photovoltaic systems in Los Angeles, San Diego and Imperial Counties**. The results of the questionnaire have been compiled and based on them the minimum rate of pay for the work in question is -- **Electricians: Inside Wiremen** for the Los Angeles, San Diego, and Imperial Counties General Prevailing Wage Determinations.

The type of work listed below, as identified in the Teamsters 2009-2010 Southern California Construction Master Labor Agreement between Southern California General Contractors and Teamsters Joint Council #42 and Teamsters Local Union #87, Affiliated with the International Brotherhood of Teamsters were not published or recognized for **Los Angeles and Imperial Counties** by the Department of Industrial Relations starting with the **August 22, 2009** issuance of the Southern California Teamsters' general determination, **SC-23-261-2-2009-1** and continuing with any subsequent Southern California Teamsters' general determinations until superseded by the Director. The rates associated with this unrecognized type of work (solar energy installations and appurtenances thereto) **SHALL NOT** be applied or used on public works projects for the associated type of work.

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February 22, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SAN DIEGO LABORERS'
GENERAL PREVAILING WAGE DETERMINATION**

The California Labor Code requires the Director of the Department of Industrial Relations to determine the prevailing rate of per diem wages for all workers employed upon public works projects. The Division of Labor Statistics and Research ("DLSR") undertook an investigation in 2009 to determine the prevailing wage rates for the **installation of solar and photovoltaic systems in Los Angeles, San Diego and Imperial Counties**. The results of the questionnaire have been compiled and based on them the minimum rate of pay for the work in question is -- **Electricians: Inside Wiremen** for the Los Angeles, San Diego, and Imperial Counties General Prevailing Wage Determinations.

The type of work listed below, as identified in the 2007-2011 San Diego Laborers' (Engineering Construction) Master Labor Agreement by and between Associated General Contractors of America San Diego Chapter and Laborers' International Union of North America Local No. 89, were not published or recognized for the **San Diego County** by the Department of Industrial Relations starting with the **August 22, 2009** issuance of the San Diego Laborers' (Engineering Construction) general determination, **SD-23-102-3-2009-1** and continuing with any subsequent San Diego Laborers' (Engineering Construction) general determinations until superseded by the Director. The rates associated with this unrecognized type of work (solar energy installations and appurtenances thereto) **SHALL NOT** be applied or used on public works projects for the associated type of work.

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February 22, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SAN DIEGO LABORERS'
GENERAL PREVAILING WAGE DETERMINATION**

The California Labor Code requires the Director of the Department of Industrial Relations to determine the prevailing rate of per diem wages for all workers employed upon public works projects. The Division of Labor Statistics and Research ("DLSR") undertook an investigation in 2009 to determine the prevailing wage rates for the **installation of solar and photovoltaic systems in Los Angeles, San Diego and Imperial Counties**. The results of the questionnaire have been compiled and based on them the minimum rate of pay for the work in question is -- **Electricians: Inside Wiremen** for the Los Angeles, San Diego, and Imperial Counties General Prevailing Wage Determinations.

The type of work listed below, as identified in the 2009-2012 San Diego Laborers' (Building Construction) Master Labor Agreement by and between Associated General Contractors of America San Diego Chapter and Laborers' International Union of North America Local No. 89, were not published or recognized for the **San Diego County** by the Department of Industrial Relations starting with the **August 22, 2009** issuance of the San Diego Laborers' (Building Construction) general determination, **SD-23-102-4-2009-1** and continuing with any subsequent San Diego Laborers' (Building Construction) general determinations until superseded by the Director. The rates associated with this unrecognized type of work (solar energy installations and appurtenances thereto) **SHALL NOT** be applied or used on public works projects for the associated type of work.

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February 22, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SOUTHERN CALIFORNIA PLUMBERS'
GENERAL PREVAILING WAGE DETERMINATION**

The California Labor Code requires the Director of the Department of Industrial Relations to determine the prevailing rate of per diem wages for all workers employed upon public works projects. The Division of Labor Statistics and Research ("DLSR") undertook an investigation in 2009 to determine the prevailing wage rates for the **installation of solar and photovoltaic systems in Los Angeles, San Diego and Imperial Counties**. The results of the questionnaire have been compiled and based on them the minimum rate of pay for the work in question is -- **Electricians: Inside Wiremen** for the LOS-2009-2, SDI-2009-2, and IMP-2009-2 General Prevailing Wage Determinations.

The type of work listed below, as identified in the Plumbers 2006-2011 Master Labor Agreement for the Plumbing and Piping Industry of Southern California, between Southern California Pipe Trades District Council No.16 of the United Association and California Plumbing and Mechanical Contractors Association, were not published or recognized for the **Los Angeles, San Diego, and Imperial Counties** by the Department of Industrial Relations starting with the **August 22, 2009** issuance of the Southern California Plumbers' general determination, **LOS-2009-2, SDI-2009-2 and IMP-2009-2** and continuing with any subsequent Southern California Plumbers' general determinations until superseded by the Director. The rates associated with this unrecognized type of work (solar systems; all solar systems and components thereof) **SHALL NOT** be applied or used on public works projects for the associated type of work.

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February 22, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE LOS ANGELES GLAZIERS'
GENERAL PREVAILING WAGE DETERMINATION**

The California Labor Code requires the Director of the Department of Industrial Relations to determine the prevailing rate of per diem wages for all workers employed upon public works projects. The Division of Labor Statistics and Research ("DLSR") undertook an investigation in 2009 to determine the prevailing wage rates for the **installation of solar and photovoltaic systems in Los Angeles, San Diego and Imperial Counties**. The results of the questionnaire have been compiled and based on them the minimum rate of pay for the work in question is -- **Electricians: Inside Wiremen** for the Los Angeles, San Diego, and Imperial Counties General Prevailing Wage Determinations.

The type of work listed below, as identified in the 2008-2011 Los Angeles Glaziers' Memorandum of Agreement and the 2005-2010 Los Angeles Glaziers Master Labor Agreement by and between Painters and Allied Trades District Council No. 36 and Southern California Glass Management Association, were not published or recognized for the **Los Angeles County** by the Department of Industrial Relations starting with the **August 22, 2009** issuance of the Los Angeles Glaziers' general determinations, **LOS-2009-2** and continuing with any subsequent Los Angeles Glaziers' general determinations until superseded by the Director. The rates associated with this unrecognized type of work (solar heat collectors containing glass or glass substitutes) **SHALL NOT** be applied or used on public works projects for the associated type of work.

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February 22, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SAN DIEGO AND IMPERIAL GLAZIERS'
GENERAL PREVAILING WAGE DETERMINATION**

The California Labor Code requires the Director of the Department of Industrial Relations to determine the prevailing rate of per diem wages for all workers employed upon public works projects. The Division of Labor Statistics and Research ("DLSR") undertook an investigation in 2009 to determine the prevailing wage rates for the **installation of solar and photovoltaic systems in Los Angeles, San Diego and Imperial Counties**. The results of the questionnaire have been compiled and based on them the minimum rate of pay for the work in question is -- **Electricians: Inside Wiremen** for the Los Angeles, San Diego, and Imperial Counties General Prevailing Wage Determinations.

The type of work listed below, as identified in the 2008-2011 San Diego Glaziers' Memorandum of Agreement and the 2005-2010 San Diego Glaziers Master Labor Agreement by and between Painters and Allied Trades District Council No. 36 and Tower Glass, Inc., were not published or recognized for the **San Diego and Imperial Counties** by the Department of Industrial Relations starting with the **August 22, 2009** issuance of the San Diego and Imperial Glaziers' general determinations, **SDI-2009-2 and IMP-2009-2** and continuing with any subsequent San Diego and Imperial Glaziers' general determinations until superseded by the Director. The rates associated with this unrecognized type of work (solar heat collectors containing glass or glass substitutes) **SHALL NOT** be applied or used on public works projects for the associated type of work.

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February 22, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SAN DIEGO AND IMPERIAL SHEET METAL WORKERS'
GENERAL PREVAILING WAGE DETERMINATION**

The California Labor Code requires the Director of the Department of Industrial Relations to determine the prevailing rate of per diem wages for all workers employed upon public works projects. The Division of Labor Statistics and Research ("DLSR") undertook an investigation in 2009 to determine the prevailing wage rates for the **installation of solar and photovoltaic systems in Los Angeles, San Diego and Imperial Counties**. The results of the questionnaire have been compiled and based on them the minimum rate of pay for the work in question is -- **Electricians: Inside Wiremen** for the Los Angeles, San Diego, and Imperial Counties General Prevailing Wage Determinations.

The type of work listed below, as identified in the Sheet Metal Workers Addendum to the Standard Form of Union Agreement A-01-05 by and between Sheet Metal Workers International Association, Local Union 206 and the San Diego Chapter of the Sheet Metal and Air Conditioning Contractors National Association, were not published or recognized for the **San Diego and Imperial Counties** by the Department of Industrial Relations starting with the **August 22, 2009** issuance of the San Diego and Imperial Sheet Metal Workers' general determinations, **SDI-2009-2 and IMP-2009-2** and continuing with any subsequent San Diego and Imperial Sheet Metal Workers' general determinations until superseded by the Director. The rates associated with this unrecognized type of work (solar systems) **SHALL NOT** be applied or used on public works projects for the associated type of work.

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June 15, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR THE RACEWAYS AND CONDUIT
SYSTEM WORK IN SAN FRANCISCO COUNTY**

Dear Public Official/Other Interested Parties:

The San Francisco Superior Court in *Northern California District Council of Laborers v. California Department of Industrial Relations*, Case No. CPF-10-510339, has ordered the Department of Industrial Relations to rescind the "Notice Regarding Advisory Scope of Work for Electrician: Inside Wireman General Prevailing Wage Determination in San Francisco County" and the "Notice Regarding Advisory Scope of Work for the Northern California Laborers' General Prevailing Wage Determination."

These notices have been rescinded and were removed from the Department's website on May 27, 2010.

DEPARTMENT OF INDUSTRIAL RELATIONS
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San Francisco, CA 94142-0603



July 26, 2010

**IMPORTANT NOTICE TO AWARDING BODIES AND OTHER INTERESTED PARTIES
REGARDING A CORRECTION IN THE FEBRUARY 22, 2010
“NOTICE REGARDING ADVISORY SCOPE OF WORK FOR THE SOUTHERN CALIFORNIA
CARPENTERS’ GENERAL PREVAILING WAGE DETERMINATION”**

On February 22, 2010, the Division of Labor Statistics and Research issued the “Notice Regarding Advisory Scope of Work for the Southern California Carpenters’ General Prevailing Wage Determination.”

In reviewing the notice on our website, the carpenters notice contains a typographical error in the last sentence of paragraph 1, “the minimum rate of pay for work in question is performed by Electricians: Inside Wiremen...”

The correct wording should be as follows, “*the minimum rate of pay for the work in question is – Electricians: Inside Wiremen...*”

Attached is the corrected notice.

DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

San Francisco P.O. Box 420603
CA 94142-0603



July 26, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SOUTHERN CALIFORNIA CARPENTERS'
GENERAL PREVAILING WAGE DETERMINATION**

The California Labor Code requires the Director of the Department of Industrial Relations to determine the prevailing rate of per diem wages for all workers employed upon public works projects. The Division of Labor Statistics and Research ("DLSR") undertook an investigation in 2009 to determine the prevailing wage rates for the **installation of solar and photovoltaic systems in Los Angeles, San Diego and Imperial Counties**. The results of the questionnaire have been compiled and based on them the minimum rate of pay for the work in question is -- **Electricians: Inside Wiremen** for the Los Angeles, San Diego, and Imperial Counties General Prevailing Wage Determinations.

The type of work listed below, as identified in the Carpenters 1998-2011 Master Labor Agreement, between Southern California Conference of Carpenters and Associated General Contractors of California, Inc., Building Industry Association of Southern California, Inc., Southern California Contractors Association and Millwright Employers Association, were not published or recognized for the **Los Angeles and Imperial Counties** by the Department of Industrial Relations starting with the **August 22, 2009** issuance of the Southern California Carpenters' general determination, **SC-23-31-2-2009-1** and continuing with any subsequent Southern California Carpenters' general determinations until superseded by the Director. The rates associated with this unrecognized type of work (solar energy installations and appurtenances thereto) **SHALL NOT** be applied or used on public works projects for the associated type of work.

DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

San Francisco P.O. Box 420603
CA 94142-0603



August 22, 2010

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SHEET METAL WORKERS'
GENERAL PREVAILING WAGE DETERMINATIONS**

Please note that the gutters, downspouts, and metal flashing work listed in the Labor Agreement between the Sheet Metal Workers International Association Local 162 and Sheet Metal and Air Conditioning Contractors National Association, were not recognized for the **Alpine, Calaveras, Fresno, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tuolumne Counties** by the Department of Industrial Relations starting with the **August 22, 2010** issuance of the Sheet Metal Workers' general determinations, **ALP-2010-2, CAL-2010-2, FRE-2010-2, KIN-2010-2, MAD-2010-2, MER-2010-2, SJO-2010-2, STA-2010-2, and TUO-2010-2** and continuing with any subsequent Alpine, Calaveras, Fresno, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tuolumne Sheet Metal Workers' general determinations until superseded by the Director. The rates associated with this unrecognized type of work (gutters, downspouts, and metal flashing) **SHALL NOT** be applied or used on public works projects for the associated type of work.

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MAILING ADDRESS:
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March 4, 2011

**NOTICE REGARDING ADVISORY SCOPE OF WORK FOR
THE SOUTHERN CALIFORNIA AND SAN DIEGO
LANDSCAPE/IRRIGATION LABORER/TENDERS'
GENERAL PREVAILING WAGE DETERMINATIONS**

The classifications and types of work listed below, as identified in the Laborers' 2008-2012 Landscape Master Agreement by and between the Southern California District Council of Laborers and Valley Crest Landscape Development, Inc., have not been published or recognized by the Department of Industrial Relations in the **August 22, 2010** issuance of the Southern California and San Diego Landscape/Irrigation Laborer/Tender general determinations, **SC-102-X-14-2010-1 and SD-102-X-14-2010-1** and continuing with any subsequent Southern California (including San Diego) Counties Landscape/Irrigation Laborers/Tender general determinations until superseded by the Director. The rates associated with these unrecognized classifications and types of work **SHALL NOT** be applied or used on public works projects for the associated type of work.

The following classifications and types of work have not been adopted for public works

projects: Classifications

- Landscape/Irrigation Equipment Operator
- Landscape/Irrigation Truck Driver

Types of Work

- The operation of horizontal directional drills, including operation of drill and electronic tracking device (locator) and related work.
- Installation and cutting of pavers and paving stones.
- Operation of pilot trucks.
- *The operation of all landscape/irrigation equipment and landscape/irrigation trucks.

* This shall include all of the classifications listed in the prevailing wage determinations for Landscape Operating Engineer (SC-63-12-33), Operating Engineers (SC-23-63-2 and SD-23-63-3), and Teamster (SC-23-261-2 and SD-23-261-3) in all the Southern California counties, including San Diego County.

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Office of the Director
455 Golden Gate Avenue, 10th Floor
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MAILING ADDRESS:
P. O. Box 420603
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March 4, 2011

**IMPORTANT NOTICE REGARDING
THE SAN DIEGO LABORERS' (ENGINEERING CONSTRUCTION)
GENERAL PREVAILING WAGE DETERMINATION**

The classifications of work listed below, as identified in the 2007-2011 San Diego Laborers' (Engineering Construction) Master Labor Agreement by and between Associated General Contractors of America San Diego Chapter and Laborers' International Union of North America Local No. 89 were not published or recognized by the Department of Industrial Relations in the **August 22, 2010** issuance of the San Diego Laborers' (Engineering Construction) general determination, **SD-23-102-3-2010-1** and continuing with any subsequent San Diego Laborers' (Engineering Construction) general determination until superseded by the Director. The rates associated with these unrecognized classifications **SHALL NOT** be applied or used on public works projects for the associated type of work.

The following classifications have not been adopted for public works projects:

Group 1

Concrete Curb and Gutter Laborer
Environmental, Remediation, Monitoring Well, Toxic waste, Geotechnical Drill Helper
Expansion Joint Caulking by any method (including preparation and clean-up)
Laborer, Concrete

Group 2

Grout Man (including forming, pouring, handling, mixing, finishing and cleanup of all types of grout)
Irrigation Laborer

Group 3

Bushing Hammer
Guardrail Erector
Shot Blast Equipment Operator (8 to 48 inches)

Group 4

Installer of Subsurface Instrumentation, Monitoring Wells, or Points, Remediation Systems Installer

Group 5

Environmental, Remediation, Monitoring Well, Toxic Waste and Geotechnical Driller

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



September 1, 2011

**IMPORTANT NOTICE REGARDING
THE SAN DIEGO TUNNEL WORKER (LABORER-ENGINEERING CONSTRUCTION)
GENERAL PREVAILING WAGE DETERMINATION**

The classifications of work listed below, as identified in the 2011-2012 San Diego Tunnel Master Labor Agreement by and between Associated General Contractors of America San Diego Chapter and Laborers' International Union of North America Local No. 89 were not published or recognized by the Department of Industrial Relations in the **August 22, 2011** issuance of the San Diego Tunnel Worker (Laborer) general determination, **SD-23-102-5-2011-1** and continuing with any subsequent San Diego Tunnel Worker (Laborer-Engineering Construction) general determination until superseded by the Director. The rates associated with these unrecognized classifications **SHALL NOT** be applied or used on public works projects for the associated type of work.

The following classifications have not been adopted for public works projects:

Group I

Batch Plant Laborer

Group III

Tunnel Concrete Finisher

DEPARTMENT OF INDUSTRIAL RELATIONS

Office of the Director - Research Unit
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



September 1, 2012

**IMPORTANT NOTICE TO AWARDING BODIES AND INTERESTED PARTIES
REGARDING THE APPRENTICE PREVAILING WAGE RATES**

Effective September 1, 2012, the determination, issuance and publication of the apprentice prevailing wage rates have been reassigned by the Department of Industrial Relations from the Division of Apprenticeship Standards to the Office of the Director – Research Unit.

The apprentice rates will be posted online on September 17, 2012. Until this time, please use the Division of Apprenticeship Standards apprentice rates at <http://www.dir.ca.gov/DAS/PWAppWage/PWAppWageStart.asp>.

DEPARTMENT OF INDUSTRIAL RELATIONS

Office of the Director
1515 Clay Street, 17th Floor
Oakland, CA 94612
Tel: (415) 703-5050 Fax: (415) 703-5059/8

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



December 24, 2012

**IMPORTANT NOTICE TO AWARDING BODIES AND
OTHER INTERESTED PARTIES CONCERNING A NEW
AMENDMENT TO LABOR CODE SECTION 1720(a)(1)**

The passage of Assembly Bill 1598 (Chapter 810), effective January 1, 2013, modifies the definition of installation to include the assembly and disassembly of freestanding and affixed modular office systems.

Labor Code section 1720, subdivision (a)(1) now includes the following language:

“For purposes of this paragraph, "installation" includes, but is not limited to, the assembly and disassembly of freestanding and affixed modular office systems.”

In accordance with Assembly Bill 1598, its terms will be strictly enforced for all public works projects advertised for bids on or after January 1, 2013.

September 1, 2015

**SUMMARY OF IMPORTANT NOTICES CONCERNING BURGLAR ALARM AND FIRE
ALARM INSTALLATION**

Dear Public Officials/Other Interested Parties:

The Department has issued several important notices between June 27, 2002, and June 29, 2015, specifying the prevailing rate of pay for the installation of burglar and fire alarms. The tables on the following two pages provide a summary of the applicable rates of pay for burglar and fire alarm installation by county as of September 1, 2015. The information in these tables summarizes but **does not** alter the applicable rates of pay issued in the aforementioned important notices.

Please note that minimum rate of pay determinations are issued on a “project-by-project basis.” If you have a public works project in one of the counties listed in the tables that indicates “project-by-project basis,” you may request a minimum rate of pay determination prior to the bid advertisement date of the project by sending a written request to the address below. Each request should include all the relevant documents that would assist the Department in issuing a determination. These documents include but are not limited to the contract, financial documents, plans, specifications, as well as contact information for the Awarding Body.

Please refer to the county determinations to find the rates associated with the craft(s)/classification(s) referenced in the tables. The scope of work for each classification is posted on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. This information may also be requested from the Office of the Director – Research Unit by calling (415) 703-4774, by faxing a request to (415) 703-4771 or by writing to:

California Department of Industrial Relations
Office of the Director – Research Unit
P.O. Box 420603
San Francisco, CA 94142

COUNTY	CRAFT/CLASSIFICATION
Alameda	Project-by-Project Basis
Alpine	Electrician: Inside Wireman
Amador	Electrician: Inside Wireman
Butte	Electrician: Inside Wireman
Calaveras	Project-by-Project Basis
Colusa	Electrician: Inside Wireman
Contra Costa	Electrician: Comm & System Installer
Del Norte	Electrician: Comm & System Installer
El Dorado	Electrician: Inside Wireman
Fresno	Electrician: Comm & System Installer
Glenn	Electrician: Inside Wireman
Humboldt	Electrician: Comm & System Installer
Imperial	Electrician: Sound and Signal Technician
Inyo	Electrician: Comm & System Installer
Kern	Project-by-Project Basis
Kings	Electrician: Comm & System Installer
Lake	Electrician: Comm & System Installer
Lassen	Electrician: Inside Wireman
Los Angeles	Electrician: Comm & System Installer
Madera	Electrician: Comm & System Installer
Marin	Electrician: Comm & System Installer
Mariposa	Electrician: Inside Wireman
Mendocino	Electrician: Comm & System Installer
Merced	Electrician: Inside Wireman
Modoc	Project-by-Project Basis
Mono	Electrician: Comm & System Installer
Monterey	Electrician: Comm & System Installer ^a
Napa	Project-by-Project Basis
Nevada	Electrician: Inside Wireman
Orange	Electrician: Sound Installer
Placer	Electrician: Inside Wireman
Plumas	Electrician: Inside Wireman
Riverside	Project-by-Project Basis
Sacramento	Electrician: Inside Wireman
San Benito	Electrician: Comm & System Installer ^a
San Bernardino	Electrician: Comm & System Installer
San Diego	Electrician: Sound and Signal Technician
San Francisco	Electrician: Comm & System Installer
San Joaquin	Project-by-Project Basis
San Luis Obispo	Electrician: Inside Wireman
San Mateo	Project-by-Project Basis
Santa Barbara	Electrician: Sound Installer
Santa Clara	Electrician: Comm & System Installer
Santa Cruz	Electrician: Comm & System Installer ^a
Shasta	Electrician: Inside Wireman
Sierra	Electrician: Inside Wireman
Siskiyou	Project-by-Project Basis
Solano	Project-by-Project Basis
Sonoma	Electrician: Comm & System Installer
Stanislaus	Electrician: Inside Wireman
Sutter	Electrician: Inside Wireman
Tehama	Electrician: Inside Wireman
Trinity	Electrician: Inside Wireman
Tulare	Electrician: Comm & System Installer
Tuolumne	Electrician: Inside Wireman
Ventura	Electrician: Comm & System Installer
Yolo	Electrician: Inside Wireman
Yuba	Electrician: Inside Wireman

Notes: ^a Installation of conduit, boxes, cables, and devices is performed at the Inside Wireman rate, and the final connection and programming is performed at the Communication and System Installer rate.

Last updated: September 1, 2015

COUNTY	CRAFT/CLASSIFICATION
Alameda	Project-by-Project Basis
Alpine	Electrician: Inside Wireman
Amador	Electrician: Inside Wireman
Butte	Electrician: Inside Wireman
Calaveras	Project-by-Project Basis
Colusa	Electrician: Inside Wireman
Contra Costa	Electrician: Comm & System Installer
Del Norte	Electrician: Inside Wireman
El Dorado	Electrician: Inside Wireman
Fresno	Electrician: Inside Wireman ^a
Glenn	Electrician: Inside Wireman
Humboldt	Electrician: Inside Wireman
Imperial	Electrician: Sound and Signal Technician
Inyo	Electrician: Comm & System Installer
Kern	Electrician: Inside Wireman
Kings	Electrician: Inside Wireman ^a
Lake	Electrician: Inside Wireman
Lassen	Electrician: Inside Wireman
Los Angeles	Electrician: Comm & System Installer ^c
Madera	Electrician: Inside Wireman ^a
Marin	Electrician: Inside Wireman
Mariposa	Electrician: Inside Wireman
Mendocino	Electrician: Inside Wireman
Merced	Electrician: Inside Wireman
Modoc	Project-by-Project Basis
Mono	Electrician: Comm & System Installer
Monterey	Electrician: Inside Wireman ^b
Napa	Project-by-Project Basis
Nevada	Electrician: Inside Wireman
Orange	Electrician: Sound Installer
Placer	Electrician: Inside Wireman
Plumas	Electrician: Inside Wireman
Riverside	Electrician: Inside Wireman
Sacramento	Electrician: Inside Wireman
San Benito	Electrician: Inside Wireman ^b
San Bernardino	Electrician: Comm & System Installer
San Diego	Electrician: Sound and Signal Technician
San Francisco	Electrician: Inside Wireman
San Joaquin	Project-by-Project Basis
San Luis Obispo	Electrician: Inside Wireman
San Mateo	Project-by-Project Basis
Santa Barbara	Electrician: Inside Wireman
Santa Clara	Electrician: Comm & System Installer
Santa Cruz	Electrician: Inside Wireman ^b
Shasta	Electrician: Inside Wireman
Sierra	Electrician: Inside Wireman
Siskiyou	Project-by-Project Basis
Solano	Project-by-Project Basis
Sonoma	Electrician: Inside Wireman
Stanislaus	Electrician: Inside Wireman
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Tulare	Electrician: Inside Wireman ^a
Tuolumne	Electrician: Inside Wireman
Ventura	Electrician: Inside Wireman
Yolo	Electrician: Inside Wireman
Yuba	Electrician: Inside Wireman

- Notes:**
- ^a Conduit installation is performed at the Inside Wireman rate, and the termination, setting of devices, wiring of control panel and system performance checks are performed at the Comm & System Installer rate.
 - ^b Installation of conduit, boxes, cables, and devices is performed at the Inside Wireman rate, and the final connection and programming is performed at the Comm and System Installer rate.
 - ^c The rates for the craft(s)/classification(s) of Electrician: Sound Electrician also apply.

Last updated: September 1, 2015

October 27, 2015

**IMPORTANT NOTICE TO AWARDING BODIES AND OTHER INTERESTED PARTIES
CONCERNING FIRE ALARM INSTALLATION**

Dear Public Official/Other Interested Parties:

Based on a recent investigation conducted by the Department, it has been determined that the minimum rate of pay for fire alarm installation work in **Riverside County** would be that of the craft(s)/classification(s) Electrician/Communication and System Installer.

These changes apply only prospectively to public works projects advertised for bid on or after November 6, 2015.

This notice also updates the table that was issued with the Important Notice dated September 1, 2015 and Important Notice dated June 27, 2002, regarding the applicable rate of pay for work involving the installation of fire alarms. Please note that the minimum rate of pay for all conduit installation associated with fire alarm system installation would be that of the craft/classification of Electrician/Inside Wireman.

Please refer to the county determinations to find the rates for the craft(s)/classification(s) referenced above. The scope of work for each classification is posted on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. This information may also be requested from the Office of the Director – Research Unit by calling (415) 703-4774, by faxing a request to (415) 703-4771 or by writing to:

California Department of Industrial Relations
Office of the Director – Research Unit
P.O. Box 420603
San Francisco, CA 94142

December 22, 2015

**IMPORTANT NOTICE
TO AWARDING BODIES AND INTERESTED PARTIES REGARDING
THE PREVAILING WAGE RATES BELOW THE CALIFORNIA MINIMUM WAGE**

In accordance with Labor Code Sections 1770, 1773, and 1773.1, the Director of the Department of Industrial Relations is responsible for determining the prevailing wage rates for each worker employed on public works projects of more than one thousand dollars (\$1,000).

Effective January 1, 2016, the minimum wage in California will increase to ten dollars (\$10.00) per hour. The Director's prevailing wage determinations shall not be below the California minimum wage. Each employer is required to pay at least the California minimum wage for the basic hourly rate in all cases where the published prevailing wage rate is below the California minimum wage. Any and all employer payments required by these determinations must also be paid.

If the California minimum wage is increased in the future to an amount above that shown in a prevailing wage determination, the basic hourly rate in that determination automatically increases to the new minimum wage.

IMPORTANT NOTICE

RE: Electronic Certified Payroll (eCPR) Reporting On Public Works Projects

Dear Interested Parties:

- This notice is in response to the numerous inquiries DIR has received regarding the difficulty that many contractors and subcontractors are having with the eCPR requirements effective January 1, 2016. See Labor Code § 1771.4(a)(3).

Effective immediately, enforcement of the eCPR requirement is hereby temporarily stayed pending outreach, education and upgrades to the eCPR system that will allow contractors and subcontractors to more easily submit CPRs into DIR's system. DIR is currently exploring an alternative reporting format that will facilitate compliance with the eCPR requirements for contractors and subcontractors that are having difficulty. DIR anticipates that the upgrades should be completed by June 2016.

This notice **only** applies to the obligation to submit CPRs into DIR's eCPR system. Awarding bodies must still ensure that contractors and subcontractors are registered under DIR's contractor registration system and in compliance with all other prevailing wage laws including, but not limited to, Labor Code section 1776 (Reporting of Certified Payroll Records).

This notice also does not affect the ability or obligation of labor compliance personnel, or rights of other interested parties, to request and obtain certified payroll records (hard copies in the absence of electronic records).

September 1, 2016

**SUMMARY OF IMPORTANT NOTICES CONCERNING BURGLAR ALARM AND FIRE
ALARM INSTALLATION**

Dear Public Officials/Other Interested Parties:

The Department has issued several important notices between June 27, 2002, and June 29, 2015, specifying the prevailing rate of pay for the installation of burglar and fire alarms. The tables on the following two pages provide a summary of the applicable rates of pay for burglar and fire alarm installation by county as of September 1, 2016. The information in these tables summarizes but **does not** alter the applicable rates of pay issued in the aforementioned important notices.

Please note that minimum rate of pay determinations are issued on a “project-by-project basis.” If you have a public works project in one of the counties listed in the tables that indicates “project-by-project basis,” you may request a minimum rate of pay determination prior to the bid advertisement date of the project by sending a written request to the address below. Each request should include all the relevant documents that would assist the Department in issuing a determination. These documents include but are not limited to the contract, financial documents, plans, specifications, as well as contact information for the Awarding Body.

Please refer to the county determinations to find the rates associated with the craft(s)/classification(s) referenced in the tables. The scope of work for each classification is posted on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. This information may also be requested from the Office of the Director – Research Unit by calling (415) 703-4774, by faxing a request to (415) 703-4771 or by writing to:

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Notes: ^a Installation of conduit, boxes, cables, and devices is performed at the Inside Wireman rate, and the final connection and programming is performed at the Communication and System Installer rate.

Last updated: September 1, 2016

COUNTY	CRAFT/CLASSIFICATION
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Sutter	Electrician: Inside Wireman
Tehama	Electrician: Inside Wireman
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Tuolumne	Electrician: Inside Wireman
Ventura	Electrician: Inside Wireman
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Notes: ^a Conduit installation is performed at the Inside Wireman rate, and the termination, setting of devices, wiring of control panel and system performance checks are performed at the Comm & System Installer rate.
^b Installation of conduit, boxes, cables, and devices is performed at the Inside Wireman rate, and the final connection and programming is performed at the Comm and System Installer rate.

Last updated: September 1, 2016

DEPARTMENT OF INDUSTRIAL RELATIONS

Office of the Director – Research Unit
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



IMPORTANT NOTICE TO AWARDDING BODIES & ALL INTERESTED PARTIES REGARDING CHANGES TO THE
DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

INTERIM DETERMINATION FOR THE CRAFT OF: # CARPENTER AND RELATED TRADES

DETERMINATION: SC-23-31-2-2016-1

ISSUE DATE: September 6, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday	Training	Other	Hours	Total Hourly Rate	Daily ^b 1 1/2X	Saturday ^b 1 1/2X	Sunday and Holiday
AREA 1											
Carpenter ^{a, b} , Cabinet Installer, Insulation Installer, Hardwood Floor Worker, Acoustical Installer	\$40.40	\$6.85	\$4.66	\$4.95 ^f	\$0.57	\$0.39	8	\$57.82	\$78.02	\$78.02	\$98.22
Pile Driverman ¹ , Derrick Bargeman, Rockslinger, Bridge or Dock Carpenter, Cable Splicer	40.53	6.85	4.66	4.95 ^f	0.57	0.39	8	57.95	78.215	78.215	98.48
Bridge Carpenter ^e	40.53	6.85	4.66	4.95 ^f	0.57	0.39	8	57.95	78.215	78.215	98.48
Shingler ^c	40.53	6.85	4.66	4.95 ^f	0.57	0.39	8	57.95	78.215	78.215	98.48
Saw Filer	40.49	6.85	4.66	4.95 ^f	0.57	0.39	8	57.91	78.155	78.155	98.40
Table Power Saw Operator	40.50	6.85	4.66	4.95 ^f	0.57	0.39	8	57.92	78.17	78.17	98.42
Pneumatic Nailer or Power Stapler	40.65	6.85	4.66	4.95 ^f	0.57	0.39	8	58.07	78.395	78.395	98.72
Roof Loader of Shingles	28.37	6.85	4.66	4.95 ^f	0.57	0.39	8	45.79	59.975	59.975	74.16
Scaffold Builder	31.60	6.85	4.66	4.95 ^f	0.57	0.39	8	49.02	64.82	64.82	80.62
Millwright ^c	40.90	6.85	4.66	4.95 ^f	0.57	0.59	8	58.52	78.97	78.97	99.42
Head Rockslinger	40.63	6.85	4.66	4.95 ^f	0.57	0.39	8	58.05	78.365	78.365	98.68
Rock Bargeman or Scowman	40.43	6.85	4.66	4.95 ^f	0.57	0.39	8	57.85	78.065	78.065	98.28
Diver, Wet (Up To 50 Ft. Depth) ^d	\$89.06	6.85	4.66	4.95 ^f	0.57	0.39	8	106.48	151.01	151.01	195.54
Diver, (Stand-By) ^d	\$44.53	6.85	4.66	4.95 ^f	0.57	0.39	8	61.95	84.215	84.215	106.48
Diver's Tender ^d	43.53	6.85	4.66	4.95 ^f	0.57	0.39	8	60.95	82.715	82.715	104.48
Assistant Tender (Diver's) ^d	40.53	6.85	4.66	4.95 ^f	0.57	0.39	8	57.95	78.215	78.215	98.48
AREA 2											
Carpenter ^{a, b} , Cabinet Installer, Insulation Installer, Hardwood Floor Worker, Acoustical Installer	39.83	6.85	4.66	4.95 ^f	0.57	0.39	8	57.25	77.165	77.165	97.08
Shingler ^c	39.97	6.85	4.66	4.95 ^f	0.57	0.39	8	57.39	77.375	77.375	97.36
Saw Filer	39.83	6.85	4.66	4.95 ^f	0.57	0.39	8	57.25	77.165	77.165	97.08
Table Power Saw Operator	40.93	6.85	4.66	4.95 ^f	0.57	0.39	8	58.35	78.815	78.815	99.28
Pneumatic Nailer or Power Stapler	40.09	6.85	4.66	4.95 ^f	0.57	0.39	8	57.51	77.555	77.555	97.60
Roof Loader of Shingles	27.98	6.85	4.66	4.95 ^f	0.57	0.39	8	45.40	59.39	59.39	73.38

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

a. AREA 1 - Imperial, Los Angeles, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura counties.

AREA 2 - Inyo, Kern, and Mono counties. For Bridge Carpenter, Scaffold Builder, Pile Driverman, Derrick Bargeman, Rockslinger, Bridge or Dock Carpenter, Cable Splicer, Millwright, Head

Rockslinger, Rock Bargeman or Scowman, Diver, Wet (Up to 50 Ft. Depth), Diver (Stand-By), Diver's Tender, and Assistant Tender (Diver's) rates, please see Area 1 as this rate applies to Area 2 as well. Basic Hourly Rates for Area 2 include an additional amount deducted for vacation/holiday.

b. First eight (8) hours worked paid at 1 1/2 times the straight time rate, all hours after that paid at double (2x) the straight time rate. Saturdays in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather, major mechanical breakdown or lack of materials beyond the control of the Employer.

c. When performing welding work requiring certification, classification will receive an additional \$1.00 per hour.

d. Shall receive a minimum of 8 hours pay for any day or part thereof.

e. For specific rates over 50 ft depth, contact the Office of the Director – Research Unit. Rates for Technicians, Manifold Operators, Pressurized Submersible Operators, Remote Control Vehicle Operators, and Remote Operated Vehicle Operators, as well as rates for Pressurized Bell Diving and Saturation Diving are available upon request.

f. Includes an amount for supplemental dues.

g. All overtime worked Mon - Fri shall be paid at 1 1/2 times the straight time rate for the first four (4) hours and double (2x) the straight time for work performed after twelve (12) hours.

h. A Carpenter who performs work of forming in the construction of open cut sewers or storm drains shall receive a premium of thirteen cents (\$0.13) per hour in addition to his Carpenter's scale. This premium shall apply only on an operation in which horizontal lagging is used in conjunction with Steel H-Beams driven or placed in pre-drilled holes, for that portion of a lagged trench against which concrete is poured, namely, as a substitute for back forms, which work is performed by pile drivers.

i. When performing welding work requiring certification, classification will receive an additional \$1.00 per hour. An additional \$0.50 per hour when handling or working with new pressure-treated creosote piling or timber, or driving of used pressure-treated creosote piling.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

**IMPORTANT NOTICE TO AWARDDING BODIES & ALL INTERESTED PARTIES REGARDING CHANGES TO THE
DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS
INTERIM DETERMINATION FOR THE CRAFT OF: CARPENTER**

DETERMINATION: SD-23-31-4-2016-1

ISSUE DATE: September 06, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within San Diego County

CLASSIFICATION (JOURNEYPERSON)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payment	Hours	Total Hourly Rate	Daily ^a 1 1/2X	Saturday ^a 1 1/2X	Sunday & Holiday 2X
ENGINEERING CONSTRUCTION											
Carpenter (Heavy and Highway Work)	\$40.20	6.85	4.66	4.95 ^b	.57	.38	8	57.61	77.71	77.71	97.81
Bridge Carpenter (Highway Work)	40.33	6.85	4.66	4.95 ^b	.57	.38	8	57.74	77.905	77.905	98.07
Millwright	40.70	6.85	4.66	4.95 ^b	.57	.58	8	58.31	78.66	78.66	99.01
Pile Driver ^c	40.33	6.85	4.66	4.95 ^b	.57	.38	8	57.74	77.905	77.905	98.07
Diver, Wet (up to 50ft. depth) ^d	89.06 ^e	6.85	4.66	4.95 ^b	.57	.38	8	106.47	151.00	151.00	195.53
Diver, Standby ^d	44.53 ^e	6.85	4.66	4.95 ^b	.57	.38	8	61.94	84.205	84.205	106.47
Diver's Tender ^d	43.53	6.85	4.66	4.95 ^b	.57	.38	8	60.94	82.705	82.705	104.47
Assistant Tender (Diver's) ^d	40.53	6.85	4.66	4.95 ^b	.57	.38	8	57.94	78.205	78.205	98.47

DETERMINATION: SD-23-31-4-2016-1A

ISSUE DATE: September 06, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within San Diego County

BUILDING CONSTRUCTION

Carpenter	\$35.10	6.85	4.66	4.95 ^b	.57	0.05	8	52.18	69.73 ^f	69.73 ^f	87.28
Light Commercial	28.08	6.85	4.66	4.95 ^b	.57	0.05	8	45.16	59.20 ^f	59.20 ^f	73.24

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Rate only applies to the first 4 daily overtime hours and the first 8 hours on Saturday; all other time is paid at the Sunday/Holiday rate.

Saturday in the same workweek may be worked at straight-time rate for the first 8 hours if the employee was unable to complete the 40 hours during the normal workweek for reasons beyond the control of the Employer, such as inclement weather. In addition, for Building Construction only, reasons can be due to major mechanical breakdown or lack of materials beyond the control of the Employer or because the employee voluntarily chooses to miss a scheduled workday, he may voluntarily work on Saturdays at straight time rate.

^b Includes Supplemental Dues.

^c An additional \$0.50 per hour when handling or working with new pressure-treated creosote piling or timber, or driving of used pressure-treated creosote piling.

^d Shall receive a minimum of 8 hours pay for any day or part thereof.

^e For specific rates over 50 ft. depth, contact the Office of the Director – Research Unit. Rates for Technicians, Manifold Operators, Pressurized Submersible Operators, Remote Control Vehicle Operators, and Remote Operated Vehicle Operators, as well as rates for Pressurized Bell Diving and Saturation Diving are available upon request.

^f Rate only applies to the first 4 daily overtime hours and the first 8 hours on Saturday; all other time is paid at the Sunday/Holiday rate.

Saturday in the same workweek may be worked at straight-time rate for the first 8 hours if the employee was unable to complete the 40 hours during the normal workweek due to inclement weather, major mechanical breakdown or lack of materials beyond the control of the Employer or because the employee voluntarily chooses to miss a scheduled workday, he may voluntarily work on Saturdays at straight time rate.

DESCRIPTION:

Engineering Construction

Refers to construction which requires a Class A license and includes bridges, highways, dams and also power plants and other heavy industrial type projects.

Building Construction

The light commercial wage rate shall not apply to institutional type buildings such as public or private schools, hospitals, libraries, museums, or post offices or other similar structures.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPrcWage/Determination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPrcWage/Determination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director – Research Unit
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



September 12, 2016

**IMPORTANT NOTICE TO AWARDING BODIES AND OTHER INTERESTED PARTIES
REGARDING A CORRECTION TO THE
DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS**

Dear Public Officials/Other Interested Parties:

CRAFT/CLASSIFICATION: Tile Finisher and Tile Layer

DETERMINATIONS: IMP-2016-2, INY-2016-2, KER-2016-2, LOS-2016-2, MON-2016-2, ORA-2016-2,
RIV-2016-2, SBR-2016-2, SDI-2016-2, SLO-2016-2, STB-2016-2 and VEN-2016-2

LOCALITIES: All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside,
San Bernardino, San Diego, San Luis Obispo, Santa Barbara and Ventura Counties

The expiration date of "May 31, 2016*" as currently stated for the above referenced crafts/classifications and determinations is incorrect. The correct expiration date should be "**May 31, 2017***".

With the exception of the correction stated above, all of the wage rates and other conditions found in the above referenced General Prevailing Wage Determinations remain in effect.

September 16, 2016

**IMPORTANT NOTICE TO AWARDING BODIES AND ALL INTERESTED PARTIES
REGARDING A CORRECTION TO
THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS**

Dear Public Official/Other Interested Parties:

CRAFT: Electrician:

CLASSIFICATION: Inside Wireman – All Shifts; Cable Splicer – All Shifts

DETERMINATIONS: SFR-2016-2

LOCALITY: San Francisco County

A footnote for “Other Payments” for the Electrician: Inside Wireman and Electrician: Cable Splicer crafts/classifications was inadvertently omitted from the above-listed determination. The footnote that was inadvertently omitted is as follows:

OTHER PAYMENTS: In addition, an amount equal to .75% of the Basic Hourly Rate for the Administrative Maintenance Fund is added to the Total Hourly Rate and is factored into the Overtime Hourly Rate.

With the exception of the above correction, all of the wage rates and other conditions found in the above referenced prevailing wage determinations remain unchanged.

Attachment 5

Prevailing Wage Determination

Agreement between San Francisco
Maintenance Contractors Association
and Service Employees International
Union, Local No. 87

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SAN FRANCISCO MAINTENANCE CONTRACTORS ASSOCIATION

("Employer")

AND

**SEIU LOCAL #87,
SERVICE EMPLOYEES INTERNATIONAL UNION**

("Union")

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This agreement is made and entered into this 1st day of August, 2012 by and between the San Francisco Maintenance Contractors Association, designated as the "Employer", and SEIU Local 87, Service Employees International Union, hereinafter designated as the "Union". It is understood that "Employer" as used below includes individual employers where appropriate.

SECTION I RECOGNITION

- 1.1 The employer recognizes the Union as the sole collective bargaining agent for all employees under the provisions of this Agreement.

SECTION 2 NO DISCRIMINATION

- 2.1 No employee of job applicant shall be discriminated against by the Employer or by the union because of race, color, creed, age, sex, sexual orientation, national origin, union membership, lawful union activities or for any other reason inconsistent with applicable state or federal law including the laws regarding sexual harassment. There shall be no difference in wages paid janitors because of their sex.
- 2.2 Employee means all persons covered by this Agreement whether male or female and the use of masculine terms or pronouns shall include the feminine.

SECTION 3 UNION MEMBERSHIP, HIRING, CHECK-OFF

- 3.1 The Employer shall, at the time of hire, inform each new employee who comes under the scope of the Agreement, of the existence and terms of the Agreement. Membership in good standing in the Union not later than the thirty first (31st) day following the beginning of employment shall be a condition of employment covered by this Agreement. As a condition of continued employment all Employees employed by an Employer subject to this Agreement shall become and remain members of the Union not later than thirty-one (31) days following the beginning of their employment, or the execution date of this Agreement, whichever is the later. Upon notice from the Union that any employee is not in good standing, the Employer shall discharge said employee within ten (10) days after receiving such notice, unless the employee puts himself/herself in good standing with the Union before the expiration of the ten (10) day period herein mentioned, and before such discharge.

The Union and the employees shall forever hold and save the Employer harmless from any action or cause of action from this Section 3.1 .

- 3.2 For purposes of this section only, tender of the initiation fees not later than the thirty-first (31st) day following the date of employment and tender thereafter of the regular monthly periodic dues uniformly required as condition of retaining membership shall, for the purposes of this Agreement, constitute membership in good standing in the Union.

3.3 (a) There shall be a sixty (60) shift probationary period for a new employee. This probationary period shall be applicable to each Employer for which the employee works until the new employee works more than sixty (60) shifts for one Employer. Thereafter, the new employee's probationary period shall be twenty (20) shifts for every other employer for whom the new employee works. An employer may consider a new employee to be subject to the sixty (60) shift probationary period unless the employee presents written confirmation from an Employer that he worked sixty (60) shifts. An Employer shall also provide a copy of such written confirmation to the Union.

(b) Shifts worked for an Employer prior to the signing of this Agreement shall count toward the fulfillment of the probationary periods set forth above in (a).

© During the probationary period, the Employer may discharge the employee without cause and without recourse to the grievance procedure.

(d) The union shall be entitled to grieve terminations of probationary employees under a just cause standard if the union can establish that the employer is engaged in a pattern or practice of terminating probationary employees in order to prevent such employees from completing their probationary period, contractor shall have to demonstrate good cause before terminating probationary workers. As used herein, the term "pattern or practice" may only be established by the union proving that the employer, in the preceding twelve month period, has terminated probationary employees in a number which equals or exceeds 10 percent of the employer's workforce covered by this Agreement. In any proceeding arising from this section, the threshold issue to be decided is whether above-described pattern or practice exists, and only upon deciding that issue in favor of the union shall the employer be required to establish just cause.

3.4 When a new employee is hired, the Employer shall give such employee a written statement setting forth the union membership obligation stated in Section 3.1 and 3.2 above. The Union shall supply the Employer with forms for this purpose.

3.5 A copy of Exhibit C and a copy of this Section 3 shall be posted in the office of both Union and the employer where notice of employee and job applicants are customarily posted.

3.6 Should any dispute arise concerning the rights of the Employer, the Union, or the employees under this Section, the dispute shall be submitted to a neutral arbitrator in accordance with the arbitration procedure provided in this Agreement. Such decision shall be final and binding on the said Employer, Union, and employees.

- 3.7 Committee on Political Education (COPE) and or American Dream Fund. The Employer shall honor voluntary payroll deduction for COPE and or American Dream Fund for employees who have on record with the Employer current, written and signed authorization Cards for such payroll deductions. Such payroll deductions shall be made the first pay day period in April and the first pay period in September each year and remitted to the Union. The Union and the employees shall forever hold and save the Employer harmless from any action or cause of action resulting from this section 3, or from the Employer's reliance upon the authenticity or effectiveness of such authorization cards.
- 3.8 The Employer agrees to deduct from the pay of each employee the membership dues required to maintain good standing as defined by the Constitution and Bylaws of the Union. The Union shall advise the Employer of any adjustments made in membership dues in accordance with the Constitution and Bylaws of the Union.
- 3.9 Membership dues shall be deducted in the following manner: Monthly dues shall be deducted one (1) month in advance; that is, February dues shall be deducted from the January paycheck and so on in a like manner. Deduction for monthly dues shall be made from the first paycheck of each calendar month commencing with the second month employment.
- 3.10 Deduction for initiation fees, in the cases of new employees not members of the Union, shall be deducted from the first paycheck received by such employees during the second month of their employment.
- 3.11 All sums deducted for monthly dues and initiation fees shall be remitted to the Secretary- Treasurer of the Union not later than the twenty-fifth (25th) day of the calendar month in which such deductions are made, together with a list showing the names and addresses of employees and the amount of deduction made.
- 3.12 It is understood and agreed between the parties that deduction of Union membership dues shall be made only on the basis of written authorizations from the individual affected.
- 3.13 Once written employee authorization is received, the union and employees shall forever hold and save the employer harmless from any action or cause of action resulting from Section 3 herein, or from employer's reliance upon the authenticity or effectiveness of such authorization cards.

SECTION 4 VISITS BY UNION REPRESENTATIVES

- 4.1 The Union Representative shall be allowed to visit the Employer's building for the purpose of ascertaining whether or not this Agreement is being observed. This right shall be exercised reasonably. The Union Representative shall report to the Contractor's representative before proceeding through the building. If prior approval is needed for visitation, the Employer will set up the procedure for visitation. In the event the Union Representative wishes to go through the building, the employer may send a representative to accompany him or her. Said Union Representative shall not interfere with normal course of work in the building. The union will notify the employer via email with a minimum of four (4) hours notice in advance of such visits. It shall be the Employer's responsibility to provide the Union with a list of accounts which require prior approval. The Employer shall notify the Union of any special requirements of entry to a building and will make its best efforts to arrange for such entry for the Union official.
- 4.2 The Union shall be required to inform the Employer whenever a business representative begins or ends employment with the Union. The Union shall make this notification to the Employer's President or to his designee.

SECTION 5 WORKING CONDITIONS

- 5.1 If any employee is required or instructed by the Employer to wear a uniform or any specifically designated article of clothing or footwear (other than standard street shoes), the Employer shall furnish and maintain such apparel.
- 5.2 Employees on their part agree to take good care of such apparel and not to wear same except in the course of their duties during working hours, rest periods, and at lunchtime. The Union insignia may be worn by employees.
- 5.3 Adequate locker space, containing a table and chairs or bench, shall be provided for the employees and shall be adequately heated and ventilated by any method of the Employer's selection. If necessary, the Union and employer shall determine where the employees may have their meal in the building. Employees shall be allowed to keep personal belongings in janitor closets located on the floors. These items will be taken home every day.
- Employees will be allowed to drink water on their floor from any appropriate personal container, subject to client approval. In the event that it becomes an issue that the janitor does not have access to drinking water at a particular site the parties agree to meet and discuss this issue. The parties agree that, subject to existing rules on theft or other misconduct, no employee will be subject to discipline relating to personal drinking water.
- 5.4 No employee under this Agreement shall be required to clean cuspidors. This exemption, however, shall not apply to receptacles regularly used by patients in doctors' or dentists' offices nor sand boxes wherever located.

- 5.5 The employer agrees not to utilize or require any employee to take any lie detector test under any circumstances or for any reason whatsoever.
- 5.6 Bulletin Board. The Employer shall provide a bulletin board at a place designated by the Employer for the purpose of posting notices of official business of the Union. The Employer will provide a receptacle at or near such bulletin board in which the Union may place such notices of official business. The Union agrees that it will not distribute handbills, posters, or other literature on the Employer's property.
- 5.7 The Employer shall be required to furnish to an employee information concerning the amount of that employee's accrued vacation and sick leave under the following conditions:
- (a) The employee must request from the Employer information concerning his accrued vacation and/or sick leave; and
 - (b) The employee may make a request for this vacation information no more than four times per calendar year. The employee may make a request for this sick leave information no more than four times per calendar year and the request must be made at the time an employee takes sick leave.

SECTION 6 SENIORITY

- 6.1 Seniority is the right that has accrued to employees through length of service under the terms of the collective bargaining agreement which entitles them to appropriate preference in layoffs, rehiring and vacation.
- 6.2 Seniority shall be terminated by discharge for cause, resignation, retirement or failure to return from an authorized leave of absence or failure to return from vacation unless good cause for such failure is shown. In addition, seniority with an employer for a temporary employee excluding temporary employees who are paid the top wage rate shall be terminated if that temporary employee fails to work at "least three (3) shifts for that Employer during any twelve (12) month period. Seniority with an Employer for an employee (excluding permanent employees regularly assigned to a building making the top wage rate) shall be terminated if that employee turns down a permanent assignment on the third time for which the employee is qualified and which assignment has been offered to the employee. Documentation of the refusal will be verified by the employer to the Union via email. Union will have five business days to verify the rejection of the offer by the employee, and if the union has not responded within that time period, the employee's rejection of the offer shall be deemed final. When a contractor takes over a particular building seniority for permanent employees will transfers to the new Employer.
- 6.3 In a case of layoff, the Employer shall give a minimum of five (5) days' notice to the affected employee(s) or pay the employee an amount equivalent to the employee's wages for five (5) business days, based on the employee's normal wage, in lieu of such notice.

- 6.4 Employees on layoff shall receive preference over all new hires in the event the Employer hires employees.
- 6.5 When a permanent position becomes available, the Employer shall follow the provisions set forth in Exhibit C.

SECTION 7 HOURS AND OVERTIME

- 7.1 Seven and one-half (7 ½) hours within not more than eight and one-half (8 ½) hours shall constitute a day's work. A week's work shall consist of thirty-seven and one-half (37 ½) hours divided into five (5) consecutive seven and one-half (7 ½) hour working days, followed by two (2) consecutive days off. All employees who work in excess of seven and one-half (7 ½) hours per day within eight and one-half (8 ½) hours or thirty-seven and one half (37 ½) hours worked per scheduled work week, or five (5) consecutive days shall be paid at the rate of time and one-half (1 ½) for such excess.
- 7.2 Employees shall be entitled to a ten (10) minute rest period approximately in the middle of the first half-shift and a ten (10) minute rest period approximately in the middle of the second half-shift.
- 7.3 The Employer shall endeavor to distribute all scheduled overtime equally in each building insofar as practical among all the employees in a particular job classification. In each building, a schedule shall be maintained and posted, setting forth for a period
8.
of at least a week in advance the days off, starting and quitting times, scheduled overtime and lunch period for each employee. A posted schedule shall not be changed with less than one (1) week's notice, except in circumstances beyond the control of the Employer or a mutual agreement between the parties. The Employer shall notify the Union if it changes the starting times for any shift or changes the days of the week in which the work will be performed.

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SECTION 8 WAGES

8.1 All full-time employees who currently receive \$18.65 per hour shall receive a twenty (\$0.20) cents per hour increase effective August 1, 2012. These rates shall remain in effect until August 1, 2013. On that date the above rate will increase by twenty (\$0.20) cents per hour. These rates shall remain in effect until August 1, 2014. On that date the above rate will increase by another twenty (\$0.20) cents per hour. These rates shall remain in effect until August 1, 2015. On that date the above rate will increase by another twenty (\$0.20) cents per hour. These rates shall remain in effect until August 1, 2016.

8.2 **PROGRESSION RATE FOR ALL EMPLOYEES:**
 The progression rate shall apply to all employees not covered by section 8.1. Employees shall be placed in the following categories based on the amount of hours they worked for an Employer since June 1, 1983. (Hours worked for different Employers may not be totaled to gain higher placement on the progression rate.) As the employee reaches the minimum hours in the next highest category, said employee shall receive the next highest rate. The wages rates shall be as follows:

JANITOR

Effective August 1, 2012

0-1950 hrs	1951-3900 hrs	3901-4850 hrs	over 4850 hrs
\$13.035	\$14.97	\$16.915	\$18.850

Effective August 1, 2013

0-1950 hrs	1951-3900 hrs	3901-4850 hrs	over 4850 hrs
\$13.175	\$15.130	\$17.095	\$19.050

Effective August 1, 2014

0-1950 hrs	1951-3900 hrs	3901-4850 hrs	over 4850 hrs
\$13.315	\$15.290	\$17.275	\$19.250

Effective August 1, 2015

0-1950 hrs	1951-3900 hrs	3901-4850 hrs	over 4850 hrs
\$13.455	\$15.450	\$17.455	\$19.450

FOREPERSON: Fifty (\$0.50) cents or seventy-five (\$0.75) cents see Section 8.11

RESTROOM ATTENDANT: Five (\$0.05) cents effective 8/1/2015 see Section 8.14

RECYCLING COORDINATOR: See Letter of Understanding #2

- 8.3 Part-time employees shall be paid as follows for a call of 2 hours or less...two (2) hours straight time pay. For a call of more than two (2) hours...pay for actual hours worked.
- 8.4 All disbursements for wages shall be made by voucher check, which shall show the total number of hours worked, the rate of pay, and an itemized list of all deductions made there from.
- 8.5 At the Employer's discretion, wages may be paid either weekly or biweekly or semimonthly. However, any Employer which is not now paying on a semi-monthly basis and which wishes to do so must give the Union ninety (90) days notice of its intent to change to paying wages on a semi-monthly basis.
- 8.6 The Employer shall not be prevented from paying in excess "of the minimum rates. Any employee earning a wage higher than their progression rate in the contract will continue to receive the higher rate and including any negotiated wage increase. If a Foreperson is demoted from his/her position for just cause that person forfeits the foreperson pay. If a foreperson is removed from the building for business need and the Employer was not able to prove just cause then that Foreperson being removed or demoted keeps their Premium pay. Forepersons have the right to request the union be present in any meeting with the Employer that might involve disciplinary action."
- 8.7 The Union shall have the right to inspect the paycheck of any employee covered by this Agreement after the same has been returned to the Employer by the bank. The Union shall have the right to inspect all payroll records and time sheets and all other records, papers, or documents of the Employer which relate to the terms and conditions of this Agreement.
- 8.8 In the event the Employer intentionally violates this Agreement by failing to pay the proper wage rate to an employee (except in cases of recognized clerical error), said Employer shall pay the employee an amount equal to double the proper wage rate for the period of violation.
- 8.9 There shall be a twenty (\$.20) cents an hour premium for those employees working in the classifications and performing the duties of carpet and rug cleaning (including Wet Shampooing, Dry Cleaning, Dry Foam Shampooing, Steam Shampooing, Rider Operated Power sweeper and Rider Operated Scrubber).
- 8.10 Forepersons with ten (10) or fewer employees shall receive fifty (\$.50) cents per hour in addition to the wage rate for which they are eligible. Forepersons with more than ten (10) employees shall receive a seventy five (\$.75) cents per hour in addition to the wage rate for which they are eligible.

8.11 A forepersons main responsibility is to direct cleaning operations. The Employer shall not authorize forepersons to impose discipline or perform the following supervisory duties which includes: hiring, assigning permanent schedules or work areas, evaluating employees, adjusting grievances, or determining rates of pay in excess of the levels specified in this Agreement. Forepersons are not allowed to authorize employees who request to work their vacation. Foreperson need not be present when disciplinary action is imposed.

8.12 When the regular foreperson is out on vacation, leave of absence, sick leave or disability for more than 5 days, the Employer's designated replacement, if necessary, to perform the duties of the foreperson shall receive the foreperson pay rate as designated in the contract.

8.13 **Restroom Attendant Pay**

Full-time, fully dedicated restroom attendants will be paid an additional \$.05 per hour effective 8/1/2015

SECTION 9 PAYMENT FOR TRAVEL

9.1 An employee who is required to move from location to location in the course of performing a day's or night's work assignment shall be paid for all time spent in traveling between such locations.

9.2 An employee who is requested or required by the Employer to furnish his/her own vehicle to carry any equipment or supplies between locations shall be reimbursed at the established actual federal rate per mile at the time of reimbursement for use of the vehicle.

9.3 All payments due to reimburse employees for the use of their own vehicles shall be paid at each pay period, either by separate check or together with payroll check, the amount of such payment to be specified on the check stub.

9.4 The Employer shall carry non-ownership (Property Damage) liability insurance on the vehicles of all employees who are requested or required to use their own vehicles in connection with their work. In the event the Employer fails to secure such insurance, they shall assume full responsibility for all legal fees, court costs, or damages incurred by the use of such vehicle during the course of his work.

9.5 Should an employee receive a traffic citation while using his own vehicle at the request of the Employer, the circumstances of the citation will be investigated by the Union and the Employer. Whether the Employer or the employee will be responsible for any payments will be determined by mutual agreement between the Union and the Employer.

SECTION 10 VACATIONS

- 10.1 All employees who have, been in the service of the Employer continuously for one (1) year shall be granted two (2) weeks vacation with pay annually. All employees who have been in the service of the Employer continuously for five (5) years or more shall be granted three (3) weeks vacation with pay annually. All employees who have been in the service of the Employer continuously for twelve (12) years or more shall be granted four (4) weeks vacation with pay annually. Absence from services of not more than sixty (60) days because of illness, temporary layoff or leave of absence shall not interrupt the continuity of service for the purpose of this section. In the event of such an absence of more than sixty (60) days, the first year of employment shall be completed for the purposes of this section by the completion of fifty-two (52) weeks actually worked from the original date of employment. After the first year of service when such absence from service extends beyond sixty (60) days per year, the pay for vacation shall be prorated on the basis of the actual weeks worked.
- 10.2 Any employee who has been in the service of an Employer continuously for more than six (6) months whose employment terminates shall receive the prorata vacation due him. Vacation pay on termination shall not count as hours worked towards contributions to Health & Welfare except when an employee is on a paid vacation at the time the account changes contractors, in which case the prior Employer shall make contribution if hour requirement is satisfied.
- 10.3 If a holiday falls within an employee's vacation period, the employee will receive an additional day of vacation with pay, or and extra day's pay in lieu thereof.
- 10.4 Employees are entitled to paid vacations after each year of service, even though there has been more than one Employer during the year. It is understood and agreed that an employee's vacation credits shall accumulate at the rate of one-twelfth of his annual vacation allowance each month. If the services of a building maintenance contractor are discontinued on any job, the accumulated vacation credits of the employees of such contractor shall immediately become due and payable.
- 10.5 Vacation pay shall be calculated on the basis of the employee's regular straight time hourly rate at the time he/she takes the vacation times the number of hours the employee has coming under this vacation clause.
- 10.6 The Employer reserves the right to limit the number of employees taking vacations at the same time in order to maintain operations.

SECTION 11 HOLIDAYS

- 11.1 The following days shall be observed as holidays:
- | | |
|------------------|-------------------------|
| New Year's Day | Martin Luther King Day |
| President's Day | *Day After Thanksgiving |
| Memorial Day | Thanksgiving Day |
| Independence Day | Christmas Day |
| Labor Day | Employee's Birthday |

- 11.2 Eligibility: The Birthday holiday does not apply to birthdays falling within an employee's first twenty-five consecutive working days of employment with an Employer.

For all other holidays, the employee must work on both the last regular working day immediately preceding the holiday and on the first regular working day following the holiday and, unless the employee so works, he shall receive no pay for such holiday unless such absence on the regular working days before and after said holidays is due to the express permission of the Employer, or a bona fide illness confirmed by a doctor's certificate, or on vacation.

- 11.3 Floating Holiday: The Employer shall have the right to replace the Day After Thanksgiving with one floating holiday to be determined by the Employer, with the Employer giving notice to the employee and Union at least thirty (30) days prior to the Day After Thanksgiving.

- 11.4 The individual employee shall provide the employer with not less than two (2) calendar weeks advance notice of date upon which the employee's birthday falls. The employee shall be allowed to observe the holiday on the birthday or such other day during the calendar week as may be determined by mutual agreement between the Employer and the individual employee. Where the employee fails to provide said two (2) calendar weeks advance notice of the date on which the birthday falls, the date upon which the holiday shall be observed shall be at the sole option of the Employer.

- 11.5 If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday it shall be observed on the preceding Friday. No deduction shall be made from the pay of employees for the observance of said holidays.

11.6 Holiday pay shall be at time and one-half (1-1/2) hours' straight time pay. Any employee working on a holiday shall be paid, in addition to this straight time rate, a premium rate of time and one-half the straight time rate of pay. A holiday not worked, which falls within an employee's regularly scheduled work week shall be considered as a day worked for the purpose of computing a week's work. If an employee's day off falls on a holiday, he shall receive an additional day of within two (2) weekends with full straight time pay, or an extra day's pay in lieu thereof. If an employee replaces a regular employee who is absent for reasons other than vacation, and worked the regularly scheduled work day before and after a holiday, the replacement shall receive the holiday pay instead of the regular employee. Vacation relief employees who work at least twenty (20) consecutive days shall be conferred by all provisions of this section.

11.7 The holidays recognized in the Agreement shall be observed in conformance with the observances of Federal and State holidays; provided in the event of conflict between State and Federal observances, holidays shall be observed on the same date observed by the Federal government.

SECTION 12 SICK LEAVE

12.1 Regular employees who work continuously for the same Employer for at least one (1) full year shall thereafter be entitled to six (6) days sick leave with one pay after each year of continuous service and shall accumulate sick leave at the rate of six (6) days per year. Sick leave shall be paid at the rate of seven and one-half (7 ½) straight time hours per day and the annual allowance of six (6) days shall be forty-five (45) straight hours. After the first year of employment, benefits accrue, and may be used based on one-half (1/2) day per month. Effective 8/01/09 regular employees who work continuously for the same Employer for at least one (1) full year shall thereafter be entitled to seven (7) days sick leave with pay after each year of continuous service, and shall accumulate sick leave at rate of seven (7) days per year. Effective 9/01/12 employees with twelve years of service shall begin accruing sick leave pay at eight (8) days per year.

12.2 Earned but unused sick leave may be accumulated for five (5) years. A regular employee who has worked continuously for five (5) or more years for the same Employer and has not used sick leave for the five (5) previous years and shall, together with the employee's current year's allowance, be entitled to a maximum of thirty- six (36) days sick leave. Any employee who has used sick leave shall be entitled to a lesser amount determined by deducting the number of days of sick leave used in the five (5) previous years, but in no event deducting more than thirty (30) days.

12.3 Earned sick leave pay shall be granted only in cases of bona fide illness or accident. Any employee found accepting or claiming benefits under this Section by reason of false statements or documents shall be subject to disciplinary action. A doctor's certificate or other reasonable proof of illness may be required by the Employer, provided, however, in cases of bona fide illness requiring no more than three (3) consecutive work days' absence from the job where the illness is of such nature as not to require the employee to be attended by a physician, the doctor's certificate referred to above shall be waived. However, such waiver shall be conditioned upon notification to the Employer by the employee not later than four (4) hours before the employee's regular starting time on the first work day's absence that the employee shall not report to work on that day due to said illness and further notification to the Employer by the employee on the day before he plans to return to work of such intention to return to work. Earned sick leave pay is not convertible to cash bonus.

12.4 Earned sick leave benefits shall be paid in the following manner. First work day's absence, no pay, provided, however, that the sick benefit allowance for bona fide illness or accident shall commence with the first work days' absence if the employee's illness or accident results in his being hospitalized before he returns to work or if the employee has twelve (12) or more days of accumulated sick leave. Succeeding work days' absences, full pay until earned sick leave benefits are exhausted. The waiting periods herein provided before full pay commences shall apply for each illness or accident in case the earned sick benefits allowance has not been exhausted in previous illnesses. For the purpose of this Section, full pay shall mean pay for the regular day or night shift schedule working hours, for those days, which the employee would have worked, had the disability not occurred, calculated at straight time.

12.5 In industrial or disability cases, Worker's Compensation or Unemployment Disability payments and sick benefit allowance shall be paid separately, but in the event Worker's Compensation payments or Unemployment Disability payments cover all or part of the period during which sick benefit allowances are paid, the sum of the two shall not exceed the sick benefit payable for said period, and the unused portion of accumulated sick leave will continue to be credited to the employee. Integration of sick leave benefits with Worker's Compensation or Unemployment Disability payments is to be automatic; the Employer may not waive integration, and any employee entitled to Workers' Compensation or Unemployment Disability payments must apply thereof (in order that the principle of integration may be applied) before sick benefits are payable.

12.6 Explicit waiver language as recommended by the City of San Francisco and to be agreed by the parties as follows:

“WAIVER OF SAN FRANCISCO PAID SICK LEAVE ORDINANCE”

San Francisco Administrative Code, Chapter 12W, Paid Sick Leave Ordinance, is expressly waived in its entirety with respect to employees covered by this agreement.

SECTION 13 BEREAVEMENT LEAVE

- 13.1 In the event of a death in the immediate family of an employee covered by this Agreement, who has at least ninety (90) days of service with his Employer, he shall, upon request, be granted such time off with pay as is necessary to make arrangements for the funeral and attend same, not to exceed three (3) regularly scheduled working days. This provision does not apply if death occurs while the employee is on leave of absence, layoff or sick leave. For the purpose of this provision, the immediate family shall be restricted to Father, Mother, Brother, Sister, Spouse, Child, current Mother-in-Law and Father-in-Law and Legal Guardian and domestic partners. At the request of an Employer, the employees shall furnish a death certificate and proof of relationship. Bereavement leave applies only in instances in which the employee attends the funeral or is required to make funeral arrangements, but is not applicable for other purposes, such as settling the estate of the deceased. The Employee may use vacation days or unpaid leave of absence for the additional time after the first three (3) days off up to six months.

SECTION 14 LEAVE OF ABSENCE

- 14.1 An employee who has worked one (1) or more years for an Employer shall be granted, upon request, an unpaid leave of absence up to six (6) months, provided that he has given the Employer acceptable proof that such leave of absence is necessary to recover from personal disability (including personal physical disability due to pregnancy). Leaves of absence up to twelve (12) months shall be granted in cases of industrial illness or injury. The Employer and/or Union may initially fill the temporary vacancy resulting from the granting of this leave under sub-section 14.1 with a Union member according to seniority, similar classification, and who possesses the similar skills and ability required of the vacant position.
- 14.2 Leaves of absence for reasons other than physical disability shall be granted only by agreement between the individual employee and his Employer, and shall be recognized only after they are reduced to writing and signed by the employee and the Employer. Requests for leaves should be submitted at least two weeks prior to the time being requested. A leave request shall not be denied for a reason which would violate Section 2.1 of this Agreement.
- 14.3 No accrued rights shall be forfeited by reason of a leave of absence. No benefits shall accrue during such leave. Leaves of absence shall not result in adjustment of anniversary date.
- 14.4 Any employee who fails to report to work on expiration of a leave of absence shall be considered as having voluntarily quit, unless the employee notifies the Employer and the Union in writing within 30 days of extenuating circumstances beyond the control of the Employee.

14.5 Upon request a full rate employee shall be entitled to a leave, up to twenty four (24) months, pursuant to this paragraph no more than once every three years. From the date of return from such a leave, an employee shall be required to work an additional three (3) years before requesting another leave. If an employee requests another extended leave within the three-year period due to a different circumstance, he or she shall be granted additional leave according to the situation. The employer may fill the temporary vacancy resulting from the granting of this leave with a Union member of the employers choice during the full duration of the leave as long as the request for leave is twelve (12) months or longer .

14.6 The Employer shall notify the Union when an Employee is granted a leave of absence.

SECTION 15 GROUP INSURANCE

15.1 Group insurance shall be as set forth in Exhibit "B", which is attached hereto and made a part thereof.

SECTION 16 PENSION PLAN

16.1 For the purpose of establishing and maintaining a pension plan, the Employer shall contribute as follows for all employees covered by this Agreement.

Effective October 25, 2008 through July 31, 2009, \$7.50 per shift or one dollar (\$1.00) per hour;

Effective from August 1, 2009 through July 31, 2010; \$7.875 per shift or one dollar and five cents (\$1.05) per hour;

Effective from August 1, 2010 through July 31, 2011, \$8.25 per shift or one dollar and ten cents (\$1.10) per hour;

Effective August 1, 2011 through July 31, 2012, \$8.63 per shift or one dollar and fifteen cents (\$1.15) per hour.

The Employer agreed to increase its contribution to the SEIU National Industry Pension Fund (SEIU-NIPF) to which the 10% Funding Improvement Surcharge was added.

The parties acknowledge that the SEIU National Industry Pension Fund ("Fund") has been certified to be in critical status and has adopted a rehabilitation plan containing two schedules of benefit reductions and supplemental employer contributions for which no benefit credit is given, under the authority of Section 305 (b) of ERISA. The bargaining parties adopt the current Preferred Schedule of the rehabilitation plan of the Fund. Pursuant to that Preferred Schedule, effective August 1, 2012, Employer agrees to make base contributions to the Fund for which benefit credit is given at a rate of \$1.15 per hour worked or paid and, in addition, a supplemental contribution equal to 27.7% of said base rate of contributions per hour worked or paid, for which no benefit credit will be given.

Effective August 1, 2013 Employer agrees to make base contributions to the Fund for which benefit credit is given at the rate of \$1.15 per hour worked or paid and, in addition, a supplemental contribution equal to 37.6% of said base rate of contributions per hour worked or paid, for which no benefit credit will be given.

Effective August 1, 2014 Employer agrees to make base contributions to the Fund for which benefit credit is given at the rate of \$1.15 per hour worked or paid and, in addition, a supplemental contribution equal to 48.3% of said base rate of contributions per hour worked or paid, for which no benefit credit will be given.

Effective August 1, 2015 Employer agrees to make base contributions to the Fund for which benefit credit is given at the rate of \$1.15 per hour worked or paid and, in addition, a supplemental contributions equal to 59.8% of said base rate of contributions per hour worked or paid, for which no benefit credit will be given.

Paid vacations, paid holidays, and paid sick leave, and straight time hours worked, excluding overtime hours, are considered as hours worked in computing pension contributions.

- 16.2 Between the first and tenth day of each month, the Employer shall make irrevocably the required payment for the preceding calendar month to the trustees of the pension plan and shall continue such payments for the term of this Agreement or as required by any subsequent and succeeding Agreement.
- 16.3 The Employer shall comply with all provisions of the Pension Trust Indenture and shall maintain, furnish and make available for audit at Employer's office such data and records as the Trustees may require as provided in the Pension Trust Indenture.
- 16.4 The Employer accepts the terms of that certain trust indenture made and executed in San Francisco, California October 30, 1953 as amended, creating BUILDING SERVICE EMPLOYEES PENSION TRUST and accepts the Terms of BUILDING SERVICE EMPLOYEES PENSION PLAN, and further hereby becomes a party to said trust indenture subject to the terms thereof as indicated in Section 3.01 of Article III of said trust indenture.

- 16.5 The Employer further agrees to be bound by all of the provisions of said trust indenture and said pension plan as amended and hereby acknowledges prior receipt of copies of said trust indenture and said pension plan.
- 16.6 The employer hereby authorizes and directs the Union to deposit with the Pension Plan Trustees a duplicate original of this collective bargaining agreement, which, when so deposited, shall indicate the Employer's acceptance of the terms of said trust indenture and the terms of said pension plan, by virtue of the provision of this section and in accordance with said Section 3.01 of Article III of said trust indenture.
- 16.7 The parties agree to re-open the agreement for the purpose of negotiating Pension Fund contributions at the three year point of this agreement, namely on August 1, 2015.

SECTION 17 SAFETY

- 17.1 The Employer shall comply with all applicable Federal and CAL-OSHA laws and regulations pertaining to occupational health and safety, including the Hazardous Substance Information and Training Act.
- 17.2 In the event of a safety or health hazard is detected, it shall be reported immediately to the Employer and the Union.
- 17.3 The Employer, the Union and all employees shall cooperate fully in all efforts to maintain a safe and sanitary work place.
- 17.4 Training shall not be conducted during the Employee's break or lunch hour.
- 17.5 The employer shall make a good faith effort to provide all training in the employee's primary language.

SECTION 18 MILITARY SERVICE

- 18.1 In the event any employee covered by this Agreement is called for active duty in the Army, Navy, Marine Corps, or any other branch of the United States Military Service, he shall retain, consistent with his physical and mental abilities, the right to his former position or its equivalent for the period of this Agreement or any further agreement, and shall receive his former position or a job of equal rank, provided application for reemployment is made within ninety (90) days after release from military service. Any questions that may arise concerning return to work shall be settled in accordance with Section 20.

SECTION 19 DISCIPLINE

- 19.1 The Employer shall have the right to discharge or discipline any employee for just cause.
- 19.2 At the time that an employee is notified of being discharged, the Union shall normally receive notification in writing of the discharge. However, where circumstances make it impossible or impractical to provide written notification to the Union at the time of the discharge, the Employer shall have until 5:00 PM of the business day following notification to the employee to provide written notification of the discharge to the Union. An employee may request the presence of a Union steward or representative for any meeting or discussion with the employer that may lead to discipline.

SECTION 20 GRIEVANCE PROCEDURE

- 20.1 Any difference between the Employer and the Union involving the meaning or application of the provisions of this Agreement shall constitute a grievance and shall be taken up in the manner set forth in this Section. Before filing a grievance in writing, a grievant and/or his representative may discuss the grievance with a representative of the other party to attempt to resolve the grievance informally.
- 20.2 If the aggrieved party chooses not to attempt to resolve the grievance informally or if the grievance is not resolved through informal meeting, the aggrieved party shall serve upon the other party a written statement setting for the facts constituting the alleged grievance.
- 20.3 **STEP 1. Grievance** A grievance need not be considered unless the aggrieved party serves upon the other parties a written statement setting forth the facts constituting the alleged grievance. For a discharge case grievance, such notice must be served within ten (10) days from that date of discharge. Such written statement concerning any other type of grievance must be served within fifteen (15) days of its occurrence or the discovery thereof by the aggrieved party. The Employer shall respond to the grievance within ten (10) days. If there is no response within ten (10) days the grievance will automatically advance to the next step.

- 20.3 **STEP 2 Informal meeting** It is the intent of the parties that reasonable diligence be used in the discovery and reporting of alleged grievances so they may be adjusted or dismissed without undue delay. The Employer and the Union agree to use, their best endeavors by informal conferences between their respective representatives to settle any grievance within ten (10) days after service of such written statement . For a grievance regarding discipline of an Employee, the Employer will make every effort to provide to the Union upon request any document the Employer relied upon to discipline the Employee no later than 48 hours before the Board of Adjustment Hearing. For a grievance regarding monetary issues the Employer will make every effort to provide no later than 48 hours before the Board of Adjustment Hearing to the Union upon request applicable payroll records and timesheets. Discovery that is provided at the Board of Adjustment does not preclude the union or company from providing additional documents at the mediation or arbitration hearing.
- 20.4 **STEP 3 Board of Adjustment** If the grieving party wishes to take the grievance to the Adjustment Board, the grieving party must submit the request for an Adjustment Board within thirty days from the date the grievance was filed. If the grieving party fails to submit this request within thirty (30) days, from the date the grievance was filed, the grievance shall be deemed waived.
- 20.5 Within ten (10) days upon receipt of a timely written request, there shall be an Adjustment Board consisting of two (2) representatives designated by the Union who have not participated in earlier steps of the Grievance Procedure and two (2) representatives designated by the Employer who have not participated in earlier steps of the Grievance Procedure. The Adjustment Board shall meet as required and shall consider fully all aspects of the issue presented. If there is no Board of Adjustment held within ten (10) days from the request for an Adjustment Board Hearing and there is no written agreement between the employer and the Union to extend the time limit the grievance shall automatically advance to the next step.
- 20.6 Any decision by majority of the four (4) members of the Board of Adjustment shall be final and binding upon all parties, subject to limitations of jurisdiction and authority contained in the contract. If during the period that the Adjustment Board can meet, no majority decision can be reached, either party may, within ten (10) days following a such period, request in writing that the matter be referred to Federal Mediation and Conciliation Service
- a. **STEP 4 Federal Mediation** The mediator shall meet with the parties including affected employee(s) to assist and offer advisory opinions in an effort to help the parties reach an agreement that resolves the grievance. If there is no decision then either party may advance the grievance to arbitration within twenty (20) days following the mediation.

20.7 If the parties cannot agree upon a person to act as an impartial arbitrator within five (5) days after service of such demand, then an impartial arbitrator shall be selected by agreement from the following list of three (3) arbitrators: Tom Angelo, Matthew Goldberg, and Union to submit arbitrator. The union will set dates with each of the arbitrators and the arbitrations will be held when the arbitrators are available on a rotation basis. If an arbitrators date goes unused and is not cancelled by the union then the union shall bear the entire expense. By mutual agreement, the parties can add one more arbitrator to the rotation.

The above procedure will be on a trial basis for two years. If there is no mutual agreement to extend the procedure for the utilization for arbitrators then the following shall apply.

If necessary, an impartial arbitrator shall be named by agreement from the names listed above, if there is no agreement then the parties shall request a list supplied by either the State or Federal Mediation and Conciliation Service. Either party may reject in its entirety any list of arbitrators supplied by the State or Federal Mediation and Conciliation Service, and thereafter request a new list.

20.6 The decision of the arbitrator shall be final and binding on both parties hereto. In the event of a willful failure by either party to appear before the Arbitrator, the Arbitrator is hereby authorized to render his decision upon the evidence produced by the party appearing.

20.7 Each party shall bear all costs of presenting its case to the Arbitrator. The Arbitrator's fee and all incidental expenses of the arbitration shall be borne equally by the parties hereto.

20.8 Proposals to add to or change this Agreement shall not be subject to arbitration. Neither an arbitrator nor a panel of representatives shall have any authority or power to add, alter or amend this Agreement.

20.9 The arbitrator shall render a decision in writing within thirty (30) days if possible and in any event no later than sixty (60) days after the close of the hearing. It is understood that a hearing is not "closed" within the meaning of this provision until the post-hearing briefs are filed.

20.10 The parties agree that Step Two and Step 3 in the Grievance Procedure herein may be waived in discharge cases, and in cases involving Section 6 and Section 29 of this Agreement may automatically proceed from Step One to Step Four.

SECTION 21 SAVINGS CLAUSE

21.1 If any provision of this Agreement or the application of such provision to any person or circumstances be ruled an "Unfair Labor Practice", or in any other way contrary to law, by any Federal or State Court or duly authorized agency, the remainder of this Agreement or the application of such provisions to other persons or circumstances shall not be affected thereby.

SECTION 22 MANAGEMENT RIGHTS

- 22.1 All rights of management not expressly limited by the language of this Agreement are expressly reserved to the Employer, and the express provisions of this Agreement constitute the only limitations upon the Employer's rights. The exercise of any right reserved to management herein in a particular manner or the non-exercise of any such right shall not be deemed a waiver of the Employer's right or preclude the Employer from exercising the right in a different manner.

SECTION 23 IMMIGRANT WORKERS

- 23.1 The Union is obligated to represent all employees without discrimination based upon national or ethnic origin. The Union is therefore obligated to protect employees against violations of their legal rights occurring in the workplace, including unreasonable search and seizure.
- 23.2 The Employer shall notify the Union by phone and give oral notice to the Union steward, as quickly as possible, if any Department of Homeland Security or SSA agent appears on or near the premises to enable a Union representative or attorney to take steps to protect the rights of employees.
- 23.3 The employer shall reinstate any employee who is absent from work due to court or agency proceedings relating to immigration matters and who returns to work within one (1) year of commencement of the absence. If the bargaining unit member does not remedy the issue within one (1) year, the bargaining unit member may be discharged and the Employer shall have no further obligation to hold a bargaining unit member's position.
- 23.4 In the event that an employee is not authorized to work in the United States of America and his or her employment is terminated for this reason, the Employer agrees to immediately reinstate the employee to his or her former position, without loss of prior seniority (i.e., seniority, vacation or other benefits do not continue to accrue during the period of absence) upon the employee providing proper work authorization within one (1) year from the date of termination.
- If the employee needs additional time the Employer will rehire the employee into the next available opening in the employee's former classification. Upon the employee providing proper work authorization within a maximum of one (1) year.
- 23.5 Errors in an employee's documentation may be due to mistake or circumstances beyond an employee's control. Employees shall not be discharged, disciplined or suffer loss of seniority or any other benefit or be otherwise adversely affected by a lawful change of name or Social Security number. These changes shall not be considered new employment or a break in service.

23.6 In the event an employee is displaced due to disqualification from employment due to the application by the employer of a e-Verify, or similar employment eligibility verification program, including background check, the incoming replacement employee will be paid at the wage rate and benefit eligibility levels of the employee who is being replaced.

SECTION 24 ASSIGNMENTS

24.2 The parties agree that in the event that the ownership or management of any plant or company is changed by sale, merger or in any other manner, this Agreement shall be included as a condition of such change or transfer, and shall run to its conclusion as the contract of the successor company, applicable to the particular plant thus sold, merged or transferred. The Union likewise binds itself to hold this contract in force to its termination, and agrees that no part of this Agreement shall be assigned to any labor organization other than those which are parties hereto, without consent of the parties hereto.

SECTION 25 BIDDING PROCEDURES

25.1 Whenever the Employer bids or takes over the servicing of any job location, building or establishment covered by this Agreement, and where the daily work being performed amounts to seven and one-half (7 1/2) hours or more, the Employers agrees to do the following:

- (a) Retain all permanent employees at the job location, building or establishment including those who might be on vacation or off work time because of illness, injury or authorized leave of absence; and recognize that the work time and overall employment service of all such employees shall be considered as continuous, regardless of change of Employers, for all purposes, including seniority, sick leave and vacation benefits, so that no such permanent employee will lose any such benefits because of the change of Employers.
- (b) Contact the Union for the number of permanent employees, all job classifications, starting and quitting times, the number of daily hours worked, the rates of pay, and the number of hours each such employees is credited with for purposes of the Progression Rate at such location. The Union agrees to supply such requested information within five (5) working days or the Employer is free to bid the job as he sees fit.

25.2 Within the 30 days of a building changing contractors, the current contractor will not be allowed to transfer anyone into the building. The outgoing contractor, at its discretion, can transfer out an employee within the 30 days of a building transfer.

SECTION 26 SUBCONTRACTING

- 26.1 The Employer agrees not to subcontract work normally performed by the employees covered by the terms of this Agreement except to persons, firms or companies meeting not less than the terms and conditions of this Agreement relating to wages, hours and conditions of employment.
- 26.2 The Employer shall not contract out to avoid its obligations under this Agreement nor as a means of reducing the scope of the Union. The Employer will notify the Union prior to any subcontracting, and shall include in its notification the name of the subcontractor, nature of the subcontracted work, and location of the work.

SECTION 27 New Work and Contracts

- 27.1 The Employer shall notify the Union, in writing, of any new job where the daily work consists of seven and one-half (7 ½) hours or more, specifying the name of the job and the address of the job location. Such notice shall be given at least two (2) weeks prior to the commencement of the job or if the Employer has less than two (2) weeks notice the Union shall be notified within forty-eight (48) hours after the Employer received notice to start the job.

SECTION 28 WORKING CONDITIONS

- 28.1 When vacancy is verified by the building, staff reduction shall be automatic and the affected employee(s) shall be placed on the temporary list pending placement into an open permanent position, per Exhibit C.
- 28.2 The Employer shall have the right to determine and change the assignment of employees within a building and where, what and how the work is to be performed within a building. Any such decision shall be based on business need and shall not be for punitive, discriminatory or personal favoritism reasons.
- 28.3 At its discretion, the Employer shall have the right to determine and change starting times, provided that the Union shall receive at least five (5) working days notice of any change in starting times. and, provided further, that no shift may begin in any day after 6:00p.m. unless the Union is notified in writing. However, it is understood that the Employer may continue to begin a shift after 6:00p.m. if the Employer is currently beginning a shift after 6:00p.m.
- 28.4 The Employer shall have the right to transfer employees from one building to another. Any such decision shall be based on business need and shall not be for punitive, discriminatory or personal favoritism reasons. The Union and the affected employee shall be given twenty-four (24) hours notice of any transfer.
- 28.5 The Union shall have the right to conduct an investigation, in order to determine whether any provisions of this Section have been violated.
- 28.6 When vacancy is verified by the building, staff reduction shall be automatic and the affected employee(s) shall be placed on the temporary list.

SECTION 29 OTHER AGREEMENTS

- 29.1 In the event the Employer employs employees in industries or locations where there is an agreement involving the Union, the Employer shall pay the wages rates and provide the benefits contained in such agreement. Employees are entitled to paid vacations after each year of service at any location in accordance with the provisions of the appropriate agreement, even though there has been more than one Employer during the year. An employee's vacation credits shall accumulate at the rate of one-twelfth (1/12th) of his annual vacation allowance each month. Employer are discontinued at any location, the accumulated vacation credits of the employee shall immediately become due and payable.
- 29.2 In the event the Employer is discontinued at any location, the accumulated vacation credits of the employee shall immediately become due and payable. However, in those cases where vacation is billed, the client has the option to request vacation accruals to be transferred to the new contractor. The Employee, the outgoing Employer and the new Employer shall mutually agree to the amount of roll over with a printed copy for each employee of accrued sick leave and vacation.
- 29.3 The outgoing contractor must post the employees accumulated vacation and sick leave credit hours, when the building is placed out to bid. Any discrepancies on vacation or sick leave credits must be resolved before the end of the contract for that building. In other cases where vacation is billed, the client may request that employees be cashed out of their accrued vacation prior to assuming a permanent open position.

SECTION 30 NO STRIKE/LOCKOUT

- 30.1 The language and spirit of this Agreement guarantees the prompt and faithful performance by the Employer and the Union of all obligations imposed by the terms of this Agreement. The parties, therefore mutually agree that during the term of this agreement, the Employer shall not lockout it's employees, nor shall the Union or it's members either cause, sanction, or engage in any strike, diminution or interruption of the Employer's business. In the event of a violation of the provisions of this Section, the Union shall upon notice from the Employer, immediately resume normal operations.
- 30.2 It is understood that the observance by an individual member of the Union of a lawful picket line of another labor organization, which picket line has been sanctioned by the San Francisco Labor Council, shall not constitute a breach of this agreement.
- 30.3 Neither the offer nor the withdrawal of any proposal during the negotiations preceding the execution of this agreement which proposal, was not incorporated therein, shall be used in the construction of this agreement.

SECTION 31 SHOP STEWARDS

- 31.1 The Employer recognizes the right of the Union to designate or elect shop stewards and alternates.
- 31.2 The Employer recognizes the shop stewards or alternates, so designated or elected, as the representatives of the Union.
- 31.3 Upon oral request, Shop Stewards will be provided copies of dispatches, the SEIU card and or names in the event of any emergency basis replacement.
- 31.4 Upon employees request, Shop Stewards, when available, will be present, if there is no Shop Steward then the Employer will call the Union to send a representative, when disciplinary action is being imposed on an employee. If no representative from the union is available the employer may proceed with the disciplinary action.
- 31.5 When an Employee or Employer requests a shop steward to be present at a meeting called by the Employer and the meeting lasts longer than twenty (20) minutes the employer will provide assistance from the building staff to assist the shop steward at his or her station.
- 31.6 Shop Stewards shall be allowed twenty (20) minutes per month to perform any needed Shop Steward responsibilities when necessary.

SECTION 32 ENTIRE AGREEMENT

- 32.1 The Employer shall not be bound by any requirement which is not clearly, explicitly and specifically stated in this Agreement. Specifically, but exclusively, the Employer is not bound by any past practices of the Employer or understandings with any labor organization, unless such practices of the Employer or understandings are specifically stated in this Agreement. The foregoing does not eliminate the accepted use of past practice when issues arise as to interpretation of ambiguities in the express language of the Agreement.
- 32.2 The Union agrees that this Agreement is intended to cover all matters affecting wages, hours and other terms and all conditions of employment and similar or related subjects, and that during the term of this Agreement neither matters affecting these or any other subjects not specifically set forth in this Agreement.
- 32.3 Neither the offer nor the withdrawal of any proposal during the negotiations preceding the execution of this agreement which proposal, was not incorporated therein, shall be used in the construction of this agreement.

SECTION 33 TERM OF AGREEMENT

33.1 Unless expressly stated otherwise all parts of this Agreement will be effective August 1, 2012 and shall remain to and including July 31, 2016 and shall continue in effect thereafter from year to year unless either party serves notice in writing at least sixty (60) days prior to the expiration of this Agreement of the desire to terminate the Agreement or modify its terms.

DATED: 1/30/2013

SAN FRANCISCO MAINTENANCE
CONTRACTORS ASSOCIATION

James Bevilacqua

DATED: 1/30/2013

SEIU LOCAL 87
SERVICE EMPLOYEES
INTERNATIONAL UNION

[Signature]

EXHIBIT A

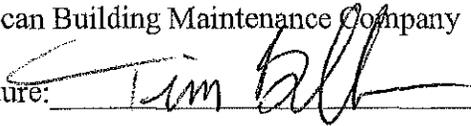
MEMBERS OF THE SAN FRANCISCO MAINTENANCE CONTRACTORS

1. Able Building Maintenance Company

Signature: 

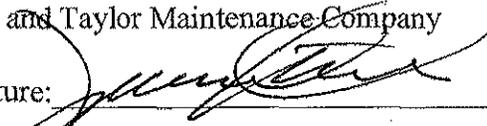
Date: 1-30-2013

2. American Building Maintenance Company

Signature: 

Date: 1/29/13

3. Lewis and Taylor Maintenance Company

Signature: 

Date: 1-22-13

4. Genesis Building Services

Signature: 

Date: 1/22/13

5. Clean-A-Rama Building Maintenance

Signature: _____

Date: _____

EXHIBIT B

HEALTH AND WELFARE COVERAGE:

This Section expresses the understanding of the parties concerning Employer contributions to the General Employees Trust Fund on behalf of employees and their eligible dependents covered by this Agreement.

- B. 1 The Employer agrees to maintain Plan C26 covering medical, dental, vision, prescription drug and life insurance coverage for employees and their eligible dependent(s) in its entirety through October 31, 2012. The cost of Plan C26 is one thousand two hundred seven dollars and four cents (\$1,207.04) per month per eligible employee.

Effective September 2012 hours for October 2012 deposit for November 2012 coverage, employees participating in Plan C26 will be transferred into Plan C26 (A) at the cost of one thousand one hundred fifty four dollars and thirty one cents (\$1,154.31) per month per eligible employee.

For employees hired after August 1, 2012 they shall be eligible after four (4) months for Plan C26 (B) at the cost of nine hundred thirteen dollars and fifty two cents (\$913.52) per month per eligible employee.

After thirty-nine-hundred (3900) hours an employee hired after August 1, 2012 shall be eligible for Plan C26 (A).

The employer agrees to maintain the amended benefits of the plan (MOB) during the term of the agreement.

- B.2 All Employer contributions referred to in this Section shall be paid into the General Employees Trust Fund in accordance with the procedure set forth below.
- B.3 For the purpose of this Section, Permanent and Top Rate employees (A and B List) are eligible for a contribution if they have worked at least ninety (90) hours in the month prior to the month in which previous contribution is due. "Ninety (90) hours worked" includes straight time hours only, not overtime, and it includes compensable straight hours paid but not worked.

In addition for the purpose of this section Progression Rate Employees (C list Employees) and new hires after August 1, 2012 are eligible for a contribution if they have worked for 105 hours in the month prior to the month in which the previous contribution is due. "One hundred five hours (105) worked "includes straight time hours only, not overtime, and it includes compensable straight hours paid but not worked.

- B.4 If any employee works their qualifying hours or more in the month but is not listed by the Employer, the Employer shall be personally liable and fully responsible for all claims that may be incurred by such employee in the same amounts as though the employee had in fact been listed. This personal liability, however, does not in any way relieve the Employer of his liability to make payments under this Agreement.
- B.5 The Employer shall comply with all provisions of the above-mentioned Health and Welfare Trust Funds and shall maintain, furnish and make available for audit at Employer's office such data and records as the Trustees may require as provided in the Health and Welfare Trust Fund.
- B.6 The Union and the Employer will discuss alternative Health and Welfare plans. Any proposed changes will only be implemented by mutual agreement from all parties.

EXHIBIT C
THE FILLING OF AVAILABLE POSITIONS

Notwithstanding any other provision of the Agreement, this provision shall cover the filling of available positions by each Employer (Contractor) covered by the Agreement.

- C.1 Each Employer agrees to maintain four separate lists. The first list will be the Permanent Employee list that will include all Permanent Employees and their building assignments. (Permanent employees are defined as those employees who are assigned by the Employer to a particular workstation on a daily and permanent basis.) The second list will include temporary employees who were permanent for a particular Employer but are now laid off and shall be known as the "A List". The third list will include top wage rate temporary employees for a particular Employer and shall be known as the "B List". (Top wage employees are defined as those employees who have never been permanent.) The fourth list will consist of temporary employees who are earning less than top wage rate for a particular Employer and shall be known as the "C list". To be included on any Employer's "C list", an individual must have worked at least one (shift) in the last twelve (12) months for that Employer.
- C.2 The placement of employees on the "A through C list" will be as follows:
- (a) Employees, who were permanent for a particular Employer but are now laid off, will be at the top of the list for that Employer (A list). The ranking among these employees will be by seniority date.
 - (b) The next ranking will be of employees who are earning the top wage rate for a particular Employer who have never been permanent (B list). The ranking among these employees will be by seniority date.
 - (c) The next ranking will be of those employees who are earning less than top rate for a particular Employer (C list). The ranking among these employees will be based on the number of accumulated hours worked for that Employer.
- C.3 When a permanent position becomes available the most senior employee on the A list will be offered said permanent position. If there is no A list employee then the most senior employee on the B list shall be offered said permanent position. If there is no B list employee available then the most senior employee on the C list shall be offered said permanent position. For day porter and foreperson positions, client and Employer approval will also be a determining factor. For janitorial positions that require specific skills, the Union/Employer will do it's best to dispatch/place a member with the required capabilities.
- C.4 (C.3 original) On any given day, the Employer shall fill available temporary positions with the employee on its A, B or C List who is not working that day in

the order of seniority, except for day porter, foreperson positions, and for janitorial positions that require specific skills. However, if the employee filling a temporary position chosen by the employer is on the C list the most senior employee from the A, B or C list can bump the lesser wage temporary Employee, with 24-hour notice, except under extended leaves of absence of 12 months or longer covered in Section 14.5 of this Agreement.

- C.5 In hiring, the Employer may consider individuals recommended by the Union. For day porter and foreperson positions, client and Employer approval will also be a determining factor.
- C.6 The employer will notify the union when there is a permanent open position in the day porter classification.
- C.7 On an emergency basis that does not exceed three (3) days for day porters and forepersons and two (2) days for other positions, the employer may fill the temporary vacancy by an employee of their choice.
- C.8 An employee will be removed permanently from an Employer's A, B or C list for any of the following reasons.
- Termination for Just Cause
 - Not working three shifts within the last twelve (12) months, except for employees on the A or B list.
 - Refusing to accept three (3) dispatches, without just cause, within a thirty (30) day period will be considered a voluntary quit, except for employees on the A or B list.
 - Not responding to three (3) Employer notifications for dispatch without just cause within a thirty (30) day period will be considered a voluntary quit, except for employees on the A or B list. It is understood that an employee will be considered to have not responded to a notification for dispatch on a given day only if the notification was given at some time from 3:00 p.m. to 4:30 p.m. on that day, except under extenuating circumstances. It is further understood that this paragraph does not in any way restrict the Employer's right to notify for dispatch at any time before 3:00 p.m. or after 4:00 p.m.
- C.9 Each Employer shall supply the Union with a copy of the lists stated in C.1. Thereafter, each Employer shall supply the Union with a daily report concerning the filling of temporary vacancies no later than 3:00 p.m. following the completion of the previous workday. For Friday, Saturday and Sunday reports, they shall be supplied to the Union the following Monday, unless Monday is a holiday, in which case the requirement unless there are extenuating circumstances such as phone line being down, in that case the Employer is required to supply the daily report as soon as possible.) This report shall contain the following information:

- Employee Name
- Name and address of new hires
- Current Assignment, if any
- Date of assignment, if any
- Employee being replaced
- Reasons for Open Position
- Estimated Duration

In addition, each Employer shall supply the Union with an updated version of its permanent list once every six months and an updated version of its A, B and C list once every month.

- C.10 New Construction: For any new jobs that are the result of new construction, an Employer may fill one-half (1/2) of the needed number of employees with employees whose wage rate is the lowest on the progression wage rate. The other half must be filled first with qualified employees on the Employer's A and B list . Once the building is 90% occupied, the property will revert to the standard contract terms.
- C.11 The mediation procedure set forth in Section 20.6a of this Agreement shall be available for a dispute concerning whether or not an employee has the correct ranking on the A, B, or C list. In the event that it is found that the ranking for a particular employee is incorrect, the exclusive remedy which may be ordered is that the ranking be corrected. In the event that there is a monetary claim related to the ranking claim, the monetary claim may be pursued under the regular grievance procedure.
- C.12 The existing Labor Management committees may also discuss Exhibit C and may make any non-binding recommendations.
- C. 13 If an employer agrees to only use the Union hiring hall to fill all positions, both permanent and temporary, it can sign a side letter to opt out of Exhibit C provisions applicable to filling of available positions by the hiring hall.
- C. 14 The Employer agrees to participate in a union hiring hall pursuant to written procedures and responsibilities established by a labor-management committee. The labor-management committee establishing such procedures and responsibilities shall consist of two management representatives appointed by the San Francisco Maintenance Contractors Association, and two union representatives appointed by Union. Employer may subsequently cease participation in the hiring hall if it is unable to efficiently obtain and assign qualified staff.
- C.15 For any one time or reoccurring "tag" work of four hours or more which is above base contract specification, the employer may assign such "tag" work to an

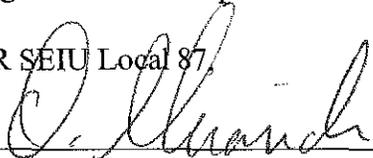
employee from the C List. The contractor will notify the union if the "tag" will exceed more than one month. If a permanent utility worker is utilized at another building for tag work for more than two days, the contractor will fill his/her position with a C list employee who is: (a) qualified to perform the utility work; and (b) working at the lowest rate in the progression schedule as set forth in Section 8 of this Agreement.

ATTACHMENT 1

Recycle/Green Buildings

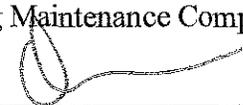
City and Union will participate in joint labor-management committee to identify best practices with respect to janitorial services. Committee will be facilitated by Mayoral designee from the Department of the Environment, and may include other stakeholders.

FOR SEIU Local 87,

By: 

Date: 1/30/2013

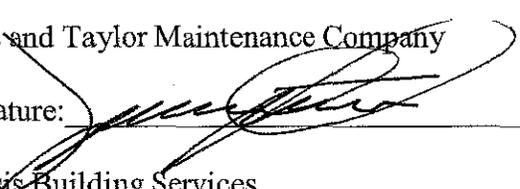
Able Building Maintenance Company

Signature: 

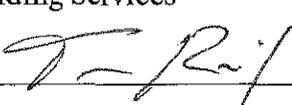
American Building Maintenance Company

Signature: 

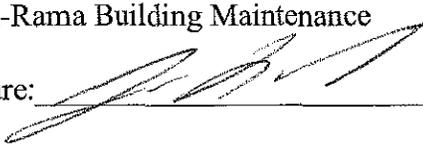
Lewis and Taylor Maintenance Company

Signature: 

Genesis Building Services

Signature: 

Clean-A-Rama Building Maintenance

Signature: 

FOR the Contractors,

By: 

Date: 1/30/2013

Date: 1-30-2013

Date: 1/29/13

Date: 1-22-13

Date: 1/22/13

Date: 1/31/13

LETTER OF UNDERSTANDING
BACKGROUND CHECKS

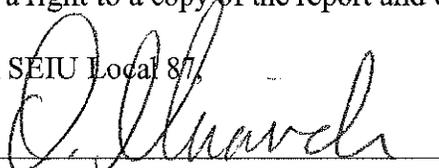
At client request employees shall be subject to security background checks. Employees shall cooperate with the Employer as necessary for obtaining security background checks. Employees who fail such security background checks shall be subject to termination, if there is just cause. Any employee may elect not to participate in the requested background checks and will be reassigned based on seniority. No bumping of permanent employees shall be allowed.

For the purpose of this provision, just cause to terminate an employee who has failed a security background check exists only if it is established:

1. That one or more of the findings of the background security check is directly related to the employee's job functions or responsibilities, or
2. That the continuation of employment would involve an unreasonable risk to property or to the safety or welfare or specific individuals or to the general public.

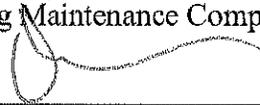
If the customer or Employer determines that the employee has failed a security background check, but the Employer lacks just cause for termination under this provision, then the employee may be transferred or reassigned based on seniority. No bumping of permanent employees shall be allowed. Employees who failed a background check will have a right to a copy of the report and can appeal through the grievance procedure.

FOR SEIU Local 87,

By: 

Date: 1/30/2013

Able Building Maintenance Company

Signature: 

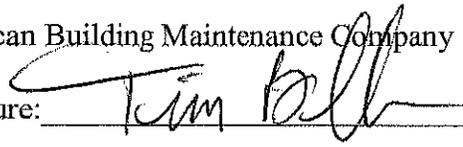
FOR the Contractors,

By: 

Date: 1/30/2013

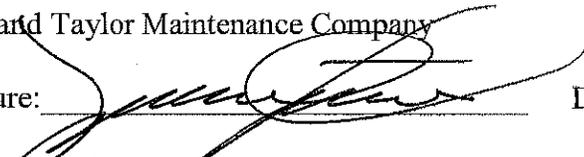
Date: 1-30-2013

American Building Maintenance Company

Signature: 

Date: 1/29/13

Lewis and Taylor Maintenance Company

Signature: 

Date: 1-22-13

Genesis Building Services

Signature: 

Date: 1/22/13

Clean-A-Rama Building Maintenance

Signature: 

Date: 1/31/13

LETTER OF UNDERSTANDING

A. New Position Definition: **RECYCLING COORDINATOR**

The purpose of a **RECYCLING COORDINATOR** shall be to hand sort the landfill, recycling, and compost waste streams generated in the property/properties in which they are employed to assist properties in meeting or exceeding City mandated waste diversion rates.

B. **RECYCLING COORDINATOR** Hiring Requirements

Contractors may hire a **RECYCLING COORDINATOR(s)** from the SEIU Local 87 hiring hall to allow hand-sorting, of all landfill, recyclable and compostable material generated in the building(s) in which they are employed.

C. **RECYCLING COORDINATOR** Training

Contractors agree to train **RECYCLING COORDINATOR**. Training shall include, in addition to instruction on the proper sorting of all waste streams, detailed information on the safe handling and disposal of hazardous materials such as sharps and chemicals. Training will be provided in English and in the Recycling Coordinator's native language.

D. **RECYCLING COORDINATOR** Safety

Contractors shall provide sorters with protective gear reflecting best practice in the recycling industry, including safety goggles, respiratory protection, protective aprons, hair nets, puncture-proof and waterproof work gloves, and safety boots.

E. **RECYCLING COORDINATOR** WAGES and BENEFITS

Employer will pay the minimum rates of the pay scales of this contract. Employers shall not be prevented from paying in excess of the minimum rates indicated in the pay scales of this contract. Recycling coordinator with a minimum of one year's experience shall be eligible to bid on non-sorter janitor positions according to seniority and their placement on the Employers temporary list.

Health and Welfare: C-23a 822.47 after four months of consecutive 115 hours. Thereafter 115 hours per month qualifier.

Pension: No pension

Attachment 6

Prevailing Wage Determination

Agreement between San Francisco
Window Cleaning Contractors
Association and Window Cleaners
Union, SEIU Local 1877, AFL-CIO

WINDOW CLEANERS AGREEMENT

April 1, 2014 to March 31, 2017

by and between

SAN FRANCISCO WINDOW CLEANING CONTRACTORS ASSOCIATION

and

WINDOW CLEANERS UNION – SEIU USWW, AFL-CIO

THIS AGREEMENT is made and entered into this 1st day of April, 2014 by and between the San Francisco Window Cleaning Contractors Association, hereinafter called the Employer, and the Window Cleaners Union, Service Employees International Union, United Service Workers West, hereinafter called the Union. The terms of the Agreement shall apply to all signatory Employers as listed on the signature page of this Agreement.

SECTION 1. RECOGNITION

The Employer recognizes the Union as the sole collective bargaining agency for all window cleaners employed by the Employer in San Francisco. In order to be recognized by the Union, the Employer must have an established place of business and must employ at least one (1) full time window cleaner. Also, the Employer must furnish the Union with a certificate of Workers' Compensation Insurance for his employees directly from the insurance company involved.

SECTION 2. UNION MEMBERSHIP AND HIRING

- (a) Union Membership: It shall be a condition of employment that all employees covered by this agreement and hired on or after its effective date shall, on the thirtieth day following the beginning of such employment, become and remain members in good standing of the Union or tender to the Union the initiation fees and periodic dues that are the obligation of members. Check-off provisions are set forth in Section 23.

For the purpose of this Section only, tender of the initiation fees not later than the thirty-first (31st) day following the date of employment or not later than the thirty-first (31st) day following the effective date of this Agreement, whichever is later, and tender thereafter of the regular monthly periodic dues uniformly required as a condition of retaining membership shall, for the purpose of this Agreement, constitute membership in good standing in the Union.

If the Employer uses persons not members of the Union as window cleaners (except conscientious objectors or financial core members), it shall be recognized as a violation of this Agreement. The Board of Arbitration established in Section 22 below, shall assess a reasonable penalty against the Employer, in the event of such employment violation. It shall not be a violation of this Agreement for janitors who are not members of this Union to wipe off glass doors and spot-clean partition glass; however, janitorial employees shall not use natural sponges, window cleaners' brushes or squeegees.

- (b) Hiring: When new or additional employees are needed, the Employer shall notify the Union of the number of employees needed. Applicants for jobs shall be referred by the Union to the Employer on a non-discriminatory basis.

The Employer shall be the sole judge of the competency of all applicants and reserves the right to reject any applicant referred by the Union. The Employer agrees within one (1) day of the date of hiring to notify the Union of the names, phone numbers and addresses of the persons hired.

In hiring, the Employer shall give preference to applicants previously employed as window cleaners in the local labor market area, which shall be defined to mean the City and County of San Francisco. It is expressly understood that neither the Employer nor the Union shall discriminate against any applicant for employment or employee because of religious creed, race, sex, union membership or age as defined in the Age Discrimination Act as amended.

If the Union is unable to refer to the Employer suitable applicants for employment within two (2) days (working days), the Employer may then hire persons from other sources, provided the Employer on the date of hiring shall notify the Union of the name, phone numbers and address of each person hired.

- (c) Probation period: There shall be a sixty (60) working days probationary period for a new employee. The probationary period shall be applicable to each Employer for which the employee works until the new employee works more than sixty (60) working days for one Employer.

During the probationary period, the Employer may discharge the employee without cause and without recourse to the grievance procedure.

SECTION 3. SENIORITY

Seniority is the right accruing to employees through length of service which entitles them to appropriate preference in layoffs, rehiring and vacation.

Seniority shall be terminated by discharge for cause, resignation, retirement or failure to return from an authorized leave of absence or failure to return from vacation unless good cause for such failure is shown. In the event of a lay-off, employee's seniority shall be protected for twelve (12) months. If an employee is recalled to work within the twelve month period and does not report to work, then his seniority is terminated.

In all cases of layoffs, the principal of seniority shall apply. If the Employer is required to reduce the size of his crew, then the last person hired shall be the first person laid off. If an employee is laid off outside his seniority date because he lacks a particular skill, when the Employer regains that particular work that can be performed by the more senior employee, then the more senior employee will be recalled with no change in his seniority date. Recall shall be done on a weekly and not daily basis. This means if there is less than one week's work, recall is not mandatory.

It is understood that the Leadman shall be the last employee laid off because of the type of responsibilities required of the job. This provision shall apply to only one person per company and the Employer shall notify the Union of the person designated under this provision. The Employer agrees that the Leadman will not perform Journeyman work (i.e. window cleaning) if, in fact, a Journeyman with more seniority would be laid off. Once all the more senior Journeymen are recalled, the Leadman may perform Journeyman work, if necessary.

SECTION 4. HOURS AND OVERTIME

(a) The maximum workweek shall be thirty-seven and one-half (37 ½) consecutive hours segregated into five (5) working days of seven and one-half (7 ½) hours. The workweek shall be Monday through Friday, with Saturdays and Sundays off. The hours of work shall be from 5:00 a.m. to 1:00 p.m., 6:00 a.m. to 2:00 p.m., 7:00 a.m. to 3:00 p.m., 8:00 a.m. to 4:00 p.m. (Hotels only). Employees shall receive a one-half (1/2) hour between 11:00 a.m. and 11:30 a.m. for lunch. Employees must take a full half (1/2) hour for lunch and no employee shall substitute part of the lunch period for any part of the regular working day. Any work performed in addition to the specified hours contained herein shall be paid at the overtime rate of pay. A twenty (20) minute rest period two (2) hours after starting time shall be given each employee. The Union pledges its best

efforts to enforce the provisions of a seven and one-half (7 ½) hour day, and agrees to discipline any member found to be in violation thereof. It is understood the employees covered by this Agreement will at all times conduct themselves on the job in an orderly and business-like fashion.

If there is a shift change, notification shall be given by Thursday noon for the following week. If a building requires cleaning at different times, the Employer shall establish a swing or grave shift. Any such shift shall start after 1:00 p.m. and shall be eligible for a shift premium of forty (\$0.40) cents per hour. Any shift starting after 1:00 p.m. shall be offered to the most senior qualified employee and down the seniority list until exhausted. If no employee volunteers, the least senior qualified employee shall be assigned such shift.

The parties recognize the principle that the Employer and the Union shall maintain proper and reasonable times on the jobs. In the event of any question concerning reasonable time for performing a job, Employer and Union shall promptly meet and confer in good faith effort to reach agreement. If the representatives fail to agree, the disagreement shall be handled in accordance with the provisions of Section 22 below.

Any problems relating to work schedules, rest periods and lunch periods in connection with scaffold and bos'n chair work shall be determined promptly by agreement between Employer and Union. If the representatives fail to agree, the disagreement shall be handled in accordance with the provisions of Section 22 below.

(b) The maximum workweek with a holiday, as designated in Section 6 below, shall be reduced seven and one-half (7 ½) hours for each holiday falling within that workweek.

(c) Employees covered by this Agreement will not be employed by more than one (1) Employer at any one (1) time, or be self-employed, while in the employ of an Employer covered by this Agreement, subject to approval of the Union.

(d) Overtime work shall be on the following basis:

- a. Time and one half (1 ½) after seven and one half (7 ½) hours worked in a day and double time after twelve (12) hours in a day; and
- b. Time and one half (1 ½) for work performed on Saturday provided that the employee must have completed thirty seven and one half (37 ½) hours in the preceding Monday-Friday unless 37 ½ hours of work were not available to the employee based on his/her seniority.

- c. Double time for work performed on Sunday provided that the employee must have completed thirty seven and one half (37 ½) hours in the preceding Monday-Friday unless 37 ½ hours of work were not available to the employee based on his/her seniority, and further provided that the employee has not refused Saturday overtime for that same weekend.

Paid non-work hours and daily overtime hours shall be counted as worked hours for the purpose of determining Saturday and Sunday overtime.

SECTION 5. SPLIT SHIFTS

There shall be no split shifts, but in case of emergency of any store that might change display windows in late afternoon or evening, the employee shall be permitted to go back and wash the inside of said windows at overtime rates. This overtime will not have to be taken off the following week. When an employee is called back to work after completing his regular shift, he shall receive a minimum of two (2) hours work or two (2) hours pay at the applicable overtime rate.

SECTION 6. HOLIDAYS

The following holidays will be observed:

- | | |
|------------------|------------------------|
| New Year's Day | Veteran's Day |
| Presidents' Day | Thanksgiving Day |
| Memorial Day | Day after Thanksgiving |
| Independence Day | Christmas Day |
| Labor Day | Floating Holiday* |

Employees shall be eligible for all holidays except the floating holiday upon completing their probation.

* Employees shall be eligible for their floating holiday one year from their date of hire with the Employer. The employee shall request the floating holiday in writing at least two weeks prior to the date s/he wishes to take it and the request shall be by mutual agreement.

If a holiday falls on a Saturday or Sunday, it shall be observed on the following Monday, provided that in cases of emergency, special arrangements can be made with the Union. If a holiday falls on a Thursday, an employee who gives the Employer one (1) week notice will be permitted to take the following Friday off on his own time without penalty. If a holiday falls on a Tuesday, an

employee may be permitted to take the previous Monday off on his own time without penalty provided the entire shop agrees or it is mutually agreed to by the Employer and employee.

All employees shall receive a full day's pay for the observance of said holidays, regardless of the day on which the holiday occurs, provided such employees have reported to work on their regular working day immediately before and immediately after said holiday. An employee shall have been considered to have reported for work, if absence on the day before or after said holiday is due to express permission of the Employer or to a bona fide illness, or to a dispute between Employer and Union that has resulted in work stoppage. An employee required to work on a holiday shall be paid by the Employer for whom he works at the rate of double time in addition to his regular pay. Under no condition whatsoever shall work be permitted on Labor Day. No man shall be laid off for the purpose of defeating this provision.

SECTION 7. WAGES

(a) The minimum hourly wage for all journeymen and for all scaffold and bos'n chair work shall be as follows:

	<u>August 1, 2014</u>	<u>April 1, 2015</u>	<u>April 1, 2016</u>
Base	\$21.15	\$21.65	\$22.25
Scaffold/Bos'n Chair	\$22.61	\$23.11	\$23.71

(b) If the Employer posts the position for Leadman, the job shall be open for bid. If the skills and ability are relatively equal seniority shall govern.

Skills and ability required for the Leadman position are the following:

1. The ability to communicate with building managers and/or engineering staff.
2. Must be able to read and explain OPUS requirements.
3. Must have knowledge of CAL-OSHA, ANSI-IWCA, I-14 standards and CA Labor Code that governs window cleaning operations as long as information is posted in the shop.
4. Must be able to conduct monthly safety training meetings.

The Leadman shall receive one dollar and twenty-five cents (1.25) per hour premium over the rate of job he is performing. General duties shall be as follows:

Under general supervision instructing employees in Company's overall method of operation. Assigns employees to particular duties, inspects and checks the

employee's work for efficiency and accuracy. Must integrate his operations with those of other crews and department whenever necessary. Also oversees compliance of Safety Regulations.

(c) Inexperienced persons may be hired by the Employer, subject to all provisions of this Agreement, provided that no journeyman window cleaner shall be displaced as a result of such employment, except that the Employer may retain inexperienced employees with longer seniority than newly hired Journeymen for the purpose of training only. The ratio of any one (1) inexperienced employee to four (4) journeyman window cleaners shall not be exceeded, except that shops employment less than (4) journeymen window cleaners may hire not more than one (1) inexperienced person. Inexperienced employees shall be paid the following minimum hourly wages:

	<u>Start</u>	<u>After 975 hours worked</u>	<u>After 1950 hours worked</u>	<u>After 2925 hours worked</u>
<u>Effective 8/1/14</u>				
Base:	\$13.50	\$14.50	\$15.50	\$17.45
Scaffold/Bos'n Chair:	\$15.00	\$16.00	\$17.00	\$18.91
<u>Effective 4/1/15</u>				
Base:	\$14.00	\$15.00	\$16.00	\$17.95
Scaffold/Bos'n Chair:	\$15.50	\$16.50	\$17.50	\$19.41
<u>Effective 4/1/16</u>				
Base:	\$14.60	\$15.60	\$16.60	\$17.55
Scaffold/Bos'n Chair:	\$15.10	\$17.10	\$18.10	\$20.01

Journeyman rates paid: after 3900 hours worked

Any inexperienced employee who has served a portion of his training period with one Employer and is subsequently hired by another Employer, part to this Agreement, may be credited with the training time served, upon mutual agreement of the Employer and the Union. When an inexperienced person is hired, it shall be compulsory that the inexperienced person work with a journeyman for a period of not less than six (6) months, regardless of the scale that the inexperienced person may be paid. If an inexperienced person is not qualified to perform the work he shall either be laid off, or, by mutual agreement between the Union and the Employer, his training time may be extended. There shall be no reduction of hours for any employee as a result of the signing of this Agreement.

An Employer hiring inexperienced persons shall be required to train such persons in all phases of the window cleaning craft.

At no time shall an inexperienced person be allowed to work more than seven and one-half (7 ½) hours per day or more than thirty-seven and one-half (37 ½) hours per week without the prior approval of the Union.

Journeyman window cleaners must be required to do all phases of window cleaning work as requested by the Employer, provided that no employee shall be disciplined under this provision without prior notice to the Union and discussion of the specific case involved. If the parties fail to agree, the case shall be handled as provided in Section 22 below.

**SECTION 8. HEALTH INSURANCE, DENTAL, VISION,
PRESCRIPTION DRUG AND LIFE INSURANCE**

(a) Health Insurance

1. This Section expresses the understanding of the parties concerning Employer contributions to the General Employees Trust Fund on behalf of employees covered by this Agreement and their dependents.

2. All employer contributions referred to in this Section shall be paid into the General Employees Trust Fund, created under the terms of said plan in accordance with the procedures set forth below. It is understood that all questions concerning eligibility of employees for coverage shall be determined by the Trustees of the said Trust Fund.

The Employer shall provide benefits as contained in the agreed upon worksheet between the Employer and the Union of Menu Plan C18 through General Employees Trust Fund for eligible employees and dependents. The cost of the current Plan, as of April 1, 2014 is \$1360.75 per month.

3. Between the first (1st) and the tenth (10th) day of each month, the Employer shall submit to the Trust Fund a list of all employees who have worked seventy-five (75) hours or more during the preceding calendar month. The list shall indicate the number of hours worked by each employee. Paid vacations, paid holidays, and paid sick leave are considered as hours worked in computing group insurance plan contributions. The Employer shall pay into the Trust Fund each month an amount to cover the cost of the benefits.

New employees hired after April 1st, 2010 (with the exception of returning Journeyman employees) shall become initially eligible for payment of the Health and Welfare premium after working nine hundred seventy five (975) hours and then working a minimum of seventy-five (75) hours in a subsequent calendar month. The definition of a "returning journeyman" who would not have to wait

for a health and welfare contribution as defined above is a journeyman who has worked as a window cleaner for a signatory or me-too employer in the City and County of San Francisco within twenty-four (24) months of being hired by his/her current employer. Any journeyman on payroll of a signatory or me-too employer as of the date of ratification does not have to wait nine hundred seventy five (975) hours for health care.

4. The Employer agrees that the employee benefits established by the General Employees Trust Fund shall be maintained for the life of this Agreement. If the present carrier shall, as a result of loss experience, elect to increase the premiums, the Employer agrees to pay such increases as may be necessary in order to maintain the present employee benefits.

5. The Employer shall comply with all provisions of the Trust Fund and shall maintain, furnish and make available for audit at Employer's office such data and records as the Trustees may require as provided in the Trust Fund.

6. If any employee works seventy-five (75) hours or more in the calendar month but is not listed by the Employer, the Employer shall be personally liable and fully responsible for all claims that may be incurred by such employees in the same amounts as through the employee had in fact been listed. This personal liability, however, does not in any way relieve the Employer of his liability to make payments under this Agreement.

7. The Employer hereby accepts the terms of that certain Agreement and Declaration of Trust entered into at San Francisco, California, creating the General Employees Trust Fund and further agrees to become a party to said Agreement and Declaration of Trust. Employer hereby agrees to be bound by all of the provisions of said Agreement and Declaration of Trust and hereby acknowledges prior receipt of a copy thereof.

8. If an employee who has had six (6) months or more of service is injured or ill, the Employer shall continue to make monthly contributions on his behalf for at least two (2) months.

9. If future regulations are passed that render this section as non-compliant with the ACA, the parties agree to reopen this section in order to bring it into compliance.

SECTION 9. PENSION

There is hereby established plan for the purpose of providing pension or retirement benefits to employees covered by this Agreement. The Employer

agrees to make periodic contributions on behalf of all employees covered by the Collective Bargaining Agreement to the Service Employees International Union National Industry Pension Fund ("Fund") in the amounts specified below. The Employer hereby agrees to be bound by the provisions of the Agreement and Declaration of Trust establishing the Fund, as it may from time to time be amended, and by all resolutions and rules adopted by the Trustees pursuant to the power delegated to them by that agreement, including collection policies, receipt of which is hereby acknowledged.

Effective April 1, 2014, based on March, 2014 hours the contribution rate to the Fund shall be two dollars and fourteen cents (\$2.14) per hour for each straight time hour worked and paid for. Paid vacation, paid holidays and paid sick leave are considered as hours worked in computing contributions.

The Employer and the Union agree to adopt the Preferred Schedule for Benefit Changes and Supplemental Contributions adopted by the Trustees of the National Industry Pension Fund (NIPF), and any amendments thereto, for the life of this Agreement. The supplemental contribution amount of \$2.14 per hour is 48.3% effective April 1, 2014; 59.8% effective April 1, 2015; and 72.1% effective April 1, 2016.

SECTION 10. SICK LEAVE AND FUNERAL LEAVE

Every employee covered by this Agreement shall be permitted to accumulate five (5) days sick leave per year accumulated at the rate of 1.7 days for each four (4) months of service.

This paid leave can be used for a bona fide illness, accident or funeral leave, or to care for an immediate family member as defined below. This five (5) days per year shall be accumulated to a maximum of thirty (30) days.

Every employee shall earn sick leave for each month in which he/she works the 75 hours per month needed to qualify for Health & Welfare benefits. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility for paid sick and funeral leave each month.

Earned paid leave benefits shall be paid in the following manner:

First (1st) full workday's absence, no pay except where the employee is hospitalized on such first (1st) day; succeeding workday's absence, full pay until earned sick leave benefits are exhausted.

The waiting period herein provided before full pay commences shall apply to each employee and not each illness or accident. Employees working for one (1) Employer will only have one (1) waiting period. Employees working for multiple Employers shall have one (1) day wait for the first illness or accident for each Employer.

If the employee desires to utilize any earned leave for funeral leave it shall be for a death in the immediately family and immediate family shall be defined as: Spouse, Domestic Partner, Son, Daughter, Father, Mother, Brother, Sister, Grandson, Granddaughter, Grandfather and Grandmother.

Upon resignation, voluntary quit, retirement, discharge, or layoff, all unused sick leave shall be paid to the affected employee at his hourly rate of pay.

The Union and the Employer hereby expressly waive the provisions of Chapter 12W to the Administrative Code of San Francisco relating to paid sick leave. Those provisions shall have no application to the employees covered by the Agreement between the Employer and the Union during the term of this Agreement.

SECTION 11. SCAFFOLD AND BOS'N CHAIRS

All Scaffolds and Bos'n Chairs must be hung by men who work on same. A minimum of two (2) journeymen must work together on all Scaffolds and Bos's Chairs whenever practicable. Inexperienced employees shall not be allowed to work on Scaffolds or Bos'n Chairs, until the inexperienced person has worked at the trade for at least six (6) months. Then the inexperienced person must work with a journeyman.

SECTION 12. VACATIONS

All employees who work continuously for one (1) Employer for one (1) year shall receive a minimum of ten (10) days vacation with pay at the prevailing straight time rate annually.

All employees who work continuously for one (1) Employer for two (2) years or more shall receive a minimum of twelve (12) days vacation with pay at the prevailing straight time rate annually.

All employees who work continuously for one (1) Employer for five (5) years or more shall receive a minimum of fifteen (15) days vacation with pay at the prevailing straight time rate annually.

All employees who work continuously for one (1) Employer for twelve (12) years or more shall receive a minimum of twenty (20) days vacation with pay at the prevailing straight time rate annually.

Employees whose employment terminates after six (6) months or more shall receive vacation pay prorated on the basis of one (1) days pay for each month of service during the first (1st) five (5) years of employment, and on the basis of one and one-fourth (1 ¼) days pay for each month of service thereafter. Employees whose employment terminates after twelve (12) years of employment shall receive vacation pay prorated on the basis of one and two-thirds (1 2/3) days pay for each month of service.

Every employee shall earn vacation for each month in which he/she works the 75 hours per month needed to qualify for Health & Welfare benefits. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility for vacation each month.

SECTION 13. MILITARY SERVICE

All Window Cleaners entering the military service of the United States shall, upon their return to civilian life, retain their former shop seniority, providing they are physically fit and apply for their former jobs within ninety (90) days.

SECTION 14. TRAVEL

(a) All commercial vehicles shall be furnished by the Employer. Each contractor may designate as many men as are necessary to drive the contractor's vehicles and also clean windows, subject to notification to the Union. These men shall not be allowed to clean windows or drive vehicles more than thirty-seven and one-half (37 ½) hours per week. The contractor's name, telephone number and address must appear on the vehicle driven by the employee. All vehicles must be driven by a journeyman, unless otherwise authorized by the Union. Unless authorized by the Employer and the Union, no vehicle shall be used in any manner by an employee after working hours, but shall be returned to the shop each day. No employee shall be disciplined or discharged because of a refusal to drive the contractor's vehicle.

(b) All traveling time and transportation expenses shall be paid by the Employer, except that an Employer may require an employee to report directly to a job and to leave any job at the end of the working day without providing transportation expense or travel time to first job or from last job, provided that all assigned work is within the city limits of San Francisco. All out-of-town work shall be

voluntary, and no employee shall be voluntary, and no employee shall be required to accept out-of-town assignments.

SECTION 15. RESTRICTIONS

The foreman shall not be allowed to clean windows. This section does not apply to principal owners.

SECTION 16. EQUIPMENT

Employers shall furnish the employee all normally issued tools and working equipment for that day and the employee shall be held responsible for same except when ordered to leave tools on the job in an unsecured area. The company will notify the employee as to who in the company will issue and receive tool inventory.

All new window cleaning tools must be submitted for approval by the person to employ such new tools. They shall be screened by the joint committee consisting of two (2) representatives of the Union and two (2) representatives of the Employer. They shall not be put into use without the prior approval of said committee. It is recognized that the loss of the Company issued "bucket tools", other than for loss due to bona fide accidents of normal wear and tear will be grounds for the employee to replace the "bucket tools" at the Company cost.

SECTION 17. SUBCONTRACTING

No piece work or sub-contracting of work shall be allowed unless mutually agreed upon by the Union and the Employer.

SECTION 18. SAFETY

(a) Suitable belts must be used on all buildings that have anchor bolts. Ropes on belts and on Bos'n Chairs must be renewed every six (6) months, or on demand of employee.

(b) No windows shall be cleaned that are not in good working order.

(c) No window cleaner shall be allowed to work on an extension ladder more than four (4) hours in any one (1) day. Only in case of extreme emergency, where an employee can finish a job, one (1) hour more will be permitted.

(d) A person shall be placed at the foot of all ladders in use that exceed

eighteen(18) feet in length. Two (2) window cleaners shall work together on extension ladders which are extended thirty-six (36) feet or more in length.

(e) It is agreed that when the personal safety of a member is concerned, his refusal to work on defective windows, or inadequate window cleaning equipment, shall not be sufficient cause for discharging of the employee and it is further agreed that said member will not be penalized for such refusal by a the Employer.

(f) All other safety conditions not specified herein, but which form a part of the rules and regulations of the California Occupational Safety and Health Administration (Cal-OSHA) for Window Cleaners, shall be observed by the Employer.

(g) When the personal safety of a member is concerned, his refusal to pass through a picket line shall not constitute a violation of this Agreement.

(h) Where acid is used on scaffold work, steel falls shall be used instead of rope falls. Whenever employees are obliged to use acid in the course of their employment, Employers shall furnish employees with rubber gloves or other necessary equipment.

(i) The Parties agree to establish a Labor-Management Committee of a maximum of seven (7) members from each side. This committee is meant to discuss areas of mutual concern such as safety, training and the preservation of standards in the Window Cleaning Industry. It is not intended to discuss contractual issues.

SECTION 19. BREAKAGE

Employees shall not be held responsible for any breakage or damage, and no deductions shall be made from the employee's wages for any breakage or for insurance, public liability, property damage, employees compensation or for any other reason or purpose except those deductions required by law. Deductions may be made from employees' wages in order to purchase group insurance, provided that the Union is advised in advance concerning the proposed establishment of any group insurance plan the employee agrees voluntarily to be a party to such a group insurance plan.

SECTION 20. DISCHARGE AND DISCIPLINE

Any Employer discharging or disciplining a member of the Union must have just and reasonable cause. In case of a dispute, it shall be taken up under Section 22 of this Agreement.

SECTION 21. SHOW-UP PAY

Any employee who is ordered to work and is not put to work must receive two (2) hours pay. Any employee instructed not to come to work because of rain or wind will not be entitled to show-up pay if informed within four (4) hours prior to the start of the shift. Such notification shall be solely based on seniority of people who work out of the shop and shall not be for punitive, discriminatory or personal favoritism reasons. Any employee who is put to work shall be guaranteed seven and one-half (7 ½) hours work or pay.

SECTION 22. GRIEVANCE PROCEDURE

In case of a grievance or dispute concerning the interpretation or application of the terms of this Agreement, a representative from the Union and a representative from the Employer shall immediately attempt to settle the grievance or dispute.

The right to grieve is lost if the grievance is not brought up in writing within thirty (30) working days from the time the Union is aware of such dispute.

If the parties are unable to do so, a Board of Adjustment composed of two (2) representatives from the Union and two (2) representatives from the Employer shall, within ten (10) working days after written notice is mailed by either party to the other, meet to consider all questions under dispute and endeavor to arrive at a satisfactory settlement.

By advance mutual agreement of the Parties, an Adjustment Board as described above can be convened with the addition of a neutral mediator. The mediator will provide a non-binding recommendation to the parties to assist the parties in settling the grievance. If the parties reach a settlement, it shall be reduced to writing the day of the Board of Adjustment and signed off by the Board members.

The parties may file for Arbitration if the grievance is not settled at the Board of Adjustment. The party filing the Arbitration shall notify the other in writing within twenty business (20) days of the Board of Adjustment.

The Arbitrator shall be selected by mutual agreement between the parties. If the parties are unable to agree upon an arbitrator, they shall request a list of nine (9) arbitrators from the FMCS. Upon receipt of such a list, the parties shall alternately strike one (1) name from the list until one name remains. That person shall serve as arbitrator. The party striking the first name shall be determined by the flip of a coin. The costs of the Arbitration shall be borne

equally by the parties. The decision of the Arbitrator shall be final and binding upon the Employer, the Union and the employee(s). The Arbitrator shall have no authority to add to, amend, delete or modify this Agreement.

SECTION 23. CHECKOFF

(a) The employer agrees to deduct from the pay of each employee the membership dues required to maintain good standing as defined by the Constitution and Bylaws of the Union.

(b) Membership dues shall be deducted in the following manner:

1. Deducting for monthly dues shall be made from each paycheck based on the percentage established by the Union up to the maximum monthly dues amount commencing with the second (2nd) month of employment.

2. Deduction for initiation fees, in the case of new employees not members of the Union, shall be deducted from the second (2nd) pay check received by such employee during the second (2nd) month of their employment.

(c) All sums deducted for monthly dues and initiation fees shall be remitted to the Secretary-Treasurer of the Union not later than the last day of the calendar month in which such deductions are made, together with a list showing the names and addresses of employees and the amount of deductions made.

(d) It is understood and agreed between the parties that deduction of Union membership dues shall be made only on the basis of written authorization from the individual affected.

(e) The Union agrees to indemnify and hold the Employer harmless as to this provision.

SECTION 24. MISCELLANEOUS

(a) The Employer agrees to notify the Union of all jobs and also agrees to give notice to the Union of all new jobs and job cancellations within thirty (30) days.

(b) The Union shall have the right to inspect the payroll concerning any employees covered by this Agreement, including records showing straight time and overtime work.

(c) "During the term of this Collective Bargaining Agreement, the San Francisco Window Cleaning Contractors Association and Service Employees International

Union Local 1877 shall each appoint three (3) persons to a joint labor/management study committee. The purpose of the joint Study Committee will be to examine the feasibility and practicality of creating a joint labor/management state certified apprenticeship program including the costs that would be attached to creation of such an apprenticeship program. The committee will attempt to arrive at a joint recommendation during the term of this Collective Bargaining Agreement and present such recommendation to Service Employees International Union Local 1877 and the San Francisco Window Cleaning Contractors Association for further discussion between the Parties."

(d) Most Favored Nations Clause: If, during the term of this Agreement, the Union enters into a collective bargaining agreement or allows practices with another employer or group of employers employing employees in the classifications covered hereunder which provided for a total compensation package of wage rates or economic fringe benefits which are favorable to any employer than the total of the corresponding or similar provisions of the Agreement, then it is agreed that those more favorable conditions will become effective under the terms and conditions of this Agreement on the same date that they become effective under the other collective bargaining agreement.

(e) Alcohol and Drug Testing:

- 1) **Purpose.** This policy is to provide guidelines for "reasonable suspicion" alcohol and controlled substance testing to be effective April 1, 2000.
- 2) **Scope.** This policy applies to all employees of the Employers signatory to this Agreement.
- 3) **Definitions.** For the purpose of this policy, controlled substances are the drugs that the Federal Department of Transportation (D.O.T.) has defined in its drug testing program. These drugs are marijuana, cocaine, opiates, amphetamines and phencyclidine (PCP).

4) **POLICY**

A. **General Rules.**

No employee shall report for duty or remain on duty while having an alcohol concentration of 0.04 or greater, or use any controlled substance except when the use is pursuant to the instructions of a physician who has advised the employee that the substance does not adversely affect the employee's ability to safely perform his/her job duties.

An employee whose conduct indicates that he/she is not in a physical condition to perform his/her job safely and efficiently will be required to submit to an alcohol and/or a controlled substance test.

A manager must have a "reasonable suspicion" that the employee is under the influence of, or adversely affected by, alcohol or a controlled substance. Reasonable suspicion exists when there is a clear indication of impairment based on objective evidence and/or based on specific personal observation by a manager who can attest to the appearance, behavior, speech or breath odor of the employee. The manager will document his/her observations and reasons for requesting testing, and get a witness where there is at least one (1) additional employee at the same worksite. Those observations may include but are not limited to:

- Abnormal work performance;
- Any combination of physical conditions and/or symptoms such as unsteady balance, alcohol on breath, glassy eyes, reddened eyes, unsteady gait, etc.;
- Abnormal person behavior or unusual interpersonal relations on the job;
- It is the Employer's policy to test for the abuse of drugs and alcohol following certain accidents on the job, AND when an individual is involved in an OSHA-reportable accident. An accident is defined as requiring more than first aid (e.g. treating by a physician or hospitalization), injuries that require lost time (at least ½ day), or loss of consciousness. When such accidents occur, a urine drug screen and breath alcohol test will be done.

The Employer will provide training to make managers aware of the above conditions.

An accident that occurs under suspicious circumstances or without any logical explanation may establish "reasonable suspicion" for requiring the employee involved to be tested; however, the mere fact that an accident occurred is not sufficient in itself to establish reasonable suspicion. In any case, an employee involved in a work-related accident who is the victim of another's carelessness shall not be subjected to any testing merely because he/she requires medical treatment.

Failure by an employee to submit to a test when reasonable suspicion exists shall be grounds for termination. Any employee who tests positive for a controlled substance and/or an alcohol test showing a concentration of 0.04

or greater or is in violation of any part of this policy may be subject to disciplinary action which could include suspension and/or termination.

If an employee tests positive or if they volunteer to enter a program, they must enter a program for rehabilitation. Upon successful completion of this program they will be allowed to return to work; however, if they test positive a second time, they shall be terminated without recourse to the grievance procedure.

B. Reasonable Suspicion Testing Procedure.

All alcohol and controlled substance testing will be performed at a qualified collection site. Alcohol testing will be done by Breathalyzer (evidential breath testing device) and controlled substance testing by urine specimen (an initial screening test is done and if necessary a conformation test using gas chromatography/mass spectrometry). Alcohol and controlled substance testing will be done during an employee's paid time.

All samples which test positive for controlled substances will be confirmed using a chromatography/mass spectrometry test, or it may be confirmed by use of a superior or equally reliable test if such becomes available.

The employee, at his/her personal expense, will have the opportunity to have a reputable testing facility test the same sample as was submitted to the original test facility. Accepted chain of custody procedures must be followed and the test facility selected by the employee must meet all standards set by Federal/Health Agencies for laboratory performance using certified Medical Technologists and Technicians. An employee may request the independent test by notifying the Employer or its manager in writing within two (2) calendar days after the day when the employee is informed of the test results. The test result will be kept confidential and will be available only to a designated Employer representative, a designated Union representative, or a designated legal representative.

None of the testing procedures are intended to be in violation of the law, and if any part of this Policy comes to be in violation of Federal, State law or City Ordinance, only that part shall be void and it shall not nullify any other provisions of this policy.

- f) If the Employer goes out of business, the parties agree to meet to discuss severance pay.

SECTION 25 – NO STRIKE/NO LOCKOUT

The language and spirit of this Agreement guarantees the prompt and faithful performance by the Employer and the Union of all obligations imposed by the terms of this Agreement. The parties, therefore, mutually agree that during the term of this Agreement, the Employer shall not lock out its employees, nor shall the Union or its members either cause, sanction, or engage in any strike, or slowdown or stoppage of work of the Employer’s business. In the event of a violation of the provisions of this Section, the Union shall, upon notice from the Employer, immediately direct the affected employees to resume immediately normal operations.

It is understood that the observance by an individual member of the Union of a lawful picket line or another labor organization, which picket line has been sanctioned by the San Francisco Labor Council, shall not constitute a breach of this Agreement.

SECTION 26. INDUSTRY STABILIZATION

- (a) From April 1, 2014 until August 18, 2014, the Employer shall contribute five cents (\$.05) for each straight-time hour worked by employees under this Agreement to the Maintenance Cooperation Trust Fund, whose purpose is to enforce wage and hour, OSHA, insurance and other laws affecting the Window Cleaning Industry.
- (b) The Union agrees that no employee working under this Agreement shall engage in any window cleaning in the commercial office, commercial residential or retail sectors in the City and County of San Francisco which is not under the terms of this Agreement.

SECTION 27. TERM OF AGREEMENT

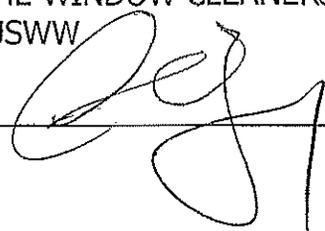
This Agreement shall become effective as of April 1, 2014 and shall remain in effect until March 31, 2017, and shall continue from year to year thereafter, provided, however, that each party reserves the right to give notice, in writing, to the other at least sixty (60) days prior to March 31, 2017 of its desire to change or terminate said agreement.

Signed this _____ day of _____ 2014.

FOR THE SAN FRANCISCO
WINDOW CLEANING
CONTRACTORS ASSOCIATION

FOR THE WINDOW CLEANERS UNION
SEIU USWW

By: _____



20X

By: James Beard
James Beard

Colin O'Leary
Union Representative

x By: Carlos Garza
Carlos Garza
Able

By: Jose Garza
Jose Garza
Able

By: Mario Barragan
Mario Barragan
Able

Date: 10/23/2014

By: Joel Pineda
Joel Pineda
CBM

By: Guillermo Rodriguez
Guillermo Rodriguez
Glasstech

Date: 10/23/14

Signatory Window Cleaning Employers:

ABLE BUILDING MAINTENANCE
CAPITAL BUILDING MAINTENANCE
CENTURY WINDOW CLEANING
DELTA WINDOW CLEANING
ELITE WINDOW CLEANING, INC.
GLASSTECH
LEWIS & TAYLOR BUILDING MAINTENANCE

**WINDOW CLEANERS AGREEMENT – April 1, ~~2013~~ 2014 to March 31,
2014 2017**

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Attachment 7

Prevailing Wage Determination

Agreement between the Parking and
Garage Industry San Francisco and San
Mateo Counties and Teamsters
Automotive and Allied Workers,
Local Union No. 665

SAN FRANCISCO MASTER PARKING AGREEMENT

By and Between the Signatory Parking Operators
and Teamsters Local Union No. 665

December 1, 2012 through November 30, 2015

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GARAGE AND PARKING FACILITIES AGREEMENT

December 1, 2012 through November 30, 2015

PREAMBLE

This Agreement is made and entered into by and between the Jurisdictional Operators of Parking Facilities referenced in Section 34, hereinafter referred as the "Employer", and **Teamsters Local Union No. 665**, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union", covering the employment of persons coming under the jurisdiction of the Union in San Francisco, California.

SECTION 1: RECOGNITION

The Employer hereby recognizes the Union as the exclusive collective bargaining representative of all employees employed by the Employer to perform work in the classifications specified in Section 15, "DUTIES", herein, and employees performing work in these classifications shall be known by the term: "Garage Employees."

It is agreed that the signing of this Agreement shall constitute a recognition of the Union, and it is further agreed that no member shall be discharged for activity in or representing their Union. Persons not covered by this Agreement, including non-bargaining unit employees of the Employer, shall not, under normal circumstances, perform any work or services covered by this Agreement.

SECTION 2: HIRING

Only members in good standing in the Union shall be retained in employment. For the purposes of this Section, "members in good standing" shall be defined to mean employee members of the Union who tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership.

All employees covered by this Agreement shall become members of the Union within thirty-one (31) days from the effective date of this Agreement or within thirty-one (31) days from the date of employment, whichever is later, and shall remain members of the Union in good standing as a condition of continued employment.

The Employer shall require new employees to obtain a referral from the Union before starting to work, and it shall be the Employer's responsibility for any violation of this Section in the Agreement. The Employer shall pay a \$100.00 fine per day and per violation, to be disbursed by the Union, but this fine shall be subject to the grievance procedure in the Agreement.

The Employer shall be the judge of the competency and fitness of the employee for all purposes, including hiring, promotion, and demotion. When an employee is engaged outside of the Union office, the employee shall be required to obtain a referral from the Union before

starting to work.

A. Probation Period: Employees hired after the ratification of this Agreement shall be on probation for the first ninety (90) calendar days of employment. New employees terminated by the Employer during the ninety (90) day probationary period shall not be subject to the grievance procedure. Wages and other working conditions in the contract shall apply to employees during the probationary period.

B. Non-Discrimination: There shall be no discrimination in hiring, promotion, or other aspects of employment, because of age, sex, race, creed, color, national origin, physical handicap, marital status or sexual orientation. No employee shall be discriminated against by the Employer for living up to and observing the provisions of this Agreement. The Employer agrees to promote diversity in hiring and promotion within the bargaining unit.

C. Cost of Hiring: The Employer agrees to pay the cost of medical examination and bonding fees if required. The Employer shall pay employment agency fees if it or its agent specifically orders employees from employment agencies.

D. Observer Status: The Union shall have the right to attend and observe final, pre-employment meetings where a bona fide offer of employment is tendered to any prospective new-hire in the bargaining unit.

The Union shall not retain any rights which shall prevent the Employer from offering employment to any prospective employee. Further, the Union retains the right to waive attendance at such meetings.

Effective January 1, 2013 operators/signatures to this Agreement will be required to submit to the Union a comprehensive list including the names of employees, hire date, current rate of compensation and work location. The list must be provided to the Union no later than the 15th of the following month.

In the event that an Employer does not provide this employment audit list to the Union in the timeframe noted the Employer shall pay a fine of \$2500 for each month the list is not received. In addition, if additional employees are determined to be working for the Employer, but not included on the list, the Employer may pay up to \$100.00 for each day the employee has been omitted from the Employer Audit List.

The Union retains the right to waive the financial penalties outlined in this clause, at its discretion.

SECTION 3: UNION MEMBERSHIP

Membership in the Union on or after thirty-one (31) days following the beginning of employment, or the effective date of this Agreement, whichever is later, shall be a condition of employment to the extent consistent with the law.

Upon satisfactory proof from the Union, the Employer agrees to suspend or discharge any employee who fails to make application for and complete membership in the Union or, alternatively, fails to tender initiation fees and dues uniformly required as a condition of acquiring or retaining membership. The Union shall hold the Employer harmless from any and all liability.

The Employer agrees that members of the Union shall not be discriminated against or be penalized because of activities in the Union, provided said activities do not interfere with their regular employment.

The Union may designate an individual to serve as shop steward. There shall be neither discrimination against nor preferential treatment, for purposes of layoff or recall, of the steward because of Union activity.

The Employer at the request of the Union is to deduct from the wages of employees, membership dues (and initiation fees) of the Union, and promptly transmit such funds to the Union; provided, that the Employer has received from each employee, on whose account such deductions are made, a written assignment which shall be irrevocable for a period of more than one (1) year, or beyond the termination date of the applicable collective bargaining agreement, whichever occurs sooner.

SECTION 4: SENIORITY

A. Definition: For the purpose of this Agreement, seniority is defined as time spent on the active payroll or actively at work for the Employer at the facility covered by this Agreement on a continuous basis. Any employee transferred to any facility of his or her Employer will carry with him or her all seniority heretofore established.

B. Application: When it is necessary to increase or decrease the number of employees, the principle of seniority shall be observed. The last person hired shall be the first person laid off and the last laid off shall be the first rehired. The rule of seniority of employees covered by this Agreement shall apply only within each Employer and shall prevail on different jobs providing the senior employee is qualified to fill the job of the junior employee. The rule of seniority shall also apply to vacation periods. Seniority shall also apply to shift and holiday preference provided the senior employee is capable and qualified to perform the work as determined by the Employer.

C. Seniority Rights: Companywide seniority rights shall apply to layoffs, reduction in hours, location changing from one to another and vacation entitlement.

D. Open Job: As additional help is needed at an individual location, employees, in seniority order, may be given the opportunity to fill such open job, and hours if they have applied to the Employer, provided the senior employee is capable and qualified to perform the work as determined by the Employer.

Seniority shall not prevent the Employer from moving any employee from one location to

another location. There shall be at least one shift bid per year per location. An employee may exercise his or her seniority only at that location.

E. Layoff: Any employee at the time of layoff will, if recalled within one (1) year, be credited with the amount of service credit he or she had at the time of layoff.

F. Recall: The seniority of an employee will be terminated for failure to report for work within five (5) working days after notice of recall is mailed by Certified Mail by the Employer, to the last address of the employee on the Employer's records.

G. Broken Seniority: Seniority shall also be broken for the following reasons: Voluntary quit, discharge for cause, retirement, absence from work from three (3) consecutive scheduled work days without proper report of and proof of reason for absence, the use of intoxicants or drugs during the hours of employment, or leaving his or her place of employment before the completion of his or her designated shift, unless permitted to do so by his or her Employer, layoff for a period exceeding the employee's seniority but not to exceed twelve (12) continuous months, suspension or revocation of driver's license, and not returning from a leave of absence. The term "drug" means any substance or combination of substances, other than alcohol, which could so affect the nervous system, brain, or muscles of a person as to impair, to an appreciable degree, his or her ability to drive a vehicle or perform work in the manner that an ordinarily prudent and cautious person, in full possession of his or her faculties, using reasonable care, would drive a similar vehicle under like conditions. (See Section 20 (S.)

SECTION 5: VACATIONS

A. Each employee having had one (1) year completed continuous service with his or her Employer shall receive a vacation of one (1) week with pay.

B. Each employee having had two (2) years' completed continuous service with his or her Employer shall receive a vacation of two (2) weeks with pay.

C. Each employee having had five (5) years' completed continuous service with his or her Employer shall receive a vacation of three (3) weeks with pay.

D. Each employee having had twelve (12) years' completed continuous service with his or her Employer shall receive a vacation of four (4) weeks with pay.

E. Each employee having had twenty (20) years' completed continuous service with his or her Employer shall receive a vacation of five (5) weeks with pay.

F. Each employee having had twenty-five (25) years' completed continuous service with his or her Employer shall receive a vacation of six (6) weeks with pay.

G. Accrual: The vacation schedules contained herein shall be vested, accessed, paid out and/or awarded after the completion of the 1st year of employment, and thereafter, with the unvested accrual for such benefits taking place during the year prior to the award.

Vacation pay shall consist of an employee's normal and usual weekly or bimonthly earnings of all time worked, exclusive of overtime, and shall be paid to the employee on the last working day immediately preceding the actual commencement of the employee's vacation.

H. Beginning January 1, 2013, all employees shall receive a reconciliation of all past accrued vacation time, and a cash-out for all accrued vacation hours, up to and including hours worked on December 31, 2012.

This reconciliation and cash-out of these monies shall be completed on a piecemeal basis or before June 30th, 2013.

All employees will be allowed up to ninety (90) days after June 30th, 2013 to protest, through the contractual grievance procedure, any discrepancies discovered in this reconciliation and cash-out. Any protests regarding this reconciliation and cash-out filed after April 15, 2013 shall be considered null and void and shall be denied by a contractual grievance panel.

During the initial period of January 1, 2013 through November 30, 2013 all employees shall be entitled to take vacation as it accrues, in daily or weekly increments, throughout the year 2013, with advance permission from their Employer.

Beginning December 1, 2013, all employees shall accrue vacation benefits in accordance with schedules A through F above, on a calendar year basis, December through November of each year. Any cash-out awards after the initial reconciliation of January 1, 2013 shall take place in the month of December each year.

Employees shall receive a schedule of vacation accrual on a weekly or bi-weekly payroll basis, but no less than every six (6) months. Employees must use the "ninety (90) day wage claim" provision of this Agreement to protest any discrepancies detected by the employee upon the Employer's presentation of any vacation accrual schedule.

Employees hired after January 1, 2013 shall receive a pro-rata accrual of one-week vacation based on his/her date of hire during their first year of employment. The Employer shall adhere to and follow the vacation accrual schedules A through F above for improvements in accrual rates during any calendar year, using the initial employment date or seniority date of each employee, whichever is deemed as primary based on the Change of Management/Change of Ownership sections of this Agreement.

I. No "Use-It-or-Lose-It": All employees shall be allowed, on a calendar year basis, to maintain their normal annual accrual, as a vacation "bank", at all times.

Forced cash-outs shall cause the Employer to provide for contractual health and welfare premiums for any period taken off in a calendar year, where time-off is taken in conjunction with the forced cash-out.

Vacation time may be split or used in the entirety of the normal annual accrual. Vacation time may be taken in one-day increments, with the permission of the employer. Nothing herein shall

prevent the Employer and the employee to allow for a mutually agreed cash-out outside of the usual January cash-out period.

Vacation schedules shall be posted at the beginning of the calendar year at each location and shall be bid in seniority order; however, seniority shall not be used to "bump" vacation schedules which have been previously approved, after being bid in seniority order.

Posted Vacation Schedules shall be in weekly increments.

The utilization of vacation benefits shall not cause the employee to lose holiday or any other benefits contained in this Agreement.

No Automatic "Black-Outs": No time in the calendar year shall be under a "Black-Out". The Union and the Employer shall confer and mutually approve "Black-Outs" which may previously have been in place in the industry. Criteria for approval shall include the business and staffing needs of any given location, on a case-by-case basis at the sole discretion of the Employer.

Whenever a worksite is not subject to an approved "Black-Out", the number of employees allowed to utilize vacation benefits at any one time shall not be structured in such a way that the business needs of the Employer are jeopardized. Employees prevented from utilizing vacation because of "business needs" shall be offered alternative times by the Employer.

Regardless of the reason for termination from employment, including but not exclusive to voluntary quit, permanent lay-off, retirement, termination for cause, or other subjects of attrition, the employee shall receive all unused vacation up to and including time accrued on the last day of employment.

In the event of the death of an employee, the estate of the deceased employee shall receive the amount of all unused vacation.

J. The employee shall make all requests for vacation to the Employer within two (2) weeks prior to the requested time off, unless the vacation has been approved during the initial worksite vacation bid in January.

The Employer agrees to reply to all requests for Vacation Time Off within ten (10) days of receipt. The Employer shall not unduly restrict Vacation Time Off requests, and shall make every effort to accommodate the employee's request, and otherwise offer alternative dates where appropriate.

SECTION 6: HEALTH & WELFARE: MAJOR MEDICAL; DENTAL; ORTHODONTIA; PRESCRIPTION DRUG; VISION COVERAGE; ACCIDENT & SICK; LIFE INSURANCE

During the life of this Agreement, the Employer shall provide to the employees a Health and Welfare Fund and shall pay to the administrator of the Bay Area Automotive Group Welfare Plan the premium and administrative cost as provided for in the appropriate Trust Agreement

and amendments thereto.

All employees who have completed more than ninety-six (96) hours of work in the previous month shall be eligible for coverage under such plan on the first of the month following completion of more than ninety-six (96) hours of work.

Premiums must be paid by the tenth (10th) of the current month. Any Employer who failed to provide his or her employees with insurance benefits described above and who fails to pay the required premiums by the tenth (10th) day of the current month shall be held responsible to the employees herein covered for the benefits which would have been provided by such insurance coverage. It shall not be a violation of this contract for the Union to take necessary economic action upon failure of the Employer to pay premiums as above provided.

For each eligible employee, the Employer agrees to pay the premium and administrative cost of the Health and Welfare Plan, to include Indemnity Medical, Prescription Drug, Orthodontia, Life Insurance, Dental, Vision Coverage, Accident & Sick Coverage and Kaiser Option. Full maintenance of benefits on major Medical, Dental, Orthodontia, Prescription Drug, Vision Coverage, Accident and Sick Coverage, and Life Insurance, shall be maintained. The premium cost of the Kaiser option may not increase over the Indemnity Medical rate.

It is understood that the Employer contributions referenced above may be increased as determined by the Trust Fund Agreement in order to maintain such benefits at the same level as presently in effect. The level of Health and Welfare benefits will be maintained.

The Employer agrees to abide by all terms and conditions of the Trust Fund Agreement creating such Health and Welfare Funds as they have been or may be modified, altered or amended, and all regulations and rules of the Board of Trustees of such Trust.

Kaiser Option: There shall be a Kaiser option effective in each year of the contract. Each employee shall have the option of coverage under the Indemnity Medical Plan of the Bay Area Automotive Group Welfare Fund or the HMO Medical Plan offered by Kaiser Foundation Health Plan.

Each new employee shall make such selection at the time active employment starts. The Employer shall pay the Kaiser coverage in full and maintain benefits on future increases.

Contractual vacations and holidays shall be counted as time worked for the purposes of this Section. New employees shall be eligible for medical benefits subject to the following schedule:

First (1st) 6 months: No medical benefits

Next 6 months: Basic Major Medical or Kaiser; Prescription Drug; Life Insurance; Vision; Dental; Orthodontia; Accident and Sick.

Employers shall pay required contribution regardless of the Benefits above.

All employees who work more than ninety-six (96) hours in a month under B.A.A.G Policy No. 4026, or equivalent benefits under a different carrier, with maintenance of benefits, parties

agree to seek change in carriers if identical benefits can be obtained by the Board of Trustees. The Trust may increase or decrease and modify benefits. Irrespective of the benefit entitlement set forth above, if an employee, prior to hiring by the Employer, has been covered under the Bay Area Automotive Group Welfare Fund within the last twelve (12) months prior to hiring, the employee shall be entitled to full benefits starting with the first month following the completion of more than ninety-six (96) hours of work with this Employer.

The Monthly Premium for the Plan shall not increase above \$990 until coverage for January 2015.

The Trust shall retain the ability to adjust the Schedule of Benefits for the Plan at any time in order to maintain a premium cost at or below \$990 a month, through January 2015. The Union will make a "best effort" to maintain the premium of \$990 through the life of this Agreement.

SECTION 7: PENSION PLAN

The Employer shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee performing bargaining unit work, the sums as specified below, per hour, for each straight-time hour worked for such Employer, with a maximum of 2080 hours per calendar year. Such contributions must be made by the tenth (10th) day of each month. Vacations and paid holidays and all other days where time off is compensated under the Contract shall be counted as time worked for the purpose of this Section.

The Employer will contribute an additional 16.5% to the Western Conference of Teamsters Program for Enhanced Early Retirement (PEER) 80. The contributions required to provide the Program for Enhanced Early Retirement will not be taken into consideration for benefit accrual purposes under the Plan. The additional contribution for PEER must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

A. Probationary Employees: For probationary employees hired on or after December 1, 2008, the Employer shall pay an hourly contribution rate of \$0.30 (including PEER/80) during the probationary period as defined in Section 2, but in no case for a period longer the ninety (90) calendar days from an employee's first date of hire. Contributions shall be made on the same basis as set forth in Section 7 of the Agreement.

After the expiration of the probationary period as defined in Section 2, but in no event longer than ninety (90) calendar days from the employee's first date of hire, the contribution shall be increased to the full contractual rate. This provision is only applicable for regular full-time and regular part-time employees serving a probationary period.

12/1/2010, and thereafter:

The total contributions including PEER 80 to the Western Conference of Teamsters Pension Trust shall be \$2.19 per hour. (\$1.88 Basic Contribution Rate plus \$0.31 PEER rate.)

The Employer agrees to abide by all terms and conditions of the Trust Agreement creating such pension funds as they have been or may be modified, altered or amended, and all regulations and rules of the Board of Trustees of such Trust.

The Employer further agrees to abide by and be bound by, the method of selection of the Trustees of such Trust as specified in such Trust.

Any firm which fails to pay into such Trust Fund the monthly sums above provided shall be held responsible to the employees herein covered for the benefits which would have been provided by such pension coverage, and such firm shall pay all cost of collecting delinquencies, including attorney fees.

If the Trustees of the above Pension Trust fund find that an Employer has failed to make the monthly payments as above provided, it shall not be a violation of this Agreement for the Union to take necessary economic action.

SECTION 8: SUPPLEMENTAL INCOME 401 (k) PLAN

The Employer shall contribute to the Supplemental Income 401 (k) Plan Trust Fund, on account of each employee of the bargaining unit coming under the jurisdiction of the Union, for each straight-time hour worked, the sums to be effective and computed as follows.

Employees working under this Agreement shall have Supplemental Income 401 (k) Plan Trust Fund contributions, as outlined below:

Effective 12/1/09, and thereafter;

1st 3 months of employment -No contribution.

4th month of employment & thereafter - \$0.25 (twenty-five cents) per hour

Contractual vacation and holidays paid for but not worked shall be considered as time worked for the purposes of this Section.

The Employer agrees to abide by all terms and conditions of the Trust Agreement creating such Trust Fund as it has been or may be modified, altered or amended, and to abide by all regulations and rules of the Board of Trustees of such Trust. The Employer further agrees to abide by, and be bound by the method of selection of the Trustees of such Trust as specified in said Trust Fund.

If the Employer fails to pay the Trust Fund the monthly sums above provided, the Employer shall be responsible to the employees herein covered for the benefits, which would have been provided by such Supplemental Income 401 (k) Plan coverage. The Employer shall pay all costs of collecting delinquencies, including attorney fees. All required contributions under this Section must be made by the tenth (10th) day of each month.

Employees may participate, and the Employer shall facilitate, the Supplemental Income 401 (k) Plan, through the Union's administrator, on behalf of all members working under this Agreement.

The Employer will make or cause to be made payroll deductions from participating employee's wages in accordance with each employee's salary deferral election subject to compliance with ERISA and Tax Code Provisions. The Employer will forward the withheld sum to the Supplemental Income 401 (k) Plan, or its successor, at such time as such form and manner as required pursuant to the plan trust and the paycheck deductions shall be before-tax contributions.

SECTION 9: HOLIDAYS

A. Holiday Schedule

New Year's Day	Thanksgiving Day
M.L. King, Jr. Birthday	Christmas Day
President's Day	Employee Birthday
Independence Day	Employee's Date of Hire
Memorial Day	
Labor Day	Two (2) Floating Holidays

B. The following holidays when worked, shall be paid for at double the straight-time rate of pay: Rev. Martin Luther King, Jr. Birthday; President's Day; Memorial Day; Independence Day; Employee's Birthday; Employee's Anniversary Date of Hire.

C. The following holidays when worked, shall be paid for at two and one-half (2-1/2) times the straight-time rate of pay: Labor Day; Thanksgiving Day; Christmas Day; and New Year's Day.

D. Employee's Birthday and Date of Hire: All employees will be allowed to be off on those days or alternatively any day may be taken during the week in which the affected holiday falls by mutual agreement between the employee and the Employer.

E. Floating Holidays: Floating Holidays to be mutually agreed upon by the Employer and each employee. At least two (2) weeks' advance notice of floating holiday to be given by employees.

F. When not worked, the above listed holidays shall be paid for at the rate of straight-time pay on the basis of hours normally worked, whether such day occurs within or outside an employee's workweek.

G. In order to be eligible for holiday pay when no work is performed, an employee must work or be available for work on the last regular work day immediately prior to a holiday and on the first regular work day immediately following that holiday unless that employee can show a justifiable excuse to his or her Employer and the Union. An employee who fails to report as scheduled for work on a holiday shall forfeit his holiday pay unless that employee can show a justifiable excuse to his or her Employer and the Union. The Employer shall give at least a one (1) week notice to the employee of a contemplated shift change.

H. A paid holiday shall be considered a day worked, except that if a paid holiday falls on an

employee's day off the regular contractual workweek shall prevail for the purposes of computing overtime in that week.

I. Employees required to work on the sixth (6th) consecutive day and when that sixth (6th) day falls on a negotiated holiday the employee will be paid two and one-half (2-1/2) times his or her regular salary.

J. When any of the above holidays fall on Sunday, the day observed by the State or the Nation shall be considered as the holiday.

K. Holidays during the first year of employment: New Year's Day; Rev. Martin Luther King, Jr. Birthday; President's Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Christmas Day. During the second year of employment, add: Employee's Birthday; two (2) floating holidays; and Employee's Date of Hire.

L. Whenever an employee is off the job for reasons of bona fide illness or injury for a period of up to thirty (30) days, the employee shall receive pay for any holiday falling within that time period. Employees must be on State Disability or Workers Compensation to be eligible.

M. When any of the holidays are observed by the State or Federal Government on a different day, the Federal declaration shall take precedence and such day shall be observed as the holiday under the terms of this Agreement except Christmas Day, December 25, which will always be observed on the day it occurs.

N. The Employer shall post a Holiday schedule for each garage or lot with 2 weeks advance notice.

When two or more paid holidays fall within one day, the employee shall receive an extra day off with pay.

SECTION 10: SICK LEAVE

A. Employees shall be credited with the full complement of nine (9) sick days as of January 1st of each year. An employee's final paycheck may be reduced (garnished) based the number of days taken but not earned, in the event of resignation or termination. This garnishment of sick days shall be calculated based on 9/12 day earned for each calendar month in which the employee worked at least 20 hours. It is the intent of the collective bargaining parties to comply with the provisions of San Francisco's Paid Sick Leave Ordinance.

B. Sick leave will be payable on the second day if the employee is not hospitalized due to an accident or illness. If an employee has used all of his or her Hospital Pay, he or she will be eligible to use available sick pay on the first day if he or she is readmitted to the hospital and Hospital Pay is exhausted.

C. Sick leave is specifically payable for regularly scheduled workdays only at the employee's

straight-time rate of pay.

D. For the initial period of service, prior to January 1st, an employee shall receive a pro-rata of his or her accumulated sick pay compensation, payable during the first payroll period in December.

E. Accumulation: During the life of this Agreement an employee upon termination for any reason, except proven theft, shall receive a pro-rata of accumulated sick pay compensation within seventy-two (72) hours.

F. Regular part-time employees who work less than twenty (20) hours a week shall not be eligible for sick pay compensation.

G. Regular part-time employees who work twenty (20) hours a week shall be eligible for pro-rata sick pay.

H. All employees presently employed for one year or more, by the same Employer, shall receive all unused sick leave, payable in cash at the accrued rate of pay during the first payroll period in December.

I. Employees also have two (2) options: Electing, in writing to the Employer by December 1st of each year, an additional vacation week with the employee paid the full complement for five (5) days off, or; Electing to accumulate up to a maximum of fifteen (15) days carried forward year to year at the accumulated rate of pay. Upon resignation or death, etc., an employee or his or her estate shall collect all unused sick pay. Any employee found accepting or claiming benefits under this Section by reason of false statements or documents shall be subject to disciplinary action.

SECTION 11: HOSPITAL LEAVE PAY

Each full-time employee with one or more years of seniority shall receive three (3) days of Hospital Leave Pay each year. Such Hospital Leave Pay is to be used prior to the sick pay as described above. Such Hospital Leave Pay is to be used only when the employee is admitted overnight as a patient in a regularly constituted, fully equipped licensed hospital. The employee must be hospitalized overnight. The employee must provide sufficient proof.

The employee will be paid his or her regular straight-time hourly rate of pay for eight (8) hours each day while confined in said hospital until he or she reaches the limits herein contained. The employee may accumulate unused Hospital Leave Pay for a maximum of nine (9) days, and there shall be no cash out of Hospital Leave Pay.

SECTION 12: PART-TIME SCHEDULES

A) Regular part-time employees: Regular part-time employees are defined as those ordered to report to work at regularly specified intervals. Regular part-time employees shall be subject to the following:

1. Regular part-time employees shall be paid according to the time employed but must be guaranteed at least four (4) hours pay per shift, and overtime provisions, as contained in Section 14 of this Agreement.
2. Regular part-time employees who work less than twenty (20) hours per week shall not be eligible for vacation pay or for paid holidays when not worked. Benefits under the Health and Welfare, Major Medical, Orthodontia, Accident and Sick, Dental, Drug and Vision Coverage (Section 6) apply only after they have completed more than ninety-six (96) hours of work in the preceding month of their employment.
3. Regular part-time employees are eligible for holiday pay and shall be paid on the basis of hours normally worked.
4. Regular part-time employees shall receive the applicable premium rate of pay for hours worked on any holiday named in this Agreement.
5. Regular part-time employees who normally work twenty (20) hours a week or less shall receive three hours pay for each holiday named in this Agreement for which he or she is scheduled to work but which is not worked because the Employer is closed for the holiday.
6. Regular part-time employees shall be given first consideration for full-time positions; the final selection to be based upon the employee's competency and qualifications to perform the work.
7. Regular part-time employees shall be guaranteed four and eight-hour shifts. All employees ordered to report or working four hours or less shall receive four hour's pay; all employees ordered to report or working more than four hours shall be limited to the straight-time working hours specified in this section.
8. Regular part-time employees who work twenty (20) hours a week or less shall receive the following vacations and pay therefore: Employees who have served one year of continuous service shall receive one week with pay at 1% of his or her annual earnings.

2 years	2 weeks with pay	1.5%
5 years	3 weeks with pay	2%
12 years	4 weeks with pay	3%
20 years	5 weeks with pay	4%
25 ears	6 weeks with pay	5%

9. Separate seniority lists shall be maintained for all regular part-time employees. A part-time employee shall have seniority on a part-time list, but if a part-time employee becomes a full-time employee, he or she shall be credited with seniority for one-half the time worked as a part-time employee.

The ratio of full-time to part-time in this bargaining unit shall be 80%. All bargaining unit

employees shall be offered an opportunity, in writing, to a 40 hour-a-week shift, in seniority order. Declining an offer of a forty (40) hour-a-week shift shall cause the employee to be designated part-time. The part-time ratio may be adjusted to include written requests for part-time work.

SECTION 13: RATES OF PAY

A. Journeymen shall receive hourly wage rates in accordance with the following schedule:

	<u>12/1/12</u>	<u>12/1/13</u>	<u>12/1/14</u>
Journeyman	\$21.46	\$21.80	\$21.80
Months of Employment			
1-6 mos.	\$14.50	\$14.50	\$14.50
7-12 mos.	\$15.00	\$15.00	\$15.00
13-18 mos.	\$16.50	\$16.50	\$16.50
Thereafter	Journey Rate	Journey Rate	Journey Rate

B. Class "B" Progression Rates and Scale:

	<u>12/1/12</u>	<u>12/1/13</u>	<u>12/1/14</u>
Class "B" Rate	\$16.00	\$16.50	\$16.50
Months of Employment			
1-6 mos.	\$14.00	\$14.00	\$14.00
7-12 mos.	\$14.75	\$14.75	\$14.75
13-18 mos.	\$16.00	\$16.00	\$16.00
Thereafter	Class "B" Rate	Class "B" Rate	Class "B" Rate

Class "B": All lots designated and agreed to by the Employer and the Union as Class "B" lots shall be subject to the progression rate specified above, with the 13-18 rate covering the "Thereafter" rate for all Class "B:" wages.

C. Progression rate employees shall not exceed twenty-five percent (25%) of the Journey man workforce, and in each location, provided that if the Employer can establish by objective financial evidence that it may lose an account because its costs are substantially higher than other operators who are prospective bidders, this limitation may be suspended by the Union for a particular facility pursuant to a Letter of Understanding. When the 25% cap is exceeded the most senior non-journeyman shall be promoted to the Journeyman rate.

D. Supplemental Dues: Effective on December 1, 2010, \$0.20 (twenty cents) shall be paid to Supplemental Dues on account of each employee performing bargaining unit work. These sums are to be paid on each straight- time hour worked and have been adjusted out of Section 13 of this Agreement.

E. "Graveyard" Shift Premium: Employees scheduled to work and/or reporting for work, with a starting time between 10:00 PM to 2:00 AM, shall receive a 10% premium in addition to their regular rate of pay, for the entire shift worked.

	<u>12/1/12</u>	<u>12/1/13</u>	<u>12/1/14</u>
Residential Rate	\$16.00	\$16.50	\$16.50
1-6 months	\$14.00	\$14.00	\$14.00
7-12 months	\$14.75	\$14.75	\$14.75
13-18 months	\$16.00	\$16.00	\$16.00

Residential Rate applies only to locations which are solely home-owner-association properties, without transient or public parking, and where the building is not commercial mixed-use. The Residential scale does not progress to Journeyman scale over the term of the Agreement.

All employees scheduled for work at any one location must be a member of the Union, unless that employee specifically, and in writing, is designated as a "Supervisor" of two locations or more by the Employer.

SECTION 14: WORK WEEK, HOURS AND OVERTIME

A. Regular Workweek: The workweek shall consist of forty (40) hours, five (5) consecutive workdays of eight (8) hours each to be worked within nine (9) hours.

B. Split workweek: No split work week unless approved by the Union in any one instance, by a Letter of Understanding.

C. Meal Period and Rest Periods: All employees who work a shift of more than five (5) hours shall be entitled to an unpaid minimum of 30 minutes meal period or a maximum of a one - hour meal period. When a work period of not more than six (6) hours will complete the day's work, the meal period may be waived by mutual consent of the Employer and the employee. The meal period shall commence not less than three and one-half (3 1/2) or more than five and one half (5 1/2) hours after the employee's starting time, except where otherwise agreed by the Employer and the employee. Employees are to take rest periods, which insofar as practicable shall be in the middle of each four (4) hours work period. The rest period time shall be ten (10) minutes over (4) hours and shall be counted as hours worked which there shall be no deductions from wages. Employees are required to remain on the premises unless authorized by the manager to leave the property during their rest breaks.

D. The Employer shall give at least a one (1) week notice to the employee of any contemplated shift change. This provision can be waived by mutual consent of the Employer and employee.

E. All work performed in excess of eight (8) hours per day and/or forty (40) hours per week shall

be paid for at the rate of time and one-half (1 1/2) of the prescribed rate. Time worked on the sixth (6th) consecutive day of any one workweek shall be paid at the rate of one and one-half (1 1/2) of the prescribed rate. Time worked on the seventh (7th) consecutive day of any one workweek shall be paid at the rate of double (2 times) the prescribed rate. Overtime must be paid and shall not be traded for time off.

F. All time worked in excess than twelve (12) hours in any one work day shall be paid for at double (2 times) the employee's rate of pay.

G. Maximum Rate: Maximum rate payable under this Agreement is triple (3 times) the straight-time rates based on the rate applicable.

H. Forepersons: Fifteen percent (15%) above the Journeyman rates specified in Rates of Pay. A Foreperson is defined as one who has been designated as such by the manager or owner of the business, and is entitled to all provisions of this Agreement.

I. No reduction: No full-time employee working less than the maximum hours or receiving more than the minimum wage set forth herein shall suffer an increase in hours or a reduction in wages by reason of the signing of this Agreement, and conditions of employment now existing in any place of business more favorable than specified in this contract shall be maintained. This section shall not apply to commissions, now or in the future, paid to employees for sales of tires or other commodities where special incentive allowances are made.

J. Hour Guarantees: Four (4) and eight (8) Hour guarantees: All employees ordered to report or working four (4) hours or less receive four (4) hours pay; all employees ordered to report or working more than four (4) hours shall receive not less than eight (8) hours pay. These guarantees shall be limited to the straight time working hours.

K. The Employer may establish a six (6) hour work day, said schedule will be posted for bid and will only be implemented if employees voluntarily bid for the shift. No full-time employees shall be scheduled for a six (6) hour workday if he or she does not volunteer.

L. The Employer may establish a four (4) day, ten (10) hour workweek. Said schedule will be posted for bid and will only be implemented if employees voluntarily bid the shift.

M. The employee shall be off Friday, Saturday, Sunday or Saturday, Sunday Monday, but no employee will be required to work a four (4) day, ten (10) hour workweek.

N. All time worked in excess of ten (10) hours per day and/or forty (40) hours per week shall be paid for at the rate of time and one-half (1 1/2). The sixth (6th) consecutive day worked will be paid at double (2 times) the regular straight-time pay and the seventh (7th) consecutive day worked shall be paid triple (3 times) the straight time rate of pay.

O. Employees on a four day week required to work on the fifth (5th) day when it falls on a negotiated Holiday, shall be paid two and one-half (2 1/2) times the regular straight time rate of pay. Employees on the four day week required to work on the sixth (6th) day when it falls on a

Holiday shall be paid triple (3 times) the straight time rate of pay.

P. The Employer may establish a split shift. Said shift shall only be implemented if an employee volunteers. (A) Split shift shall be within twelve (12) consecutive hours. Four (4) hours on, four (4) hours off, four (4) hours on. (B) Split shift shall be within ten (10) consecutive hours. Three (3) hours on, four (4) hours off, three (3) hours on.

No employee shall be scheduled for a split shift if not voluntary. Volunteer employees shall be paid a premium of ten percent (10%) above employee's rate of pay.

Employer's Split Shift Ratio:

<u>Ratio of Employees</u>	<u>Equivalent</u>
50	1
50-100	3
100-150	4
150-200	5
over 200	6

Q. The Employer shall be entitled to establish a five (5) hour shift, based on the ratio established below:

<u>Ratio of Employees</u>	<u>Equivalent</u>
50	2
100	4
150	6
200	8
300	12
350	14
400	16
450	18
500	20

The workforce scheduled under this provision shall be voluntary.

SECTION 15: DUTIES

The duties of employees known as "Garage Employees" shall be described by the following classifications: Janitorial, Cleaning, Washing, Polishing, Parking Vehicles, Cashier, Valet Attendants, Checking Coin Boxes, Non-Attendant Parking Lot Checking, Traffic Director, Shuttle Driver and all other incidental duties necessary to the maintenance and operation of the business, as assigned and utilized through past practice by the Employer.

Cashiers make change for services enumerated and may perform a daily ticket audit.

SECTION 16: ACCIDENT & SICKNESS DISABILITY PLAN

The Health and Welfare Plan provided for in Section 6 of this Agreement includes the following accident and sickness disability plan benefits:

- A. First workday - when disabled because of accident or when hospital confined for either illness or accident.
- B. 14th workday - when disabled because of an illness.
- C. The maximum benefit payment is \$200.00 per week payable for a maximum of twenty-six (26) weeks maximum for any disability.
- D. Employees must be on State Disability or Workers' Compensation to be eligible.
- E. Eligibility of employees: All employees who have performed more than ninety-six (96) hours worked in the prior months except those disqualified by Section 6: Health and Welfare.
- F. Contractual vacations and holidays paid for but not worked shall be considered as time worked for purposes of this Section.
- G. The Employer agrees to increase its payments and to pay in full any additional sums necessary to maintain these benefits and administration costs.

SECTION 17: LEAVE OF ABSENCE (PAID)

Jury Duty:

1. An employee with twelve (12) months or more seniority that is required to report for jury duty shall be reimbursed for losses in his or her regular wages up to a maximum of one hundred sixty (160) hours every two (2) years. An employee who does not qualify for paid jury duty leave shall be granted unpaid time off to serve jury duty in accordance with Section 18 Leave of Absence (Unpaid) of this Agreement.
2. Employees scheduled for Swing shifts and Graveyard shifts are not required to report for work on any day when retained for Jury Service over three (3) hours.
3. Day shift employees are required to report to work prior to reporting for Jury Service if there is sufficient time for a minimum of three (3) hours of work.
4. Jury duty pay shall be capped at one hundred sixty (160) hours every two (2) years.
5. The Employer will grant jury duty pay to eligible employees who serve jury duty, provided the employee must:
 - a. Give notice of his or her summons to the Employer as soon as possible, and
 - b. Provide adequate proof of dates and time served and compensation received.
6. Any employee who has one (1) or more years' seniority with his or her Employer and

has qualified for his or her initial vacation with that Employer, if called and reporting for jury duty will be entitled to the difference between jury duty pay and his or her regular daily rate of pay for each day of jury service. Days of jury duty and all fees paid shall be verified by the court official. Service not paid for by the Court is not covered by this Section.

7. An employee dismissed from jury duty must immediately call his or her supervisor to determine when to return to work.

B. Subpoena: When an employee is requested or subpoenaed by the Employer to attend court or to be a witness for the Employer in any hearing, he or she shall be paid not less than a day's wages for each day at court.

- C. Bereavement Leave: When a death occurs in the immediate family of an employee with one (1) year or more of employment, he or she shall be entitled to a leave of absence of three (3) days with pay. Immediate family is defined as employee's father, mother, children, spouse, brother, sister, grandparents, current step parents, current step grandparents, current in-laws, and step children living with the employee. The leave of absence shall be four (4) days with pay if the death is outside of California. The employee may be required to provide a death notice. Upon request of the employee, and if necessary, the employee may be granted an additional one (1) week unpaid leave of absence.

D. Time off for Voting: If an employee does not have sufficient time outside of working hours to vote in a statewide election, he or she may, without loss of pay, take off up to two (2) hours of working time to vote. Such time shall be at the beginning or end of the regular working shift, whichever allows the most free time for voting and the least time off from working, unless otherwise mutually agreed. The employee shall notify the Employer at least five (5) working days in advance to arrange voting time. In addition, employees may serve as election officials for Election Day without being disciplined, but the Employer is not required to pay them for such absences.

SECTION 18: LEAVE OF ABSENCE (UNPAID)

A. Military Service: Employees in service of the uniformed services of the United States as defined by the provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA), Title 38, U.S. Code Chapter 43, shall be granted all rights and privileges provided by USERRA and/or other applicable state and federal laws. This shall include continuation of health coverage as provided by USERRA, and pension contributions for all employees' period of service, as provided by USERRA. Employees shall be subject to all obligations contained in USERRA which must be satisfied for all employees to be covered by the statute.

B. Maternity Leave: Employee taking maternity/pregnancy disability leave shall be entitled to

be reinstated to the same or similar job the employee held prior to the commencement of the leave. If employee is disabled by pregnancy, childbirth or related medical conditions, she is eligible to take an unpaid pregnancy disability leave (PDL) of up to a maximum of four (4) months depending on medical certificate of the disability period. The PDL is for any period (s) of actual disability caused by your pregnancy, childbirth or related medical conditions up to four months (or 88 work days for a full time employee) per pregnancy. Employee must provide at least 30 days advance notice for foreseeable events such as for the birth of the child or a planned medical treatment. Employees will be required to provide the Employer a certification from their health care provider of their pregnancy disability. At the employee's option, any accrued vacation or other accrued time off can be used to offset any portion of the employee's unpaid leave. Employees may be eligible for disability insurance from their group benefit plan or from the state's disability insurance plan.

C. Alcohol/Drug Rehabilitation: Once during the term of this Agreement, an employee shall be permitted to take a leave of absence, up to a maximum of ninety (90) calendar days for the purpose of undergoing treatment pursuant to an approved program from alcoholism or drug use, consistent with the requirement of local, state and federal law. An employee on such leave of absence may not engage in any employment or services for any other competitive employer.

D. Personal Leave: An employee may be granted a personal leave without pay during the life of this Agreement for reasonable personal business, including paternity leave. An employee requesting such leave may do so in writing. An employee shall be entitled to a maximum of thirty (30) workdays for such leave. When operating conditions permit, the Employer may grant more, up to a maximum of six (6) months at the sole discretion of the Employer. An employee on leave as set forth above shall notify the Employer at least five (5) workdays before the beginning of the first shift to which the employee is scheduled to return. An employee requesting leave shall do so in writing to the personnel office, specifying the type of leave and dates desired. Requests shall be made as much in advance as possible, but at least thirty (30) days prior to the starting date if possible. Once during the term of this Agreement, all employees are entitled, upon written request to their Employer, an unpaid Leave of Absence without pay or benefits for up to sixty (60) days. The Employer shall retain the right to designate at what time and date the employee will be granted this Leave.

E. Paternal Leave: The Employer will provide up to four (4) months of unpaid leave to employees for the birth or adoption of a child or to care for a seriously ill child, parent or spouse. The Employer may reject an employee's request for leave if the employee's spouse is already on leave or if the spouse is unemployed. Seniority shall accumulate during leaves. Employees shall be entitled to take a total of twelve (12) weeks leave during any twelve (12) month period as set forth in the Family and Medical Leave Act and the Employer is required to maintain Health & Welfare coverage during the twelve (12) weeks of leave.

F. Medical Leave: Leaves of Absence may be granted by the Employer for illness or disability, with certification by a medical doctor, if requested by the Employer, equal to the employee's seniority with the Employer, but not to exceed three (3) years. Leaves of absence due to Workers' Compensation Disability or sickness will not be limited, provided employee furnishes the Employer with satisfactory medical doctor certification if requested by the Employer. At least every three (3) months such disability or sickness must be certified.

G. School Visits Required of Employees: Employees who are parents or guardians of children in kindergarten through 12th grade shall be granted leave for required school visits under the following conditions:

The employee must give reasonable notice for time off.

The employee provides proof that he or she visited the school if the Employer requests. Proof means whatever documentation the school deems reasonable.

The employee may take up to four hours in each school year, per child, to visit a child in school, especially if the school requests the attendance of a parent.

- The employee may utilize vacation time, personal time.
- The Employer is prohibited from discharging or discriminating in any way against an employee who is a parent or guardian contacted about the child's possible or actual suspension from school.

H. Family Medical Leave: Employees with 12-months of service with the Employer and have worked at least 1250 hours in the 12-month period prior to the commencement of the leave, he/she is eligible for Family Medical Leave (FMLA) and California Family Rights (CFRA) for up to 12 weeks of unpaid leave for the birth, adoption or foster care placement of your child or to care for his/her own serious health condition or that of child, parent or spouse. If the employee has company- paid health benefits prior to the commencement of FMLA/CFRA leave, employee will have continued health benefits during the FMLA/CFRA leave period. Employee must provide at least 30 days advance notice for foreseeable events. For events which are unforeseeable, immediate notification to the Employer is required as soon as employee learned of the need for the leave. Medical Certificate from the Healthcare Provider is required upon request for such leave. Upon return from approved leave, employee will be reinstated to the same or to a comparable position at the end of the leave.

At the employee's option, any accrued vacation or other accrued time off can be used to offset any portion of the employee's unpaid leave. Employees may be eligible for disability insurance from their group benefit plan or from the state's disability insurance plan. Leaves of Absence for the employee's own medical leave may be granted to the Employer, with certificate by a medical doctor, equal to the employee's seniority with the Employer, but not to exceed three (3) years.

SECTION 19: NO STRIKES OR WORK STOPPAGES

No Strike: During the period of this Agreement, the Union agrees that its members will not engage in nor will the Union authorize or condone a strike or stoppage of work, except as provided herein, and the Employer agrees not to engage in any lockouts.

Right to Undertake Economic Action: Notwithstanding the above, the Union shall have the right to take any legal and/or economic action, including striking and picketing, against the Employer

in the event of any of the following: (1) failure of the Employer to pay the required sums, including premiums and administration costs as provided for in this Agreement within thirty (30) days of the due date; or (2) failure of the Employer to meet the payroll of the employees covered by this Agreement unless this failure is due to acts of God or other matters of catastrophic nature beyond the control of the Employer. Nothing herein shall be deemed to preclude the Union at its option from utilizing the grievance procedure for any of the above claims in lieu of taking legal and/or economic action.

Picket Line: It shall not be a violation of this Agreement, and it shall not be cause for discharge, for any disciplinary action or for permanent replacement in the event an employee refuses to enter upon any property involved in a lawful primary labor dispute or refuses to go through or work behind any lawful primary picket line, including any lawful primary picket line established by the Union and including any lawful primary picket lines at the Employer's place of business. However, the lawful primary labor dispute or picket line must be sanctioned and must be approved by Local 665.

SECTION 20: GENERAL PROVISIONS

A. Business Representation: The business representatives of the Union shall be permitted to visit the place of employment for the purpose of seeing that the Agreement is being observed and complied with, provided however, that such business representative shall not interfere with the performance of work. All employees performing bargaining unit work shall maintain Union membership and shall carry on their person the Union Identification Card issued by the Union. Without interfering with the performance of work, Business Representatives may ask for such I.D. at any time at the member's place of employment.

B. Teamster D.R.I.V.E.: The Employer agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to DRIVE. DRIVE shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from his or her paycheck on a weekly basis for all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The Employer shall transmit to DRIVE National Headquarters on a monthly basis, in one (1) check, the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's Social Security number and the amount deducted from that employee's paycheck. The International Brotherhood of Teamsters shall reimburse the Employer annually for the Employer's actual cost for the expenses incurred in administering the weekly payroll deduction.

C. Commuter Checks: The Employer agrees to deduct from the paycheck of all employees covered by this Agreement pre-tax wages to be used solely for the purchase of Commuter Check Vouchers, under the guidelines of the Commuter Choice Tax Initiative of 1998.

D. Employee Parking: The Employer agrees to make every effort to allow employees to park for free at their work site. The parties agree that free parking and other parking privileges remain at the discretion of the clients of the Employer. Whenever parking privileges are disallowed for any one employee in the company, the Employer shall provide a monthly "Clipper Card" for

public transit use in the monthly amount of \$74.00. The employee may add more value to this card voluntarily. Providing parking privileges to the employee anywhere in the City and County of San Francisco shall waive this requirement. This benefit may not be awarded to any employee who declines a privilege to park during working hours, regardless of the reason or circumstance.

E. Sales Meetings: An employee who is ordered to attend a sales or service meeting after he or she has completed eight (8) hours of work, or on his or her day off, shall receive time and one-half (1 1/2) for the time spent in such meeting. This only applies if attendance at the meeting is mandatory. Three days' notice of meeting must be given. There shall be no compulsory unpaid meetings on the employees' own time.

F. Uniforms and Laundry: The Employer shall furnish and maintain any specified type or color of uniforms, coats, smocks, or coveralls, where such articles are required. The Employer shall maintain these uniforms and articles through a bona fide uniform laundry service, acceptable to the Union, or provide weekly stipend of \$3.00 to each member where uniform laundry service is not provided.

G. More Favorable Conditions: No employee working less than the maximum hours or receiving more than the minimum wage set forth herein shall suffer an increase in hours or a reduction in wages by reason of the signing of this Agreement, and wages and conditions of employment more favorable than specified in this Agreement shall be maintained.

H. Partnership: The Union recognizes the right of bona fide partners or executives of corporations to perform a reasonable amount of manual labor, and such work shall be exempted from the working conditions of this agreement. Any abuse of this privilege shall be handled in conformity with the Grievance Procedure in this Agreement. Only one partner shall be recognized as the Employer and excluded from the terms of this Contract.

I. Work Rules: Employer has the right to establish Work Rules which shall be conspicuously posted and which the employees shall observe. On the effective date of this Agreement, the attached Work Rules (Appendix A) shall be in effect, if the Employer so desires. Any charges to these Work Rules shall be negotiated and agreed to by the parties.

J. Lie Detector Test: No employee or applicant for employment shall be required to take a lie detector test as a condition of employment or continued employment. The use of lie detector tests shall be voluntary.

K. Pay Day Schedules: Pay days will be moved forward when banks are closed due to State or Federal Holidays and if a pay day falls on a Saturday or Sunday, the pay day will be rescheduled and moved to the previous Friday.

L. Responsibility: The Employer shall not make any deduction from the wage or require any reimbursement from an employee for any cash shortage, breakage, or loss of equipment,

unless it can be shown that the shortage, breakage, or loss is caused by a dishonest or willful act, or by the gross negligence of the employee.

M. Working Managers/ Foremen and Assistants: Managers, Foremen and Assistants who do bargaining-unit-work shall have all the rights and privileges in the Collective Bargaining Agreement.

N. Pay Upgrade: An employee regularly employed in a lower pay classification who performs work in a higher pay classification shall be paid at the higher classification for the entire day.

O. Commissions and Over Scale: None of the following systems shall be employed to compute wages: Flat Rate, Piece Work, Task or Contract system. This Section shall not be construed so as to prevent the payment of commissions or bonuses over and above the minimum wage scale, nor shall the payment of bonuses or commissions be construed as payments for overtime work. There shall be no reduction in pay of employees being paid above contract scale. All such employees shall receive the increases as per the wage schedule contained in Section 13.

P. Subcontracting: The Employer and the Union agree that stabilized employment is an important objective to be attained. Therefore, the Employer agrees that during the life of this Agreement, no worker services presently performed or thereafter assigned to the collective bargaining unit shall be subcontracted, transferred, leased or assigned in whole or in part to any other plant, person or non-unit employees unless the express written permission of the Union is obtained.

Q. Acts of God: Guarantees shall not apply if the Employer is unable to operate due to an act of God, utility failure, government restriction, fire, flood, riot, civil commotion, terrorism, the failure or refusal of the group of employees to report for or perform their work, or any cause beyond the control of the Employer.

R. Probable Cause Testing: The Employer and the Union have agreed that drugs and alcohol have no place in the workplace. The Company has the right to implement a Drug and Alcohol Program, which includes a Drug and Alcohol Testing Program. If there is probable cause to believe that an employee has reported to work or is working under the influence of drugs or alcohol, he/she will be asked to submit to the testing procedures agreed to by the Employer and the Union.

Probable Cause will include witnessed evidence of impairment by two (2) supervisors.

Probable Cause is based on, but not limited to, direct observation of one or all of the following behaviors:

- Slurred speech
- Disorientation
- Odor or alcoholic beverage on breath
- Odor of marijuana
- Glassy or unusual appearing eyes
- Sharp mood swings

- Unsteadiness-unable to walk a straight line

The witnesses to "Probable Cause" will exercise his/her best efforts to follow the steps as outlined below:

1. The supervisor will meet with the employee in an appropriate area to assure confidentiality.
2. The supervisor will explain to the employee the behavior that has been observed and concern the company has for the employee and the safety of others.
3. The supervisor will explain to the employee the testing procedures that he/she will be asked to submit to and the consequences of refusing to submit to testing will result in the termination of employment.
4. The supervisor will ask the employee to submit to testing.
5. The supervisor will document the employee's behaviors and the employee meeting.

An employee from the Employer will drive the employee to the designated testing facility and remain at the facility until the testing procedures have been completed. Arrangements must be made to take the tested employee home. Failure to cooperate with this testing procedure shall be grounds for immediate termination.

The designated testing facility will advise the Employer of the results of the standard drug and alcohol test as soon as possible. The employee will remain on suspension until the results are received.

If the results are negative: The employee will be immediately reinstated with back pay.

If the results are positive: The employee will be immediately discharged from his/her employment, unless the employee, within 24 hours of notification of the positive results, requests to enroll in a rehabilitation program. If the employee so requests, he/she will be required to complete the treatment program that the medical care provider recommends. Failure to complete the program within the terms specified by the medical care provider will result in discharge.

Any action taken will be immediately communicated to the Union Agent. To release specific information pertaining to the results of the test to any Union Representative will require written authorization from the employee.

Local 665 retains the right to grieve and arbitrate any complaints, which may arise as a result of the testing program.

S. Applicant Certification: The Employer and the Union are committed to improving the quality

of service and professionalism in the parking industry. In order to further this goal, the parties have agreed to establish a basic certification process for applicants. Applicants will be referred to the Local 665 office where they will be introduced to the industry, Union membership and offered a voluntary certification exam (exam). The exam, covering integrity, honesty and basic job skills, will be offered to the applicant by the Union. The exam will be drafted and scored by a third party testing firm on a pass/no pass basis. If the applicant passes the exam, he/she will be considered certified" and awarded a certificate. Employers seeking new hires will view "certified" applicants positively.

T. Credit Protection: In the inspection of driving records, the Employer will be limited to use of either the DMV pull notices or Motor Vehicle Record checks, and the Employer is further limited in the scope of this search to inspecting only current, valid driving records. The Employer agrees that use of DMV pull notices and MVR checks will not include personal records other than current driving records, and violation of this provision will be subject to the grievance procedure.

U. Municipal Parking Code-Article 22: Where facilities/worksites are found in compliance with Article 22 of the Municipal Parking Code, employees are prohibited from mixing parking revenue and personal funds. Violation of this provision shall be cause for termination, subject to the grievance procedure.

SECTION 21: TECHNOLOGICAL CHANGE

In the event of any technological change that affects any work, which has traditionally been performed within the bargaining unit, either party may propose a written re-opener for negotiations to accommodate in a reasonable fashion such technological change. During such negotiations, the parties will consider the possible establishment of one or more new classifications with job description and wage rates in relation to skills required and duties performed. If the parties are unable to agree during such negotiations, then the matter shall be referred for final resolution to interest arbitration. If other unions adopt a similar provision, then any interest arbitration may be consolidated.

SECTION 22: SAFETY

The Employer and the Union recognize a mutual obligation to encourage and promote safety in the workplace. The Employer may require employees to take certain reasonable precautions and to use certain equipment and protective devices in order to promote safety. The Employer agrees to abide by state and federal laws regarding safety.

SECTION 23: MANAGEMENT RIGHTS

Except as provided in this Agreement the management of the Employer's operation and the direction of the employees, including all of the rights, powers, authority and prerogatives', which the Employer has traditionally exercised, are expressly reserved to the Employer. The choice, control and direction of supervisory and management staff shall be vested solely and exclusively in the Employer.

SECTION 24: COMPENSATORY INJURIES

Health and Welfare premiums are to be paid while employees are off on Workers' Compensation up to six (6) months with a maximum of one (1) time in the life of this contract.

1st three (3) months will be paid by the Bay Area Automotive Group Welfare Fund for the negotiated Plan only.

2nd three (3) months will be paid by Employers.

Employer will not prorate vacations based on Workers' Compensation time off up to 6 months. Absence due to Workers' Compensation injury shall not break the continuity of continuous service for the purpose of vacation eligibility and pay only up to 6 months.

SECTION 25: CHANGE OF OWNERSHIP

In the event the Employer changes hands, the seller shall, at or prior to the date of change of ownership, pay off all obligations to employees, including unpaid wages, pro-rata of earned vacation, unpaid premiums or contributions on health and welfare, medical hospital and insurance plan, dental, orthodontia, vision, prescription drugs, life insurance, accident and sickness disability, pension and supplemental income. The payment of pro-rata vacations shall include all employees, whether or not they have been on the payroll for more/less than one year.

The parties agree that this Agreement shall be binding upon the Employer and the Union and any and all of their respective successors, transferees and assigns, whether by sale, transfer, merger, lease, acquisition, consolidation or otherwise and that they will faithfully comply with its provisions.

Before any sale, transfer, assignment, merger, lease or other legal change in the name or ownership, the Employer shall advise the Union in writing one (1) month in advance of such contemplated sale, transfer, assignment, merger, lease or other legal change in name or ownership. The Employer shall notify the Union in writing at least fourteen (14) calendar days prior to the actual effective date of any sale, transfer, assignment, merger, lease or other legal change in name or ownership. The date designated shall presumptively be the date of change of legal change in name or ownership.

The Employer shall make it a condition of sale, transfer assignment, merger, lease or other legal change in name or ownership that the successor shall be fully bound by the terms of this Agreement. In the event the Employer fails to require the successor to assume the obligations of this Agreement, the Employer shall nevertheless continue to be liable for the complete performance of this Agreement until the successor expressly agrees in writing with the Union that it is fully bound by the terms of this Agreement.

All the employees shall carry with them to the successor all seniority, vacation and pension rights accumulated during their employment by the seller. In the event the Employer is a party

to a merger, seniority of the employees who are affected thereby shall be determined by mutual agreement between the Employer and the local union.

SECTION 26: CHANGE OF MANAGEMENT, LOCATION

In the event of a parking location changing from one firm to another, the former owner/firm shall, at or prior to the date of change, pay off all obligations to employees, including unpaid wages, pro-rata vacations, unpaid premiums, or contributions to the medical, dental, hospital, prescription drug, vision care and insurance plan and pension plan. The payment of pro-rata vacation shall include all employees, whether or not they have been on the payroll for more/less than one year.

The new owner/firm shall have sixty (60) days from the date of taking possession in which to decide whether to keep or terminate any employee and may terminate any such employee. During such sixty (60) day period, the new owner/firm shall be obligated to pay the wages, vacation, contributions toward hospital, medical and insurance plan, dental plan and pension plan, and comply with all other conditions of this Agreement in effect at the time of the sale and transfer.

In the event that the new owner/firm continues to employ such employees for more than sixty (60) days after date of sale or transfer, such employees shall carry with them all seniority, vacations and pension rights accumulated during their employment by the former owner/firm and be carried on the books of the new employer as of the service starting date of the former Employer.

SECTION 27: DRIVER'S LICENSE

To be eligible for employment or continued employment, an applicant or employee must possess a valid California driver's license and must provide the Employer with a photocopy of his or her driver's license. In addition, every applicant for employment must obtain from the California Department of Motor Vehicles ("DMV printout") detailing his or her driving record and driver's license information.

Failure of an employee who parks motor vehicles to inform the Employer that his or her driver's license has been suspended or revoked may result in immediate termination. Failure of an employee to maintain or renew a current California driver's license may result in immediate suspension without pay until the employee obtains a valid California driver's license but not to exceed ninety (90) days. Provided that any current employee who has been allowed to work without license shall continue to be allowed to work so long as the employee's work assignment does not require driving a motor vehicle.

SECTION 28: EMPLOYEE WARNING NOTICE & CONDUCT OF EMPLOYEES

A. Just Cause Discipline and Warnings: The Employer shall not discharge or suspend any employee without just cause. Except as specified in subsection C below, the Employer shall give an employee at least two (2) written warnings of any complaint against such employee before

he or she is discharged or suspended. Discharge or suspension must be by proper written notice to the employee.

B. Work Rules: The following work rules shall be followed by all employees;

The Employer shall have the right to request that an employee produce verification of illness or injury in cases where the employee is absent in excess of three (3) workdays.

Excessive absenteeism shall be cause for discipline and continued excessive absenteeism after warning shall be cause for discharge.

Employees shall not be under the influence of and/or possession of illegal intoxicants-alcohol or narcotics- at the Employer's premises during working time. Drugs shall not be used at work without permission from a physician. This provision shall be subject to Section 20 (R-Probable Cause Testing) herein.

Unauthorized use of the Employer's property or vehicles.

Failure of the employees to obtain or maintain a current, valid driver's license; provided that any current employee who has been allowed to work without a license shall continue to be allowed to work.

Refusal to comply with reasonable safety precautions required by the Employer.

C. Immediate Termination: The Employer is not required to provide a written warning for serious infractions, such as, but not limited to:

1. Proven dishonesty.
2. Theft or embezzlement.
3. Being under the influence or possession of narcotics or intoxicating beverages or possession of or drinking of the latter while on duty.
4. Failure to report any accident which has resulted in personal injury or property damage to the Employer.
5. Willful/deliberate destruction of property of the Employer, customers or other employees.
6. Proven gross negligence when a vehicle is damaged. The Union and the Employer agree that the speed limit is 5 MPH in all parking facilities.
7. Proven sexual harassment.
8. Using a customer's vehicle for personal use without permission.
9. Loss of driver's license- note: the only exception will be that in the event an employee notifies to the Employer immediately after an incident (before punching in); and the

drivers license can be reinstated within 30 days, then the employee is eligible for an unpaid leave, provided his/her license is reinstated within 30 days, otherwise, the employee is terminated. The Employer, at its discretion, may offer such employee a non-driving position, if one is available.

10. Failure to return from a leave of absence.
11. Leaving a place of employment before the completion of a designated shift unless permitted to do so by the Employer.
12. Bringing weapons on the premises.
13. Three (3) consecutive days without report.
14. Deliberate alteration or falsification of Employer records including altering own timecard or another employee's timecard unless permitted to do so by Employer.
15. Gross insubordination.
16. Breach of confidence: no employee shall disclose any confidential information pertaining to the Employer's business.
17. Sleeping on the job.
18. Threatening behavior to a customer or client, when the client or customer provides a written complaint naming an employee who engages in threatening behavior.
19. Fighting on Employer's time or premises.

D. Investigation: An employee may request an investigation of his/her discharge or suspension or any warning notice and the Union shall have the right to protest any such discharge, suspension or warning notice. Any such protest shall be presented to the Employer in writing within ten (10) days for discharge and thirty (30) days for suspension and warning, exclusive of Saturdays, Sundays and holidays after the discharge, suspension or warning notice, and if not presented within such period, the right of protest shall be waived.

E. Notice of Disciplinary Action: The Employer shall give to a discharged employee a written notice of termination. All notices of discharge, suspension or warning notices shall be issued within (10) days from when the occurrence involved took place, or within ten (10) days from when the Employer knew or should have shown of the occurrence, excluding Saturdays, Sundays and contract holidays. If not presented within such period, the right to discipline shall be waived. There shall be no time limits in cases where the offense is proven theft.

F. Disciplinary Records: Such warning shall expire after twelve (12) months unless there is a 2nd warning issued within twelve (12) months. When two (2) or more correction notices have been issued in a twelve (12) month period, for the same type of infraction, the first notice will stand as issued for an additional period of twelve (12) months from the date of the first warning before being stricken from the records.

SECTION 29: TIME LIMIT FOR FILING A GRIEVANCE

A. Discharge: An employee may request an investigation of his or her discharge; any such protest shall be presented to the Employer within ten (10) days excluding Saturdays, Sundays and Holidays, after the employee becomes aware of the discharge. If not presented within such time period: the right of protest shall be waived.

B. Non-Discharge Dispute: All other complaints or disputes (excluding discharge) shall be presented to the Employer within thirty (30) days after the employee or the Union becomes aware of the complaints or disputes.

C. Claims: All money claims against the Employer must be made within thirty (30) calendar days of alleged violation and settlements made shall not exceed the last ninety (90) days of employment.

SECTION 30: GRIEVANCE PROCEDURE - ADJUSTMENT BOARD OR MEDIATION; ARBITRATION

A. Any grievance which cannot be settled directly by the Local Union Business Representative with the location manager of the Employer shall be reduced to writing and referred by the Union Business Representative to the local Employer representative or the designated representative of the Employer within seven (7) working days.

B. All complaints concerning a violation of this Agreement, all questions or disputes concerning the meaning, interpretation, application or enforcement of this Agreement which are not settled in the manner above provided within five (5) business days, unless mutually extended, shall be referred to a Board of Adjustments upon written requests of either party, who shall specify the nature of the complaint in such requests. If mutually agreed between the parties, the grievance shall proceed to an impartial mediator selected from the Federal Mediation and Conciliation Service instead of the matter proceeding to a Board of Adjustment. The mediator will issue a non-binding recommendation to the parties. Either party to the mediation may reject the non-binding recommendation by demanding Arbitration in accordance with Section 30 (D) below within ten (10) business days of receiving the non-binding recommendations, otherwise it shall become final and binding.

C. The Board of Adjustment shall consist of two (2) representatives of the Union and two (2) representatives of the Employer. No member of the Union or any representative of the Union directly involved in, or a party to the dispute, and no Employer or Representative or Attorney of any Employer directly involved in, or a party to the dispute, shall be eligible to serve as a member of the Board of Adjustment. A decision by a majority of the members of such Board shall be final and binding on all parties. The Employer and the Union agree to establish a Parking Industry Panel (Panel). The Panel shall be composed of regular panel members on each side so that a body of shared knowledge and consistency in interpretation of the Agreement can be established. The Panel shall elect a chair annually. The chair shall be elected first from

the Union side then shall alternate each year. The chair shall convene meetings quarterly and shall set the docket. If a case is time sensitive or has the potential of significant back pay, either party may request an expedited hearing. In such cases the Panel shall endeavor to meet immediately or a special panel may be convened. The intent of the parties is to provide consistency and professionalism to the Adjustment Board Process.

D. In the event that the Adjustment Board is unable to reach a decision by majority or unanimous vote on any such matter, or a party is dissatisfied with the non-binding recommendation of the mediator, the party may bring the matter to an impartial arbitrator by demanding arbitration in writing to the Federal Mediation and Conciliation Service within ten (10) business days of receiving notification from the Board of Adjustment or the mediator. The decision of the impartial arbitrator shall be final and binding. Each side shall pay one-half of the charges of such Arbitrator. Selection of the impartial Arbitrator shall be from a list of five (5) names furnished by the Federal Mediation and Conciliation Service, with each side striking one (1) name in order to reduce the list to one (1) person. If the Arbitrator so selected cannot hear the matter within forty-five (45) days, a second Arbitrator selected by lot shall be the Arbitrator, and so on.

There shall be no transcripts of any arbitration unless the parties mutually agree to do so. No briefs shall be submitted and the arbitrator shall render a bench decision upon conclusion of the case, unless the time is extended by mutual agreement of the parties, but in no case shall the extension be in excess of five (5) working days.

Neither the Board of Adjustment nor the Arbitrator will have the authority in any manner to amend, alter or change any provision in the Agreement.

Time limits projected herein may be extended or waived by mutual agreement between the parties.

The Employer will not discharge or suspend any employee without just cause.

If an Employer discharges an employee the wages and unpaid vacation at the time of discharge are due and payable immediately.

SECTION 31: MARKETING CONDITIONS

The parties to this Agreement recognize the necessity of monitoring economic standards within the industry and the competitive pressures existing. Consistent with that recognition, the Union agrees to meet with the Employer on request to review the continuing effectiveness of this Agreement in maintaining the Employer's competitive position. In the event that the Employer determines during the term of this Agreement that it is at a substantial competitive disadvantage relative to other parking companies which may be bidding on a particular facility it shall have the right to request a meeting with the Union to discuss the situation. The parties shall use their best efforts to reach agreement on measures designed to reduce the competitive disadvantage; including if necessary, modifications to the Agreement provided that any agreed upon modifications shall be subject to the ratification and approval of the affected membership. In the event any such proposed modifications are not ratified by the membership

they shall not become effective. It is further agreed that the Employer shall not unilaterally implement any modifications to the Agreement and that neither party may resort to economic action during the term of the Agreement except as may be otherwise expressly provided. The Employer shall provide the Union all financial and other information reasonably necessary to assist the Union in assessing the competitive problems and to determine what relief, if any, maybe appropriate.

SECTION 32: SAVINGS

If any provision of this Agreement is declared illegal or invalid by final decree of any lawful authority, such provision shall be modified to comply with the requirements of the law or shall be renegotiated for the purpose of adequate replacement.

SECTION 33: INSIGNIA

The Employer and the Union shall meet and agree to the appropriate display of "Union House" Insignia at any location. The Union shall retain the sole right to remove Insignia at any time.

SECTION 34: EXPIRATION AND REVISION

This Agreement shall be in effect on December 1, 2013 and shall continue in effect until November 30, 2015, and from year to year thereafter for like terms, subject however, to revision by notice in writing by either party to the other sixty (60) days prior to the anniversary date. During such sixty (60) day period, conferences shall be held looking toward a revision of this Agreement. If negotiations extend beyond the anniversary date or expiration of this Agreement, no change shall be made in any terms or conditions of employment unless

expressly agreed to by the parties. All revisions and wages shall be effective as of the anniversary date of this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as set forth below:

For the Union:

Mark Gleason
Secretary-Treasurer

Ralph A. Miranda
President

Michael Thompson
Business Representative

David Rodriguez
Business Representative

For the Employers:

Rod Howery
ABM Parking Services

Jeff Ogle
IMPARK & IMCO

Ed Simmons
Standard Parking & Central Parking

Tim Leonoudakis
City Park

Ron Britz
California Parking

Behailu Mekbib
Pacific Park Management

Kermit Kingsbury
Parking Concepts Inc.

Kendra Petty
LAZ Parking of Calif.

John Baumgardner
Ace Parking Mgt., Inc

Tom Bechard
ProPark America

Steven Douglas
Douglas Parking

Jerry Lee
Portsmouth Sq. Garage

Mark Norwicz
Encore Hospitality Services

Judson Le Haye
Savoy Corporation

Eric Chaves
Parking Company of America

Larry Rose
R&R Parking

Date of Ratification: December 6, 2012

Attachment 8

Prevailing Wage Determination

Project Agreement between Employer
and International Alliance of Theatrical
Stage Employees, Moving Picture
Technicians, Artists and Allied Crafts of
the United States, its territories and
Canada Local No. 16



2016

PROJECT COLLECTIVE BARGAINING AGREEMENT BETWEEN

CITY & COUNTY OF SAN FRANCISCO

AND

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES,
MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED
CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA**

LOCAL NO. 16

Local 16 I.A.T.S.E.
240 Second Street, First Floor
San Francisco, CA 94105

Tel: 415-441-6400
Fax: 415-243-0179

www.local16.org

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I. GENERAL PROVISIONS

This Collective Bargaining Agreement, hereinafter referred to as the CBA, is made and entered into on January 1, 2016 by and between **CITY & COUNTY OF SAN FRANCISCO**, hereinafter known as the Employer and Local 16 of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, counties of Marin, Lake/Mendocino, Sonoma, Napa, San Mateo, Palo Alto/Stanford University and the City and County of San Francisco, located at 240 Second Street, San Francisco, California, hereinafter known as Local 16.

A. WITNESSETH

Whereas the Employer has the need to hire skilled technicians; and whereas Local 16 can supply such skilled stage technicians to the Employer; the Employer agrees to the wages and conditions hereinafter specified in this CBA,

B. RECOGNITION

The Employer recognizes Local 16 as the exclusive bargaining agent for all persons employed by the Employer, regardless of venue, who perform work under the jurisdiction of Local 16, whose jurisdiction includes: San Francisco County, Marin County, Santa Rosa, Lake County, Mendocino County, Sonoma County, Napa County, San Mateo County and Palo Alto/Stanford University.

C. SCOPE AND JURISDICTION

It is agreed that the Employer shall hire workers supplied by Local 16, regardless of venue, to perform all work that is by custom and practice performed by technicians under the jurisdiction of Local 16, including, but not limited to, general carpentry, ground cover for arena and stadium events including terraplast, plywood, tarps or any other cover that may be developed in the future, theater maintenance, construction and assembly of scenery and stages, properties, stage lighting, room lighting and associated electrical work, generator set up and operation, power distribution, all rigging, video, ENG and studio production, sound, laser, electronic recording, graphics presentation, and projection, including slide, video and motion picture projection, and any other work described in EXHIBIT A.

It is further agreed that the installation, operation and removal of computers that stand alone, are networked together or that are used for the operation, control or interfacing of any electrical, projection, audio or video equipment is work performed by technicians under the jurisdiction of Local 16.

It is further agreed that the Employer may utilize Local 16 technicians to layout, test, package, and prepare equipment as needed for specific shows. All such Local 16 personnel working on such a job will be covered by the wages and conditions of this CBA.

D. COMPENSATION

It shall be the ultimate responsibility of the Employer to ensure that each employee working under this agreement is compensated properly in accordance with the provisions herein. It is the Employer's responsibility to review all payroll reports, whether executed by a payroll marshal, a third party payroll company, or a union steward, to assure that all employees are paid for the hours worked each day, that all minimum calls are covered and that they are paid at the appropriate rates.

E. RULES AND REGULATIONS

The Employer shall have the right to establish rules and regulations as may be deemed necessary for the conduct, dress, management, job performance and working conditions of the company, and the Union agrees that its members will obey all rules and directions of any authorized representative of the Employer, insofar as any rule or direction does not expressly conflict with the terms and conditions of this Agreement or other pertinent regulations.

F. NEW CATEGORIES AND CLASSIFICATIONS

It is agreed that the Employer shall notify Local 16, as soon as practical but not less than thirty (30) days in advance, of the creation of any new category and/or classification not mentioned in this CBA and to meet and confer with Local 16 with respect to whether such a category and/or classification falls properly within the scope of this CBA and, if it is determined that it does, to bargain with respect to the minimum wage for the category and/or classification.

II. DEFINITIONS

A. RIGGING

The category of rigging is to include the installation, operation, maintenance, and repair of counterweight systems, aerial winches, the spotting of lines, block and falls, motorized hoists and truss, traveler tracks, and/or all types of theatrical apparatus which are attached to or hang from beam, grid or ceiling, etc.

When motorized hoists are to be activated or when a performer is to be flown a Head rigger must be present.

Local 16 agrees that, when requested, technicians referred to employment as head rigger shall be certified through the Entertainment Technician Certification Program (ETCP). In the event that a facility or an employer requires or requests that an ETCP certified technician be employed in specific positions, that technician shall receive a \$2.00 per hour increase in their hourly wage.

When rigging is performed without an elevated work platform there shall be a minimum of three (3) riggers present (the third person may be a Local 16 technician trained in fall protection and rescue).

B. HEAD OF DEPARTMENT

Whenever a master sound technician (A1), master electrician, master carpenter, head rigger video engineer (EIC), property master, head projectionist (P1), teleprompter, special effects head, webcast technician, network engineer, high resolution routing engineer, graphics operator, or head computer technician (C1) is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the head of department scale. The following shall also be classified as Head of Department:

1. When there is an event with three (3) or more camera operators, one (1) camera operator shall be paid as the head of department.
2. Front of House, sound and Lighting board operators in General Sessions.
3. When an A-2 audio technician installs and/or operates equipment that has a combined total of twelve (12) or more wireless frequencies (such as, but not

limited to, wireless microphones, wireless intercom, in-ear monitors, IFB monitors) they shall be designated as head of department for the duration of the entire call.

4. Any employee contacted directly by the employer shall be listed on the call as "must be" and shall be compensated as a head of department.
5. Local 16 agrees that, when requested, technicians referred to employment as a Head Electrician (not as a board operator only) shall be certified through the Entertainment Technician Certification Program (ETCP). In the event that a facility or an employer requires that an ETCP certified technician be employed in specific positions, that technician shall receive a \$2.00 per hour increase in their hourly wage
6. A projectionist shall be paid as a Head of Department when:
 - a. projectionist is used to converge projectors on one screen, or use LED wall and/or plasma wall systems;
 - b. there is a blended screen used with additional displays;
 - c. there are two (2) to eight (8) active projectors. There shall be additional Head for each succeeding eight (8) active projectors.
7. Whenever a power generator (with a rated output of over 100 amps and three phase capability) is used to power any element of an event staffed by local 16 technicians, there shall be a local 16 technician assigned as head of department to serve as generator operator.

The foregoing conditions are intended to provide the appropriate skill level to properly perform the duties necessary for each position. Discussions may be held between Local 16 and the Employer regarding the scope of a particular job. These discussions will be addressed on a case by case basis.

C. MULTI-SOURCE TECHNOLOGY

Multi-source technology is defined as equipment that includes but is not limited to video or data projectors, analog and digital audio equipment, multi-media computer interfacing, display processing equipment, teleconferencing, streaming media technologies, current and emerging multi-source delivery systems.

D. MULTI-SOURCE TECHNICIAN

Whenever a technician is called to set-up and operate the following multi-media equipment for the purposes of a presentation or lecture in a breakout room or demonstration on the trade show floor they shall be paid as a multi-source technician.

1. A sound system used for voice, computer and/or video tape equipment requiring active cueing or mixing.
2. A video or computer projection device used in conjunction with multiple sources such as computers, video tape or video equipment such as cameras, scan converters and line doublers.
3. Computer interfacing and source routing equipment used to control signals sent to projection devices requiring monitoring or switching.

E. COMPUTER SOFTWARE TECHNICIAN (C2)

A Computer Software Technician (C2) shall be required to load or install software onto the operating system of a computer.

F. GENERAL COMPUTER TECHNICIAN (C3)

A General Computer Technician's duties shall be limited to the unpacking, setup and simple operation of basic computer equipment.

G. GENERAL AUDIO VISUAL

A General A/V Technicians duties shall be limited to the unpacking, setup and simple operation of all A/V equipment.

H. STEWARD

Any job that employs fifteen (15) or more technicians shall be staffed by a supervising steward paid as a Head of Department who will be appointed by the President of Local 16 and paid for by the Employer. The steward shall remain on the job for its duration.

The responsibilities of the supervising steward will include the following:

- (a) The oversight and maintenance of all contract provisions.
- (b) The collection of required start papers from each Local 16 referral.
- (c) The keeping of hours worked by each Local 16 referral. The steward will make every effort to submit accurate sign in sheets if requested to the Employer along with the Steward Report for verification of hours worked. Sign in sheets must be kept by the steward for a minimum of six (6) months.
- (d) The submission of daily reports to the Employer for the purpose of verification of hours worked.
- (e) The submission of steward reports to the Local 16 offices and the Employer and/or payroll agency for the purposes of benefits submissions.

It is ultimately the legal responsibility of the Employer for the correct payment by the Employer to each referral as stated in California Labor Code Section 226. The Employer is expected to review the daily steward reports, check them for accuracy and sign off on the hours related therein.

I. BASE RATE

Base rate of pay will equal the straight time hourly rate as determined by the applicable work category as outlined in Section IX, Rate Schedule, of this CBA.

J. MOSCONE CENTER EXHIBIT BOOTHS ONLY

Except as stated below in this section, all conditions and rates as negotiated in this contract will apply. This section shall apply to all labor requests by show management or their authorized contractors and sub-contractors.

1. The work week will consist of Monday through Sunday.
2. Time and one half (1-1/2x) the base rate shall apply for all work performed on Saturdays and after 5pm on any day.
3. Double time (2x) the base rate shall apply for all work performed on Sundays.

III. CONDITIONS

A. WORK WEEK

The first day any given employee begins work shall be the first day of said employee's work week.

B. HOURLY WAGE CALCULATIONS

All time worked shall be computed in one (1) hour increments. A work call may begin on the half hour or the hour but it must end on the corresponding half hour or hour

C. MINIMUM CALLS (THESE CONDITIONS ALWAYS APPLY)

1. The minimum call for all Heads of Department shall be eight (8) consecutive hours, exclusive of a maximum two (2) hour meal period.
2. The minimum call for all other employees shall be five (5) consecutive hours, exclusive of a maximum two (2) hour meal period.
3. The minimum call on show days for General Sessions/Entertainment, all show technicians shall be eight (8) consecutive hours, exclusive of a maximum two (2) hour meal period.
4. Local 16 will schedule split shifts when requested by the Employer when setup starts after 12:00 midnight for separate installation crew and operating crew. All employees on the installation crew shall have an eight (8) hour minimum.

D. STRAIGHT TIME (THESE CONDITIONS ALWAYS APPLY)

1. The straight time hourly rate is determined by the applicable work category as outlined in Section IX, Rate Schedule, of this CBA.
2. The straight time hourly rate shall prevail between 7:00 a.m. and 12:00 midnight except where provided otherwise in the commercial, industrial and product demonstration show conditions, or in provision III J.

E. NINE HOUR REST PERIOD

Should any employee be excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, said employee will be paid one (1) hour of the basic straight time rate for every hour worked in addition to the employee's prevailing rate.

F. TIME AND ONE- HALF RATE

1. These conditions always apply except for the work described in paragraph III J:
 - a. After eight (8) hours of work in any day, time and one-half (1-1/2 times the base rate) shall prevail.
 - b. The first eight (8) hours worked per day will count towards the forty (40) hours in a work week. Unless subject to another applicable section of this agreement, time and one half (1-1/2 times the base rate) shall prevail for all additional hours worked in a work week.
 - c. For all work performed on the sixth (6th) day of a work week between the hours of 7:00 a.m. and 12:00 midnight, time and one half (1-1/2 times the base rate) shall prevail.
 - e. The Employer will not replace, or substitute for, employees to avoid payment of overtime.

2. These conditions only apply to breakout rooms, theme parties without entertainment and events without entertainment:
 - a. Between the hours of 12:00 midnight and 7:00 a.m. time and one-half (1-1/2 times the base rate) shall prevail.
 - b. In the case of any call made prior to 5:00 a.m., time and one-half (1-1/2 times the base rate) shall prevail until the employee has had at least a nine (9) hour rest period.

G. DOUBLE TIME RATE

1. These conditions always apply, except for the work described in paragraph III J.
 - a. Double time shall be paid after twelve (12) hours of work in any one day, regardless of the cumulative hour total.
2. These conditions only apply to general sessions, plenary sessions, key note addresses, theme parties and events with entertainment.
 - a. Between the hours of 12:00 midnight and 7:00 a.m., double time (2 times the base rate) shall prevail.
 - b. In the case of any work performed between midnight and 6:00 a.m., double time (2 times the base rate) shall prevail until the employee has had at least a nine (9) hour rest period.
3. All work performed on the seventh (7th) consecutive day shall be paid at double time (2 times the base rate).

H. UN-WORKED HOURS

In the event that the hours specified in a minimum call exceed the worked hours, any un-worked hours shall be paid at the hourly rate at which each technician began the minimum work call. (For example, if a work call begins at 11:00 pm, and the work is completed at 1:00 am, the hours from 1:00 am to 4:00 am required to fulfill the minimum five (5) hour call shall be paid at the rate applicable for each technician when the call began at 11:00 pm).

I. VACATION PAY

All employees shall receive not less than eight percent (8%) of all their gross wages for vacation pay

J. MEAL PERIODS

1. Each employee shall receive one (1) full hour for meal breaks or no time shall be deducted. Time between all meal breaks, or from the beginning of the shift shall be not less than three (3) hours nor more than five (5) hours.
2. Penalty for violation of either case shall be one (1) hour at the straight time rate, in addition to one (1) hour at the prevailing rate for every hour, or fraction thereof, until either a one (1) hour break is given or until a meal is provided as described below.
3. The Employer may also avoid a continuing meal penalty situation by meeting the following conditions:
 - a. A meal shall be provided, at the Employers expense, to each and every employee in meal violation.
 - b. Said meal shall be provided neither less than three (3) hours nor more than five (5) hours from the beginning of the employee's shift or end of employee's last meal break.

- c. Each and every employee must be given one half (1/2) hour to eat the provided meal from the time that the employee receives the meal and no time shall be deducted.
- d. The five (5) hour work clock resets at the end of the half (1/2) hour meal period.
4. If the employees are broken for at least one (1) hour or up to two (2) hours, they shall receive a two (2) hour minimum call when they return to work.
5. If the employees are broken for more than two (2) hours, they shall receive a four (4) hour minimum call when they return to work.

K. HIGHER SCALE

1. In the event that under the terms of this CBA two (2) or more rates of pay are applicable for the same work done within the same period of time, the highest of all applicable rates shall prevail.
2. When multiple Employers are working the same event in the same room then the same contract provisions shall apply to all work performed regardless of Employer.

L. HOLIDAYS

1. The following shall be designated holidays for all employees: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day.
2. Should any employee at any time work on a designated holiday, said employee shall be paid one half (1/2) of the basic straight time rate for every hour worked in addition to the employees prevailing rate.

M. RATES AND CONDITIONS

1. At no time may the Employer reduce any of the rates or change any of the conditions contained herein.
2. At no time may any of the rates or conditions contained herein be waived by any consensus of employees.
3. At no time will the Union ask for any services from the Employer "gratis".

N. CANCELLATION OF CALLS

1. When a call is cancelled by the employer after 5 P.M. for a call that night or the next day, the affected technician(s) shall receive the minimum remuneration for the position cancelled.
2. Should a "call back", given at the conclusion of a shift to an employee for work to be performed on a future date (more than 72 hours in the future) on the same job, be cancelled with less than 24 hours' notice, the affected technician(s) shall receive the minimum remuneration for the position cancelled

IV. FRINGE BENEFITS, WORK FEES AND PAYROLL

A. HEALTH AND WELFARE

1. The Employer agrees to make contributions to the Local 16 Health and Welfare Trust Fund in the amount of fifteen and a half percent (15.5%) of all gross wages (including vacation pay) of each employee working under this CBA.
2. Said monies are to be made payable, by separate check with each payroll, to the Local 16 Health and Welfare Trust Fund (IRS # 94-6138741).

B. PENSION

1. The Employer agrees to make contributions to the Local 16 Pension Trust Fund in the amount of fourteen percent (14%) of all gross wages (including vacation pay) of each employee working under this CBA, in accordance with the Contribution Equity Requirement adopted by the Board of Trustees on August 31, 2015. The contribution rate of 14% of gross wages is a combination of the previous contribution rate of 7% of gross wages that will continue to be applied towards benefit accruals for the Participants and an additional 7% in the form of a required enhancement that is not applied towards benefit accruals.
2. Said monies are to be made payable, by separate check with each payroll, to the Local 16 Pension Trust Fund (IRS # 94-6296420).

C. CHECK-OFF WORK FEES

1. The Employer agrees that upon receiving a signed voluntary check-off authorization from the employee(s), the Employer will withhold three and one half percent (3.5%) of all gross wages (including vacation pay) for each employee working under this CBA.
2. Said monies are to be made payable, by separate check with each payroll, to Local 16, I.A.T.S.E.

D. TRAINING AND CERTIFICATION PROGRAM EMPLOYER CONTRIBUTION

1. The Employer agrees to make contributions to the Local 16 Training Trust Fund in the amount of two percent (2%) of all gross wages (including vacation pay) of each employee working under this CBA.
2. Said monies are to be made payable, by separate check with each payroll, to the Local 16 Training Trust Fund (EIN#61-6335362).

E. SICK LEAVE

Pursuant to Section 12W.9 of the San Francisco Administrative Code, the Union, on behalf of Employees covered hereunder, expressly agrees herein to waive the sick leave obligations set forth in said Section 12W.

F. REPORTING OF FRINGE BENEFITS AND WORK FEES

Once each month, the Employer must provide a complete and accurate payroll report that must include the following:

1. Job name and venue.
2. Local 16 job number.
3. Job start date and end date.
4. Completed copies of all steward's payroll reports for all wages being paid.
5. Listed in separate columns across the same line of the report:
 - a. Employee's social security number.
 - b. Employee's name.
 - c. Employee's job classification.
 - d. Total gross wage.
 - e. Health and Welfare Fund amount.
 - f. Pension Fund amount.
 - g. Work fee amount.
 - h. Training Trust Fund amount.

6. Four (4) separate checks shall be submitted to Local 16 with each payroll as follows:

- a. One check equaling fifteen and a half percent (15.5%) of the gross wages (including vacation pay) payable to the I.A.T.S.E. Local 16 Health and Welfare Trust Fund (IRS # 94-6138741).
- b. One check equaling fourteen percent (14%) of the gross wages (including vacation pay) payable to the I.A.T.S.E. Pension Trust Fund (IRS # 94-6296420).
- c. One check equaling three and one half percent (3.5%) of the gross wages (including vacation pay) made payable to Local 16 I.A.T.S.E.
- d. One check equaling two percent (2%) of the gross wages (including vacation pay) made payable to Local 16 Training Trust Fund. (EIN # 61-6335362).

G. PAYROLL

1. The Employer and the Union confirm that workers supplied by the Union to perform work under the jurisdiction of the Union who are hired on a project-by-project or assignment-by-assignment basis for less than a full-time regular basis (i.e. a forty hour work week) shall be deemed "on-call workers".
2. Workers shall be issued their payroll checks in accordance with the Employer's regular pay period. The Employer and Union understand that these regular pay periods shall be no longer than sixteen (16) days in length and that payroll checks shall be issued within seven (7) days of the conclusion of each period.
3. The Employer shall provide the Union with a written schedule of Employer's regular pay periods for each year of this collective bargaining agreement, corresponding to the dates set in Section X. LENGTH OF AGREEMENT. Any changes to this schedule must be agreed upon between the Business Manager/ Secretary and the employer in writing 30 days prior to said changes taking effect.
4. Upon the completion of a project or assignment, such "on-call workers" shall not be deemed to have been "discharged" within the meaning of California Labor Code Sections 201, 201.5 or 203. Instead, such "on-call workers" shall remain eligible to continue employment with the Employer.
5. Payroll checks shall be distributed using one of the following options:
 - a. Payroll checks may be mailed directly to each individual technician.
 - b. Payroll checks may be mailed to Local 16 for distribution to the individual technicians ONLY if they are in a postage paid envelope and accompanied by a payroll report.
6. The Employer shall advise the Union prior to the execution of this agreement which payroll company they will use, and the Union will indicate whether such payroll company is acceptable to the Union. Employer shall either deposit one weeks' worth of gross wages and benefit contributions, or a payroll amount representing the number of days of the event or project (whichever is less) (the "Deposit"), calculated by the Union based on the labor order/labor request submitted by the Employer, in the payroll company's escrow account sufficient to cover gross wages and benefit contributions for the covered employees, or alternatively, Employer shall place such Deposit in a Local 16 administered escrow account at the Union's bank. In the event the initial deposit amount is not sufficient to cover one weeks' gross wages and benefits or the payroll amount representing the number of days of the event or project, the Union shall immediately notify the Employer of its need to deposit additional funds. Such subsequent deposit shall be made within 24 hours of notice from the Union. If the payroll company is acceptable to the Union, the payroll company must be notified by the Union (or the Employer) in advance of the project and

used by the Employer throughout the project until completion. The Employer shall cause the payroll company to certify to the Union that it has on deposit enough funds to cover gross wages and benefit contributions for the aforesaid time period and such funds are to be used exclusively for such purposes. Said amount shall be held as and for a security deposit in case of default by Employer. At the end of the project such amount shall be returned to the Employer if the funds have not been used for payroll and no default has occurred.

V. SAFETY

A. OSHA REGULATIONS

1. The Employer and his subcontractors shall comply with all Federal-OSHA and Cal-OSHA Safety and Health regulations at the Employer's expense.

B. WORKERS COMPENSATION INSURANCE

1. The Employer shall present a Certificate of Coverage showing that a current Workers Compensation Insurance policy is in effect from the moment employees are called to work at any venue until such time as they are released from work.

C. RIGGING AND SAFETY

1. A minimum of three (3) Local 16 technicians (refer to Section II. A.) are required when fall protection gear is in use. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, \$5.00 per hour premium rate for the day shall apply in addition to the prevailing scale. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.

Initial construction of scaffolding up to twenty five (25) feet in height and use of said scaffolding within fall prevention or protection systems (i.e. handrails and attached ladders as approved or exempted by O.S.H.A. Standard 1926.451 (g) (2) 1926.451(e) (9)) shall remain exempt from this premium.

D. SAFETY EQUIPMENT

1. The Employer shall be responsible for providing all safety equipment, including, but not limited to, harnesses, ladders of the proper height for the work being attempted, scaffold, railings, goggles, and ear protection.
2. Technicians shall not perform any unsafe practices due to the absence of the proper tools or safety equipment.
3. All employers shall adhere to ANSI Standard 359.2007.0, 1, 2, 3, 4. -.

VI. COMMERCIAL, INDUSTRIAL AND PRODUCT DEMONSTRATION SHOWS

When it is determined that a particular show or event will be governed by the conditions of the commercial, industrial and product demonstration show contract, as dictated by the International Alliance, the following conditions shall be in effect and will supersede all other conditions in this CBA. Any conditions of this CBA specifically not superseded by one or more of the following conditions of the commercial, industrial and product demonstration show contract are still in full force and effect.

A. MINIMUM CALLS

The minimum daily work call shall be no less than eight (8) consecutive hours.

B. VACATION PAY

All employees shall receive not less than eight percent (8%) of their gross wages for vacation pay.

C. MAXIMUM OVERTIME RATE

No rate shall exceed two (2) times the base rate except where meal violations occur, or where government regulations are different (i.e., Canada).

D. BASE RATE

"Base Rate" = straight time rate.

E. WORK WEEK

The work week will consist of Monday through Saturday until 5:00 p.m.

F. OVERTIME

1. Any work performed after eight (8) hours in a day or forty (40) straight time hours worked will be paid at the rate of one and one-half (1-1/2) times the base rate and overtime as required by California State Law.
2. Work performed after 5:00 p.m. on Saturday will be paid at one and one-half (1-1/2) times the base rate.
3. Sunday Clause: Work performed between the hours of 8:00 a.m. and 5:00 p.m. will be paid at the rate of one and one-half (1-1/2) times the base rate. All work performed before 8:00 a.m. or after 5:00 p.m. will be paid at two (2) times the base rate.

G. DOUBLE TIME

1. All work beginning or performed between the hours of 12:00 midnight to 8:00 a.m. will be paid at two (2) times the base rate.
2. Work beginning prior to 6:00 a.m. will be paid at the rate of two (2) times the base rate, and will remain at two (2) times the base rate until a eight (8) hour break is called.
3. Calls starting between 6:00 a.m. and 8:00 a.m. = double base rate; balance of eight (8) hours = base rate.
4. If workers are laid off and called back the next day before a rest period of eight (8) hours has elapsed, two (2) times the base rate will be paid until a rest period of eight (8) hours is called.

H. MEAL PERIODS

1. Each employee shall receive one (1) full hour for meals or no time shall be deducted.
2. Time between meals shall be no less than three (3) hours nor more than five (5) hours.
3. Penalty for said violation in either case shall be one (1) hour at the straight time rate in addition to one (1) hour at the prevailing rate.
4. If the employees are broken for one (1) hour, they shall receive a three (3) hour minimum call when they return to work.

I. LOAD OUTS

Load outs shall be no less than eight (8) hours. All un-worked hours to fulfill minimum call requirements shall be paid at straight time, Sunday or holiday rates.

J. SHOW CALLS

Show call defined: the term "show call" shall be construed as a period of three (3) consecutive hours, or less, used by the Employer for speeches, presentations of products or entertainment. If the performance runs more than three (3) hours, the applicable hourly rate shall be paid for each additional hour or fraction thereof.

K. COMPUTATION OF TIME

1. Fractions of an hour shall constitute one (1) hour.
2. When working on the hourly rate, a call may begin on the half hour or the hour and must end on the corresponding half hour or hour.

L. HOLIDAYS

1. The following shall be designated holidays for all employees: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day and Christmas Day.
2. Employees required to work on a designated holiday shall be paid no less than double time of the base rate for a minimum of eight (8) hours.

VII. GRIEVANCE AND ARBITRATION

A. GRIEVANCE

In the event of any dispute or controversy between Local 16 and any of the persons subject to this agreement and the Employer related to the application or interpretation of any part of the terms and conditions of this agreement, a grievance can be filed by the employee, Local 16, or the Employer. Only Local 16 or the Employer, however, may process a grievance through this procedure. The procedure, unless otherwise specifically provided for herein, shall be as follows:

STEP 1:

A party, that is either Local 16 or the Employer, shall mail or deliver to the other party a written notice of the claim or grievance within five (5) working days (work days equal Monday through Friday) of the event(s) giving rise to the grievance. The written notice shall contain the specific contract sections which are alleged to have been violated, the date(s) or approximate date(s) of the alleged violation(s), the facts on which the grievance is based, the name(s) of the individual(s) aggrieved and the remedy sought. The party receiving the grievance shall, within ten (10) working days after the grievance is received, respond in writing to the aggrieved party, setting forth the reasons, if any, for the action(s) taken by it, which action(s) gave rise to the grievance. The representative of Local 16 and the designated representative of the Employer shall immediately discuss the matter within two (2) work days of the written response and the grievance shall be settled if at all possible. The decision, if any, of such representatives shall be final and binding upon the parties and any employee(s) concerned. If the party receiving the grievance fails to serve the written response required by STEP 1, then the other party may elect to proceed directly to arbitration or to STEP 2 by serving a written demand upon the other party within five (5) working days after the written response is due.

STEP 2:

If the parties fail to meet and/or confer, or the grievance is not settled, then the aggrieved party may proceed to STEP 2, by delivering or mailing, within five (5) working days as set forth above, a written demand, which shall include a statement of the particulars of the claim, upon the other party. If neither requests a STEP 2 conciliation meeting, then the aggrieved party may proceed directly to STEP 3, arbitration, by serving a written demand upon the other party within the time period set

forth above. Failure of the aggrieved party to serve such demand for STEP 2 conciliation meeting or arbitration on a timely basis shall constitute a waiver of the grievance, unless both parties mutually stipulate otherwise in STEP 1.

If a demand for STEP 2 is served, the grievance shall be brought before a committee consisting of two (2) persons, each designated by Local 16 and the Employer. They shall be known as the Joint Conference Committee. The Joint Conference Committee shall meet no later than ten (10) work days following the receipt of such demand. The parties to such grievance shall be present and shall be responsible for the presentation of their own position at the designated time and place of the Joint Conference Committee. If the aggrieved party fails to appear, the grievance shall be considered to be waived. If the responding party fails to appear, the aggrieved party shall be entitled to proceed with the presentation of its position. The Joint Conference Committee, upon presentation of the evidence showing a contract violation, has the authority to settle the grievance and determine the matter if the majority of the persons designated render such a determination.

B. ARBITRATION:

Local 16 or the Employer, after properly utilizing all steps of the grievance procedure, and desiring to submit a matter to arbitration, shall notify the other in writing within ten (10) working days of the conclusion of STEP 1 or within ten (10) working days following the STEP 2 meeting or the cancellation of the STEP 2 meeting. The party desiring arbitration must, within five (5) working days of such notice, request the State Mediation and Conciliation Service of the Federal Mediation and Conciliation Service to submit a panel of five (5) or seven (7) Arbitrators. If the parties cannot agree to an Arbitrator within five (5) working days after receipt of such a list, each party shall have a right to alternatively strike an Arbitrator's name from the panel until such time as one Arbitrator is left, and the remaining Arbitrator shall be selected as the Arbitrator in the proceedings.

The arbitration hearings shall be held at such a time and place as the Arbitrator shall determine. The decision of the Arbitrator shall be rendered in writing, relating his or her reasons for the award after the submission of the grievance for decision. The Arbitrator's decision shall be final and binding upon the parties. The Arbitrator shall not have the power to amend, modify or effect a change in the provisions of this Agreement. Fees and expenses of the Arbitrator and the cost of the Court Reporter (if required by the Arbitrator) and the original transcript, where jointly requested, shall be borne equally by both parties to the dispute. If only one party requests a transcript, that party shall pay for it. All other costs shall be borne by the party incurring the cost. No individual employee shall have the right to initiate the arbitration process.

C. ALTERNATIVE DISPUTE RESOLUTION PROCESS

At any time in this dispute/grievance process, with mutual agreement, the parties may request to submit the matter to mediation. With the concurrence of both parties, the Federal Mediation and Conciliation Service shall be contacted to request the services of a mediator. Time lines may be mutually waived for the mediation to proceed. If the parties fail to reach a mutually satisfactory resolution, the moving party may proceed through the grievance procedure. Request to have the matter heard by an Arbitrator shall be submitted in writing within ten (10) calendar days of the final date of mediation.)

VIII. BROADCAST, WEBCAST AND SIMULCAST RATES – SEE EXHIBIT B

IX. RATE SCHEDULE

A. Minimum hourly rates of compensation for work performed as described.

		1/1/2014 to 6/30/2014	7/1/2014 to 12/31/2014	1/1/2015 to 6/30/2015	7/1/2015 to 12/31/2015	1/1/2016 to 6/30/2016
General AV and C3 computer technicians for breakout rooms, Extra help for events or theme parties without entertainment (not including traditional stage crafts).	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Base Rate	34.28	34.62	34.62	35.49	35.49
	Over Time	51.42	51.93	51.93	53.23	53.23
	Double Time	68.55	69.24	69.24	70.97	70.97
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Base Rate	40.62	41.03	41.03	42.06	42.06
	Over Time	60.94	61.55	61.55	63.08	63.08
	Double Time	81.25	82.06	82.06	84.11	84.11
Traditional Stage Crafts: (Carpenters/Electrics/Props/A2) Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment. Extra help for commercial, industrial and product demonstration show and events with entertainment. Camera set up and tear down, including Video utilities.	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Base Rate	43.70	44.13	44.13	45.24	45.24
	Over Time	65.54	66.20	66.20	67.85	67.85
	Double Time	87.39	88.27	88.27	90.47	90.47
Department Heads	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Base Rate	48.79	49.28	49.28	50.51	50.51
	Over Time	73.18	73.92	73.92	75.76	75.76
	Double Time	97.58	98.56	98.56	101.02	101.02
<u>ETCP Certified Rigger and Electrician (Head of Dept Rate plus \$2.00)</u>	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Base Rate	50.79	51.28	51.28	52.51	52.51

A. Show Call Rates - Commercial, Industrial and Product Demonstration Shows

		1/1/2014 to 6/30/2014	7/1/2014 to 12/31/2014	1/1/2015 to 6/30/2015	7/1/2015 to 12/31/2015	1/1/2016 to 6/30/2016
Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Show Call	187.72	189.60	189.60	194.34	194.34
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Show Call	203.37	205.40	205.40	210.54	210.54
Department Heads	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Show Call	223.72	225.95	225.95	231.60	231.60

X. LENGTH OF AGREEMENT

This agreement shall be in full force and effect from **January 1, 2016** through the end of this project date (which shall be no later than **June 30, 2016**).

XI. SIGNATURES

FOR THE EMPLOYER:

FOR THE UNION:

Date
Authorized Agent
City & County Of San Francisco

Date
Steve Lutge
Business Agent-Secretary
Local 16, I.A.T.S.E.

Date
Authorized Agent
City & County Of San Francisco

Date
James Beaumonte
President
Local 16, I.A.T.S.E.

/iatse-b-18
2016JANTOJUNPROJECT12152015

EXHIBIT A JURISDICTION

RIGGING Including but not limited to: The rigging of all overhead truss and motor installation (and operation) on the exhibit floor, in general sessions, in breakouts and at any locations in any facility or location where this type of apparatus may be incorporated.

SOUND Including but not limited to: operation of all elements of sound for reinforcement and distribution; including broadcast radio and television, webcast or podcast, simultaneous language translation and recording. The setting, operating and striking of any associated equipment provided for such tasks. This shall include breakout meetings, general sessions or exhibits as well as any location where a sound reinforcement system is used.

PROJECTION Including but not limited to: All projection units of any brand from 35 millimeter to video projection with single or multiple source settings that need to be adjusted, cabled, routed, switched through or into video/LED walls, retro boxes, or screens, either through I-MAG front or rear projection, such as Barco, Sony, Sanyo, Christie, Digital Projection, Eiki, JVC and any other brands that may be incorporated through computers or any switching device.

THEATRICAL LIGHTING Including but not limited to: All lighting, (including all lighting on the exhibit floor, breakout rooms, general sessions, area work lighting, and/or mood 'up and down' lighting) that is incorporated through the use of dimmer packs or is console controlled via robotic moving light units, such as, Varilite, Martin, etc. Setting, operating and strike of said equipment, either truss supported or ground supported.

VIDEO Including but not limited to: All ENG, EFP, archive, or facility operated show cameras, either statics or hand-held for exhibit, breakout, general session, exhibits and pickup shots for products and convention services. Full service switching and editing are available, but should be referred to Local 16 for consultation of current needs.

COMPUTERS Including but not limited to: All exhibit floor, speaker ready/rehearsal rooms, breakout rooms, general sessions (computer registration, kiosk, Internet / Networking access stations), Video/Media Servers, Audio Servers, Video Conferencing Systems, Disk Recorders, Digital Effects Systems, Digital Transmission devices, CBT (Computer Based Training), CLS (Learning Systems), DCLS, Digital NLE and Graphic Systems, Computer Labs, Audience Response Systems, Teleprompting. The setting, operating and strike of said equipment.

DRAPING Including but not limited to: All draping within the general session rooms, theatrical presentation and breakout rooms, masking of screens, support towers and platforms, masking drape, and carpet on all stages.

CARPENTRY Including but not limited to: All work pertaining to that performed by traditional stage carpenters. The moving, unpacking, assembly, erection, repair, use and removal, and packing of stages, stage sets, band gear, backdrops, décor, furniture, and any theatrical or scenic elements.

SPECIAL EFFECTS Including but not limited to: Handling of all special effects components including, but not limited to pyrotechnics of all kinds, atmospheric treatments, laser lights and the use of any device or procedure that produces a "special effect".

PROPERTIES Including but not limited to: Handling of all elements intended for use by actors or speakers or others in front of an audience or as part of a presentation or production.

GROUND COVER Including but not limited to: Ground cover for theater, arena and/or stadium events, including terraplast, plywood, tarps or any other cover that may exist or may be developed in the future.

POWER DISTRIBUTION Including but not limited to: Power distribution required in connection with the installation, operation, or maintenance of temporary or portable electrical equipment as performed by technicians in the theatrical, motion picture production, hotel, exhibition, and trade show industries. Cabling for any and all transformers as well as any and all devices covered within all other categories of this exhibit and section I. GENERAL PROVISIONS Section C. SCOPE AND JURISDICTION. Power distribution for arena, stadium, and outdoor events. All installation, cabling, and operation of mobile power generators.

EXHIBIT B

BROADCAST, WEBCAST AND SIMULCAST RATES

For the taking of motion picture, television (direct, videotape or film), radio broadcast, podcast, webcast, streaming audio webcast, live or delayed, with or without the use of visual images any employee who performs duties as part of the working crew necessary for such a production shall be governed under the jurisdiction of Local 16.

It is understood that Local 16 has full jurisdiction over the filming or videotaping of motion pictures within the geographical area granted it under its I.A.T.S.E. Charter (San Francisco County, Marin County, Lake County, Mendocino County, Sonoma County, Napa County and San Mateo County) and the Employer agrees to be governed under the prevailing scales and conditions concerning studio and location work if and when the Employer, or any of its subsidiaries and/or affiliates, are filmed, televised or webcast (visual and/or audio).

It is understood that the Employer may present a television, video or webcast project proposal to Local 16 which represents a television, video recording, or webcast activity. It is agreed that the Employer and Local 16 will consider each television, video or webcast proposal on a case-by-case basis. Such consideration may result in mutually agreed special wages and/or conditions for each such television, video or webcast project proposal.

Any broadcast, recording, web cast media forward or capture shall be subject to the broadcast fee as defined herein.

Payment for any of the recording classifications outlined above, not covered by the conditions and rates, shall consist of an additional three hundred three and one (\$303.01) dollars for each technician working the show plus benefits.

Upon payment for any of the classifications outlined above, the following rights are included:

1. Taping of performances (or live telecasts) for release on television.
2. Stereo simulcast(s).
3. Documentary filming, if any, of the preparation of the production to include cinema rights, simulcast rights and use of any documentary portions in the telecast release and audio-visual material.

The following classifications are exempt from the provisions of this Exhibit "B". However, should any of these taped properties be subsequently used for commercial broadcast or webcast, then the conditions outlined above are applicable retroactively, and it is the Employer's obligation to inform the Union of such an occurrence.

1. Camera Blocking (preparation) videotapes for preparation purposes which may be made during performances or rehearsals prior to the projected taping duties.
2. Preparation videotapes may be used in the telecast release, in noncommercial educational segments and in any documentary footage or promotion material.
3. Segments from performance or rehearsal tapes may be used for television promotion segments not more than three (3) minutes in duration.
4. Segments of the telecast to be utilized in audio visual presentation for public school educational material provided on a non-commercial basis.
5. Taping subsequently used for non-commercial, public access television.
6. Taping for archival purposes.

**TO: ALL SIGNATORY EMPLOYERS CONTRIBUTING TO THE
IATSE LOCAL 16 TRAINING TRUST FUND**

**FROM: BOARD OF TRUSTEES
IATSE LOCAL 16 TRAINING TRUST FUND**

RE: NOTICE TO ALL PARTICIPANTS

Training Trust Plans that provide exclusively apprenticeship training benefits, other training benefits or a combination of apprenticeship and other training benefits are exempt from all reporting and disclosure requirements of ERISA if they file a brief notice with the Department of Labor as prescribed under final regulations. Under these final regulations, the notice must be made available to employees of employers who may be eligible to enroll in any course or program of study offered under the Training Trust Plan.

The Training Trust Plan meets the notification requirements of the Department of Labor if each employer makes the required information available to employees by mail or personal delivery or by posting the notice in a conspicuous location at all job sites.

Enclosed is the notice which contains the following required information:

1. The name of the Training Trust Plan
2. The Employer Identification Number of the Training Trust Plan sponsor
3. The name of the Training Trust Plan Administrator; and
4. The name and location of an office or person from whom an interested individual can obtain a description of the procedure by which to enroll in any course or program of study offered under the Training Trust Plan

Please make the notice available to all your employees by mail or personal delivery or by posting the notice in a conspicuous location at all job sites.

Steve Lutge, Trustee
IATSE Local 16 Training Trust Fund

Enclosure

cc: Steve Lutge, Trustee
James Beaumonte, Trustee
Daniel Borelis, Director of Training
William A. Sokol, Legal Counsel
Apprenticeship & Training Plan Exemption Office of Reports & Disclosures
Pension & Welfare Benefit Programs US Department of Labor

NOTICE TO ALL PARTICIPANTS IATSE LOCAL 16 TRAINING TRUST FUND

This is to inform you that the IATSE Local 16 Training Trust Fund, Identification Number 61-6335362 provides training and re-training for those entering the industry and those already in the industry.

For information about enrolling in the courses or a description of what courses are or will be available, please contact:

Daniel Borelis, Director of Training
IATSE Local 16
240 Second Street, First Floor
San Francisco, CA 94105

The Training Trust Plan is administered by the Board of Trustees of the IATSE Local 16 Training Trust Fund.

Board of Trustees
IATSE Local 16 Training Trust Fund

Attachment 9

Prevailing Wage Determination

Standard Agreement between Northern
California employers and the Northern
California Regional Council of
Carpenters and the Carpenters 46
Northern California Counties Conference
Board
(Furniture Movers and Related Classifications)

2015-2017

CARPENTERS TRUCK DRIVER AND MOVER AGREEMENT

For the 46 Northern California Counties

This AGREEMENT ("Agreement") made and entered into this 11 day of August, 2015, by and between SERVICE WEST ("employer"), the NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL and the CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES CONFERENCE BOARD, for and on behalf of its affiliated Local Unions having jurisdiction in the 46 Northern California Counties ("Union").

It is hereby agreed that the wages, fringes and working conditions set forth in the current 46 Northern California Counties Carpenters Master Agreement for Northern California ("Master Agreement"), or any amendments, modification, additions, extensions, or renewals thereof, will be applicable to all covered work performed by the employer unless specifically amended herein.

SECTION 1 RECOGNITION

1.01.00 Union Recognition

The employer hereby recognizes the Carpenters 46 Northern California Counties Conference Board and its affiliates as the sole and exclusive bargaining agent for employees hired to perform work as outlined below.

1.02.00 Union Security

- (1) Every person performing work covered by this Agreement who is a member of the Union and in the employment of the employer on work covered by this Agreement on the effective date of this Agreement shall, as a condition of employment or continued employment, remain a member in good standing of the Union or the appropriate Local Union of the Union. Every other person covered by this Agreement and employed to perform work covered by this Agreement shall be required, as a condition of employment, to apply for and become a member of and to maintain membership in good standing in the Union or the appropriate Local Union of the Union which has territorial jurisdiction of the area in which such person is performing work on the expiration of eight (8) days of employment, continuous or cumulative, on such work following the beginning of such employment or the effective date of this Agreement, whichever is later. Membership in any Local Union shall be available to any such person on the same terms and conditions generally applicable to other members. If Federal Law is hereafter amended to permit a lesser requirement for union membership or union membership as a condition of employment than provided in this Agreement, the employer and the Union will promptly enter into negotiations with regard to such subject.
- (2) The employer shall not be required to discharge any employee pursuant to this Section until a written notice from the appropriate Local Union of the Union of such employee's non-compliance with this Section, stating all pertinent facts showing such non-compliance, shall have been served upon such employer and two (2) working days shall have been allowed for compliance therewith.

1.03.00 Union Representative

Union representatives shall be permitted at all times upon any place or location where any work covered by this Agreement is being, has been or will be performed.

The Union Representative shall check in with the designated management representative prior to visiting the work area.

Where there are visitation restrictions imposed at the jobsite by entities other than the employer, the employer will use its best efforts to provide access to the site by the union representative.

SECTION 2 **SCOPE OF WORK**

2.01.00 Covered Work

This Agreement shall cover the transportation and delivery of furniture and furniture components to the point of first drop at the jobsite and all warehouse work activities. This Agreement shall also cover all delivery and handling of non furniture items including, but not limited to, boxed supplies, boxed goods, and office supplies.

This Agreement shall also cover the moving of free standing furniture, fixtures and equipment in health care facilities. This Agreement shall not cover any work in health care facilities that is currently covered by the scope of work covered provisions of the Office Modular Systems Addendum to the 46 Northern California Counties Carpenters Master Agreement for Northern California or any work currently covered by the scope of work provisions of the 46 Northern California Counties Carpenters Master Agreement for Northern California.

This Agreement shall not cover the handling, installation, removal, relocation and maintenance of all new or used free standing manufactured modular office furniture systems ("Furniture Systems"). Specifically excluded from the scope of this Agreement are the handling, installation, removal, relocation and maintenance of all manufactured parts (which come unassembled or are disassembled), and components (desks, filing systems, etc.). Drivers doing work that requires a Class A license are not covered by this Agreement. If the employer employs Class A drivers, not currently covered by a collective bargaining agreement, the Union and the employer will sit down and negotiate wage and fringe benefits for Class A drivers within thirty (30) days of the hiring of the Class A driver(s).

This Agreement shall not apply to the construction industry or any work covered by the scope of work covered by the 46 Northern California Counties Carpenters Master Agreement for Northern California.

SECTION 3
CLASSIFICATIONS AND WAGE RATES

3.01.00 Classifications

Five (5) classifications shall be covered by this Agreement; Mover, Packer, Crater, Driver and Helper.

3.02.00 Wage Rates

Area 1: The counties of San Francisco, San Mateo, Santa Clara, Alameda, Contra Costa, Solano, Napa, Sonoma and Marin.

Area 2: All other California counties within the geographic jurisdiction of the Northern California Carpenters Regional Council.

Effective September 1, 2015*

Classification	Area 1	Area 2
Mover, Packer, Crater	\$19.05	\$12.20
Driver	\$19.32	\$12.50
Helper	\$19.05	\$12.20

Effective September 1, 2016*

Classification	Area 1	Area 2
Mover, Packer, Crater	\$19.55	\$12.70
Driver	\$19.82	\$13.00
Helper	\$19.55	\$12.70

***Sets forth the minimum hourly wage rate for the above classifications. In the event that an employee is currently working at an hourly wage rate above the minimum hourly wage rate they shall receive the hourly increases on top of their current hourly wage rate.**

No current employees will suffer a reduction in hourly wages or fringes as a result of this Agreement.

SECTION 4
FRINGE BENEFITS

4.01.00 Health & Welfare Contributions

The modified Plan B of the Carpenters Health & Welfare Plan shall be the applicable Health & Welfare Plan. The Health & Welfare Plan B contributions effective September 1, 2015, shall be \$9.90 per hour per employee.

The Health & Welfare Plan B contributions effective September 1, 2016, shall be \$10.05 per hour per employee.

No current employees will suffer a loss or a break in Health and Welfare coverage as a result of this Agreement.

4.02.00 Hour Cap on Health & Welfare Contributions

Contributions to the modified Plan B of the Carpenters Health & Welfare Plan shall be capped at 1800 hours. This covers the Agreement anniversary year for each employee working for a single employer during that year.

4.03.00 Fringe Benefits

The employer agrees to contribute the following amounts for all hours worked or paid by employees covered by this agreement:

Effective September 1, 2015

	Health & Welfare	Annuity	Vacation	Work Fee
Area 1				
Mover, Packer, Crater	\$9.90	\$1.10	\$1.05	\$0.80
Driver	\$9.90	\$1.10	\$1.05	\$0.80
Helper	\$9.90	\$1.10	\$1.05	\$0.80
Area 2				
Mover, Packer, Crater	\$9.90	\$0.60	\$0.50	\$0.80
Driver	\$9.90	\$0.60	\$0.50	\$0.80
Helper	\$9.90	\$0.60	\$0.50	\$0.80

Effective September 1, 2016

	Health & Welfare	Annuity	Vacation	Work Fee
Area 1				
Mover, Packer, Crater	\$10.05	\$1.10	\$1.05	\$0.82
Driver	\$10.05	\$1.10	\$1.05	\$0.82
Helper	\$10.05	\$1.10	\$1.05	\$0.82
Area 2				
Mover, Packer, Crater	\$10.05	\$0.60	\$0.50	\$0.82
Driver	\$10.05	\$0.60	\$0.50	\$0.82
Helper	\$10.05	\$0.60	\$0.50	\$0.82

SECTION 5
HOURS OF WORK, OVERTIME AND SHIFTS

5.01.00 Regular Work Day

The regular work day shall be eight (8) consecutive hours between the hours of 5:00 a.m. and 5:00 p.m. The regular workweek will be forty (40) hours, Monday through Friday or Tuesday through Saturday.

5.02.00 Overtime

Hours worked in excess of eight (8) hours on the first through the fifth workday and up to ten (10) hours on the sixth workday, shall be paid at the rate of one and one-half times (1 1/2x) the straight time hourly rate. All hours worked in excess of ten (10) hours on the sixth workday and all hours worked on the seventh workday and Holidays shall be paid at two times (2x) the straight time hourly rate.

5.03.00 Special Shift Work

When work covered by this Agreement is of such a nature that it is not appropriate or practical to perform during the regular work day(s), then such work shall be performed as a "Special Shift" at a suitable time as designated by the employer. Employees performing work under this provision shall be paid at the Special Shift wage rate of 1.125x the straight time hourly wage rate.

5.04.00 Multiple Shift Work

When more than one shift is required, the first shift shall work eight (8) hours for eight (8) hours pay. The second shift shall work seven (7) continuous hours and receive eight (8) hours of pay and the third shift shall work seven (7) continuous hours and receive eight (8) hours pay at the employee's current rate of pay. No employee shall be required to work more than one shift during a twenty-four (24) hour period at shift rates.

SECTION 6
HOLIDAYS

6.01.00 Holidays

No "designated off-days" are recognized under this Agreement. The following are the recognized holidays: New Year's Day, Martin Luther King Jr. Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving Day and Christmas Day.

SECTION 7
RE-EMPLOYMENT

7.01.00 Re-employment

It shall be a contractual obligation of the employer signed to this Agreement to re-employ Movers, Packers, Craters, Helpers and Drivers who have been laid off, due to a lack of work prior to any new hires being employed.

SECTION 8
TRAVEL

8.01.00 Travel and Subsistence

Drivers and Helpers shall be paid at the regular schedule while in actual service, and shall receive meal and lodging when out of town overnight with a value of not less than forty-five dollars (\$45.00).

SECTION 9
SUBCONTRACTING

9.01.00 Subcontracting of Covered Work

An employer who opts to subcontract covered work shall notify the Union of any such subcontractor. The employer acting as a subcontractor shall also be bound to this Agreement.

9.02.00 Assumption of Covered Work Job

In the event the employer takes over the performance of a contract covered by the terms of this Agreement from another entity, the successor employer shall notify the Union by certified mail of its intent to undertake performance of the contract. Such notice shall be given prior to commencing work. Failure to give such notice shall subject the successor employer to any liability for any delinquent fringe benefits of the predecessor entity through the grievance procedure in addition to any other claims which may arise because of such failure.

SECTION 10
GRIEVANCE PROCEDURE

10.01.00 Grievance Procedure

Any grievance arising under this Agreement shall be processed in accordance with the procedures established in Section 51 – Grievance Procedure of the 46 Northern California Counties Carpenters Master Agreement for Northern California.

SECTION 11
SHOP STEWARD

11.01.00 Shop Steward

The Union maintains the right to appoint one (1) shop steward. The shop steward will make every reasonable effort to perform their duties in a manner that does not unduly disrupt the work day.

SECTION 12
SICK LEAVE

12.01.00 Sick Leave

The parties agree that to the fullest extent permitted, this Agreement shall operate to waive any provisions of the San Francisco Paid Sick Leave Ordinance, San Francisco Administrative Code Section 12W, effective February 5, 2007, and shall supersede and be considered to have fulfilled all requirements of said Ordinance as presently written, and/or amended during the life of this Agreement.

In addition, this waiver shall apply to any other city, county or other local ordinance requiring mandatory paid sick leave that may be adopted during the term of this Agreement.

SECTION 13
BREAKS AND REST PERIOD

13.01.00 Breaks and Rest Period

The parties agree that the provisions of Section 22 of the Carpenters Master Agreement regarding meal, break and rest periods will be incorporated as part of this Agreement.

SECTION 14
TERM

14.01.00 Term

This Agreement shall remain in full force and effect from the 1st day of September 2015 through the 31st day of August 2017, and shall continue in full force and effect thereafter unless either party, not more than ninety (90) days nor less than sixty (60) days prior to the 31st day of August 2017, or not more than (90) days nor less than sixty (60) days prior to the 31st day of August of any subsequent year, serves written notice on the other of its desire to change, modify, amend, supplement, renew, extend or terminate this Agreement.

Michael J. [Signature] CEO
Name & Title

SERVICE WEST
Company Name

Company Address

Company City, State & Zip Code

Company Telephone Number

Company Fax Number

[Signature]
Local Union

[Signature]
Authorized Union Representative

[Signature]
Robert Alvarado, Executive Officer
Northern California Carpenters
Regional Council

[Signature]
William Feyling, Executive Director
Carpenters 46 Northern California
Counties Conference Board

Attachment 10

Prevailing Wage Determination

Agreement between the
Recology Sunset &
Recology Golden Gate
And

Sanitary Truck Drivers and Helpers
Union Local 350, IBT

COLLECTIVE BARGAINING AGREEMENT

2012-2016

BETWEEN

RECOLOGY SUNSET & RECOLOGY GOLDEN GATE

AND

**SANITARY TRUCK DRIVERS AND HELPERS UNION
LOCAL 350, IBT**

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COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT is made and entered into by and between SANITARY TRUCK DRIVERS AND HELPERS UNION, LOCAL 350, an affiliate of International Brotherhood of Teamsters, hereinafter referred to as the "UNION," and RECOLOGY GOLDEN GATE DISPOSAL & RECYCLING COMPANY, RECOLOGY SUNSET SCAVENGER COMPANY, hereinafter referred to as the "EMPLOYERS."

WITNESSETH

It is the intent and purpose of the parties hereto that this Agreement promote and improve the industrial and economic status of the parties, provide orderly collective bargaining relations between the Employers and the Union, and secure a prompt and fair disposition of grievances so as to eliminate interruption of work and interference with the efficient operation of the Employers' business.

SECTION 1. RECOGNITION

The Employers recognize the Union as the sole collective bargaining representative for all employees of the Employers working in the classifications hereinafter set forth, except and excluding the directors, office clericals, guards, and supervisors as defined in the National Labor Relations Act.

The Employers shall not subcontract any bargaining unit work currently being performed by bargaining unit employees.

SECTION 2. NON-DISCRIMINATION

The Employers agree with respect to all hiring and employment decisions that there will be no discrimination or favoritism of any kind based on race, creed, color, sex, sexual orientation, religion, age or national origin or on the basis of physical or mental disability or medical condition as defined under the Americans With Disabilities Act and the California Fair Employment and Housing Act, or the FMLA, so long as the affected person is fully capable of performing all essential job duties.

SECTION 3. UNION SECURITY

(a) It shall be a condition of employment that all employees covered by this Agreement shall apply for Union membership on or after the thirtieth (30th) day following the beginning of their employment or the effective date of this Agreement, whichever is later, and as a condition of continued employment, shall maintain their membership in the Union in good standing. "Union membership" and "membership in good standing" shall mean for purposes of this provision the payment or tender of payment by the employee of the initiation fee and monthly dues uniformly applied by the Union pursuant to its Bylaws. In the event an employee shall not comply with his/her obligation under this provision, the Union shall so notify the individual, providing such information as is required by the National Labor Relations Act in such circumstances, and copy the Employers. Thereafter, if the employee fails to remove his/her

delinquency within such period of time as the Union allows, but not less than ten (10) days, the Union shall so notify the Employers and the Employer shall terminate the employee forthwith.

(b) The Employers recognize the right of the Local Union to designate a job steward from the Employers' seniority lists. The authority of the job steward so designated by the Local Union shall be limited to, and shall not exceed, the following duties and activities: the steward, upon receipt of prior approval from the Employers, shall be allowed a reasonable time to investigate, present and process grievances on Company property without loss of time or pay during his regular working hours, and, where mutually agreed to by the Employers and the Union, off the property and at times other than during his regular working schedule without loss of time or pay. Time spent handling grievances during steward's regular working hours shall be considered working hours in computing daily or weekly earnings.

(c) The steward shall, whenever possible, investigate, present and process grievances after the completion of his daily duties. All employees, including the steward shall report to the proper Employer representative with any concerns regarding unsafe working conditions, including, but not limited to, hazardous material, defective equipment or dangerous access. No shop steward or employee may change a customer container, location of pickup, frequency of pickups, level of service without express authorization from Employer. All employees must report, promptly, any changes in service provided to customer. In the event the handling of grievances and the daily duties of the steward require more than a regular working day, the steward shall receive no extra compensation.

(d) This Agreement shall be binding upon all the parties hereto and their successors. In the event the operations of the Employers which are covered by this Agreement, or any part of said operations, are sold, transferred or assigned, the Employers shall require the purchaser, transferee or assignee to adopt and become a signatory to this Agreement for the duration of its term. At such time as the purchaser, transferee or assignee adopts and signs this Agreement, the Employers' obligations to the Union and to the employees shall cease and the Employers shall have no continuing liability hereunder.

(e) The Employers shall give notice in writing of the existence of this Agreement to any purchaser, transferee or assignee, with a copy to the Union, not later than the effective date of the sale, transfer or assignment.

SECTION 4. EMPLOYERS' RESPONSIBILITY

It is recognized that in addition to other functions and responsibilities, the Employers have and will retain the right and responsibility to direct the operations of the Employers and in this connection to determine the assignment of all work to employees; the scheduling of routes and the methods, processes, and means of operation, to select, hire, promote, demote, and transfer employees, including the right to make and apply rules and regulations for discipline, efficiency, and safety, providing, however, that exercise of such rights shall not conflict with the following provisions of this Agreement.

SECTION 5. JOB CLASSIFICATION AND WAGE RATES

(a) All occupations to which employees within the respective bargaining units are or may be assigned are classified into categories listed below. It is understood that the determination and operation of the job classification is the function and responsibility of the Employers and placement of employees in any of the following classifications shall be subject to the requirements of the Employers. Job descriptions for each of the classifications which are covered by this Agreement and which are utilized by the Employers are set forth in Section 23 of this Agreement.

(b) Each employee will be assigned to a classification, the duties of which he/she is competent to perform and which generally reflects his normal work. The fact that a job classification is listed herein does not necessarily mean that it must be utilized by the Employers.

(c) Any employee assigned by his Employers to perform work for any other company shall, for the duration of such assignment, remain subject to the terms and conditions of this Agreement.

(d) Any dispute involving job classifications shall be settled in accordance with the procedures set forth in Section 16 hereof.

WAGE RATES:

	1/1/12	7/1/13 COLA 3.0%-5.0%*	1/1/14 COLA 3.0%-5.0%*	1/1/15 COLA 3.0%-6.0%*	1/1/16 COLA 3.0%-6.0%*
Helper/Driver	39.01	COLA 40.18	COLA 41.39	COLA 42.63	COLA 43.91
Recycling Collector	39.01	Adjust to Fan 3 Wage w COLA 42.23	COLA 43.50	COLA 44.80	COLA 46.15
Commercial Driver	41.00	COLA 42.23	COLA 43.50	COLA 44.80	COLA 46.15
Route Leadperson Fantastic 3	41.00	COLA 42.23	COLA 43.50	COLA 44.80	COLA 46.15
Shop Foreperson	44.10	COLA 45.42	COLA 46.79	COLA 48.18	COLA 49.63
Assistant Shop Foreperson	42.64	COLA 43.92	COLA 45.24	COLA 46.59	COLA 47.99
Mechanic/Truck Welder	42.00	COLA 43.26	COLA 44.56	COLA 45.89	COLA 47.27

	1/1/12	7/1/13 COLA 3.0%-5.0%*	1/1/14 COLA 3.0%-5.0%*	1/1/15 COLA 3.0%-6.0%*	1/1/16 COLA 3.0%-6.0%*
Shop Person	39.36	COLA 40.54	COLA 41.76	COLA 43.01	COLA 44.30

*The dollar amounts shown for 7/1/13, 1/1/14, 1/1/15, and 1/1/16 are minimums, which assume a COLA increase of 3% each year.

The percentage increase above of three to five percent for the 7/1/13 and 1/1/14 adjustments and three to six percent for the 1/1/15 and 1/1/16 adjustments shall be referred to hereinafter as "floor/ceiling". Employer agrees that increases in wages shall be based on the BLS Consumer Price Index (BLS CPU-U) All Urban Consumers for San Francisco-Oakland San Jose area (1982-84=100) (hereinafter "Index") subject to the following conditions:

Employers shall determine the increase in the Index as follows:

For the increase effective July 1, 2013, the Employers shall apply the Index based on the period October 2011 to October 2012, subject to the Floor/Ceiling. For example, if the Index based on October 2011/October 2012 is 1.2%, the increase applicable July 1, 2013 shall be 3.0%. January 1, 2014, the Employers shall apply the Index based on the period October 2012 to October 2013, subject to the 2014 Floor/Ceiling. The increase in each year commencing January 1 thereafter shall be based on the same October to October test, as follows: 2015 shall be based on October 2013/October 2014, and 2016 shall be based on October 2014/October 2015 subject to the floor/ceiling applicable for that year.

The percentage increases above shall be based on the wage rate then in effect. For example, if the wage rate for Helper/Drivers in 2014 is \$41.39/hour, and the Index for 2015 as determined above is 3.3%, the Helper/Driver hourly rate effective January 1, 2015 shall be \$42.75. These increases shall be cumulative, and permanent.

Any Employee who is required to maintain a Class A drivers license for the purpose of performing work, shall receive the same wages as the Transfer Drivers in the Recology SF "Long Haul" CBA.

Employees in the Cart Department shall be paid at the Helper/Driver rate of pay; if the employee drives, he/she shall be paid at the Fan 3 rate of pay for all time spent driving/on the road.

When the need exists for a second person on a front loader route, the Company will pay the second person at the Commercial Driver wage rate. Second persons on rear loaders will be paid under the Helper Driver scale. All Drivers will be paid the Fan 3 rate of pay with the following exceptions: Recycling Drivers who will be paid under the Recycling Collector scale above until 7/1/13 at which time they will be paid according to the Fan 3 scale.)

The above rate for the Shop Foreperson of \$44.10 was calculated at 5% above the \$42.00 Mechanic Truck Welder rate. Beginning with the July 1, 2013 increase, the rates for the Shop

Foreperson set out above were calculated by applying the applicable COLA formulas to the \$44.10 rate.

(e) New Hire Addendum

All employees who have completed six full months of employment as of January 1, 2012 will receive 100% of the hourly wage and benefits for their classification from that date forward. All employees hired after January 1, 2012 shall be hired under the following wage percentages which take precedence over any conflicting wage in the Collective Bargaining Agreement.

1. **Wages - New hires shall work under the applicable percentage in the employee's classification.**

During 1st 12 months of employment	80% of hourly wage
During 2nd 12 months of employment	85% of hourly wage
During 3 rd 12 months of employment	90% of hourly wage
After completion of 36 months	100% of hourly wage

(f) Mechanic Certifications

A.S.E. Certified mechanics will receive a base hourly wage increase based on the level or levels of certification they obtain and maintain. This certification is available to the Shop Foreperson and Assistant Shop Foreperson, and Mechanics.

- 1st Level: Diesel Engine Certification 5%
- 2nd Level: Certified Master Technician T3, T4, T5, T6 & T8 5%

The Shop Persons who perform the work of a Lube Preventive Maintenance Person will receive a maximum base hourly wage increase of 3% if they pass the T8 test.

SECTION 6. GUARANTEED HOURS AND REASSIGNMENT

(a) All regular employees shall be guaranteed eight (8) hours per day and forty (40) straight time hours of pay per week; provided such employees make themselves fully available for work; provided further, however, that such guarantees shall not apply to employees with less than one hundred twenty (120) calendar days of continuous service to the Employers.

(b) Upon completion of an employee's assigned route in less than eight (8) hours, the employee must report to the garage before going home. Any employee who is reassigned to perform any additional work (except missed pickups) shall be paid time and one-half for all such additional work.

(c) Any employee who, at the specific direction of the dispatcher, is assigned and performs work in a higher job classification shall receive the wage rate shown in Section 5 (above) for such higher classification for each day on which such work is assigned and performed.

(d) No Helper/Driver shall be required or allowed to perform said duties unless he is specifically directed to do so by the company official in charge of Route Leadperson. Any Helper/Driver who is directed to perform said duties shall be paid Route Leadperson wages for the actual time spent performing said duties.

SECTION 7. HOURS OF WORK

(a) Straight Time Hours

Forty (40) hours of work shall constitute the maximum straight time work week, provided that this section shall not be construed as limiting the number of hours of work any employee may perform at overtime wage rates.

(b) Overtime

All work performed in excess of eight (8) hours in any work day shall be paid for at the overtime rate of one and one-half (1-1/2) times the straight time rate. All work performed after twelve (12) hours in one day shall be paid at the double time (2X) rate of pay.

(c) Saturday and Sunday Work

All work performed on Saturday shall be paid for at the overtime rate of one and one-half (1-1/2) times the straight time rate, and any employees performing Saturday work shall be paid for not less than eight (8) hours.

All work performed on Sunday shall be paid for at the overtime rate of two (2) times the straight time rate and any employee performing Sunday work shall be paid for not less than eight (8) hours.

(d) The regular work week shall be Monday through Friday, inclusive.

(e) All shifts on Fridays that are required to perform Saturday work shall be scheduled after 6:00 p.m. and at the rate of Saturday rate of pay.

All shifts on Saturdays that are required to perform Sunday work shall be scheduled after 6:00 p.m. and at the rate of Sunday rate of pay.

All shifts on Sundays that are required to perform Monday work shall be scheduled after 6:00 p.m. and at the rate of Monday rate of pay.

(f) It is agreed that the Employers have the right to require employees to work overtime as needed and that employees may be held over after completion of their regular routes or shifts as needed. Call-out overtime (e.g. Saturday and Sunday overtime) shall be offered in

descending order of their seniority to employees who are qualified to perform the work required on the particular route. If the most senior qualified employee declines the offer, the overtime shall be offered to the next most senior qualified employee and so forth until the roster is exhausted; the least senior qualified employee shall be required to accept the call-out overtime assignment. In case of an emergency, the Employers shall have the right to depart from the foregoing seniority procedure and the employee designated to work the call-out overtime shall be required to perform the work. No employee will be allowed to work a double shift in violation of DOT policy.

(g) The Employers shall maintain seniority rosters of qualified employees and shall rotate overtime on a fair basis.

SECTION 8. PAID HOLIDAYS

(a) The following shall be paid holidays under the terms of this Agreement and all eligible regular employees shall receive eight (8) hours straight time pay for each of such holiday in addition to pay received for work performed during the course of such holidays.

- | | |
|-------------------------------|---------------------|
| New Year's Day | Employee's Birthday |
| Martin Luther King's Birthday | Labor Day |
| President's Day | Columbus Day |
| Cinco de Mayo | Veteran's Day |
| Memorial Day | Thanksgiving Day |
| July 4 th | Christmas Day |

(b) The total pay for a holiday received by regular employees shall be eight (8) hours straight time holiday pay plus an additional eight (8) hours pay at the overtime rate of 2 times the straight time rate of pay for any holiday actually worked: provided such employees work the regularly scheduled work day immediately preceding the holiday and the regularly scheduled work day following the holiday. If the employee works the holiday but does not work both the regularly scheduled work day immediately preceding the holiday and the regularly scheduled work day following the holiday, they will receive eight (8) hours straight time holiday pay plus an additional eight (8) hours pay at the straight time rate. The employee shall be excused from the requirement of working the day before and/or the day after if, upon either such day, the employee is absent on a leave of absence approved in writing by the Operations Manager, or his substitute, excused by evidence of a doctor's note, on vacation, on another holiday, or on account of any work related illness or injury sustained on the job or off the job. In any event, the employee must present verification of illness or injury satisfactory to the Employers. Payments for holidays shall be in strict conformity with this subparagraph (b), and all past practices by which employees of either Employer have in the past received payments which vary from the provisions of this subparagraph (b) are hereby abolished.

(c) With respect to all employees other than regulars, any employee who reports for work and is put to work more than ten (10) days in a calendar month shall be entitled to any paid holiday which occurs during that month.

(d) If an employee's birthday falls on a regular working day for that employee, the employee will be allowed to stay home as long as the Employer can cover the work with its existing complement of employees. Any employee who desires to take his birthday off shall so notify the dispatcher five (5) days prior to his birthday. In the event that more than one employee desires to take the same day off as his birthday and the dispatcher is unable to allow all such employees to take the day off, the employee(s) granted the day off shall be selected on the basis of Company seniority; and if the remaining employees still desire to take a day off in lieu of their birthday, the dispatcher and each such other employee will select a mutually acceptable alternative date. In that event, the alternate date shall be deemed to be the employee's birthday for purposes of payment. If the employee takes his birthday off, he shall be paid a total of 8 hours at the overtime rate of 2 times the straight time rate. If an employee works on his birthday (except that in the case where an alternative date is selected as set forth above, the alternate date shall be considered to be the birthday), he shall be paid in accordance with paragraph (b) of this Section. It is understood between the parties that all regular employees are entitled to eight (8) hours pay for each holiday whether the holiday is worked or not, provided they are still generally eligible for benefits.

(e) If any of the above-mentioned holidays falls on Sunday, the following Monday shall be observed as a holiday; if any of the above-mentioned holidays falls on Saturday, the preceding Friday shall be observed as a holiday. When a holiday falls during an employee's vacation period, the employee shall be paid an additional day's pay.

(f) Notwithstanding the foregoing, there shall be no pyramiding of pay for holiday work.

(g) All holiday work must be assigned by seniority.

(h) All employees assigned to the City Can Routes shall perform their job on the holidays in that department as required.

SECTION 9. VACATIONS

(a) All regular employees shall be entitled to a paid vacation following each year of continuous employment to be taken at a time agreeable to their Employers. They shall be entitled to paid vacations as follows: one (1) week after one (1) year of continuous employment; two (2) weeks after two (2) years of continuous employment; three (3) weeks after four (4) years of continuous employment; four (4) weeks after seven (7) years of continuous employment; five (5) weeks after twelve (12) years of continuous employment; six (6) weeks after twenty (20) years of continuous employment; seven (7) weeks after twenty-five (25) years of continuous employments; and eight (8) weeks after thirty (30) years of continuous employment. Time off as a result of an industrial injury shall be credited as time worked for purposes of this section.

(b) All vacations shall be subject to the qualifying requirements of the Company.

(c) Employees shall be required during December of each year to sign up for their vacation dates for the coming year in accordance with the following procedures:

(i) During the first week of December the Employers shall notify all employees that the vacation sign-up will occur during the last two (2) weeks in December, Employees may sign up for vacation through a written proxy. The employee's vacation will be recorded at the time he/she would normally sign per seniority. In the event that any weeks are unavailable, the employee will be allowed to sign in person per part (iv).

(ii) During the last two weeks in December, the Employers will assign a date for each employee to meet with the Dispatcher for the purpose of signing up for the employee's vacation preferences. The date for meeting with the Dispatcher shall be assigned on the basis of departmental seniority, with the employee in the department having the most Company seniority being given the opportunity to sign up first, and so forth;

(iii) Any employee who fails to show up on the date assigned will be allowed to sign up for a later date, but will not be entitled to bump other employees who signed up timely. In such event, the Employers shall attempt to accommodate the employee's first choice of vacation dates, but the Employers retain the sole discretion to require the employee to choose from other available dates.

(iv) The Employers guarantee that if an employee is sick or otherwise off work at the time he is supposed to sign up for his vacation, the Employers will allow the employee to sign up at the time such employee returns to work.

(v) An employee who has already signed up may change his prior choice of vacation dates, but only after consulting with his Employer and reaching a mutually satisfactory agreement. The Employers, insofar as is practicable, will grant employees vacation on the dates selected by the employees.

It is also agreed that employees will have the option to work part of their vacations rather than take time off. This option is available for any weeks in excess of three (3) weeks that the employee has earned. If an employee desires to exercise said option, he must communicate his desire during the sign-up in December of the year preceding the vacation year. Once the employee has decided to cash out excess vacation, said vacation checks shall be issued during the month of February.

(vi) In the administration of the provisions of these vacation scheduling procedures, there shall be absolutely no bumping of employees already signed up, regardless of seniority, unless agreed to by the employees involved in the individual change being requested.

VACATION SCHEDULE

**GOLDEN GATE DISPOSAL & RECYCLING COMPANY EMPLOYEES
GARBAGE ROUTE**

January to middle of June - 10 per week
Middle of June to middle of September - 10 per week
Middle of September to end of the year - 10 per week

DEBRIS BOX DEPARTMENT

January to middle of June - 3 per week
Middle of June to middle of September - 4 per week
Middle of September to end of the year - 3 per week

FRONT LOADERS

3 per week all year

SHOP DEPARTMENT

Mechanic/Truck Welder - 3 per week
Shop Person - 2 per week

**SUNSET SCAVENGER COMPANY
GARBAGE ROUTE**

January to June 15th - 20 per week
June 15th to September 15th - 20 per week
September 15th to the end of the year - 20 per week

DEBRIS BOX DEPARTMENT

January to June 15th - 3 per week
June 15th to September 15th - 4 per week
September 15th to the end of the year - 3 per week

FRONT LOADERS

3 per week all year

SHOP DEPARTMENT

Mechanic/Truck Welder - 4 per week
Shop Person - 2 per week

CART DEPARTMENT

2 per week

(vii) In the event there is a conflict between a mechanic's vacation and his night shift obligations, the mechanic will try to arrange a voluntary switch with another mechanic. In the event that the switch cannot be done on a voluntary basis, the lowest mechanic on the Seniority List will be required to switch.

(d) If upon termination, an employee has completed less than a full year of continuous service from his last anniversary, the employee shall be paid pro rata his accumulated vacation based on the number of months worked since his last anniversary.

(e) No employee shall be allowed to take more than four (4) consecutive weeks of vacation, except that an employee who furnishes proof that he is going to go out of the country for his vacation and that he needs additional time off may request more than four (4) weeks. The additional time shall be granted upon satisfactory proof.

(f) Vacation pay shall be computed and paid at the classification in which the employee worked the most hours in the preceding calendar year. This shall not apply where an employee has successfully "bid into" a new classification. In that instance, vacation pay shall be paid at the classification rate which the employee bid into.

(g) All employees who retire pursuant to the Employers' pension plan during any month of the year shall be entitled to receive their full vacation pay in the event that such employee did not take their vacation-time allowance off during the same year.

(h) No Employee shall be charged vacation (during any absence) day except when approved by the individual employee. This paragraph does not change the requirements/qualifications for vacation scheduling, use, and approval.

(i) The Company commits to make sufficient slots available at Vacation Sign Up to allow all employees to sign up for all their vacation during the calendar year.

SECTION 10. SICK LEAVE

(a) Each regular employee shall be entitled to take up to twelve (12) days paid sick leave per year. As used herein, the term year means a period from January 1 to January 1 during the life of this Agreement.

(b) An employee shall be entitled to receive pay for a sick day commencing with the first day of each illness; provided, however, that he must furnish satisfactory medical verification of each said illness if requested. Any employee absent due to illness for only one day will not be requested to provide a medical certificate to be paid.

(c) On the first payday following January 1, of each year each employee shall receive a day's pay for each unused day of sick leave. Said pay shall be at the wage rate which was in effect during the period in which the unused sick leave was accrued.

(d) There shall be no accumulation of sick leave from year to year.

(e) No Employee shall be charged a sick day (during any absence) except when approved by the individual employee. This paragraph does not change the requirements regarding the use of sick days.

SECTION 11. MAINTENANCE OF BENEFITS

(a) If an employee is off work due to illness or injury on state disability, any benefit, except health and welfare insurance, due him or her under the Collective Bargaining Agreement shall be paid for a maximum of six (6) months. The contract provides disability insurance which begins after the employee has been disabled for one hundred eighty (180) days. Health and welfare benefits shall continue for a maximum of twelve (12) months. Any employee being paid under workers compensation laws are not subject to these limitations. Benefits to employees being paid under workers compensation laws shall terminate at the conclusion of the workers compensation proceeding. No employee shall suffer a reduction of his or her hourly wage by the implementation of this Collective Bargaining Agreement.

(b) Health and Welfare. Effective on the first of the month following ratification of this Agreement, employees who work eighty (80) or more hours per month will receive the Recology Health, Life and Long-Term Disability Package. The Employers may modify said package from time to time, upon notice to the Union, but guarantees that the level of benefits included in the package will not be reduced during the term of the Agreement unless required by law. Further, during the term of this contract there will be no monthly employee premium contribution for the employee to participate in the Aetna EPO Plan, Aetna PPO Plan, Kaiser HMO Plan or HealthNet HMO.

(i) Effective July 1, 1997, the Kaiser HMO Plan and HealthNet will be changed so there will be no co-pay for doctor visits.

(ii) Effective January 1, 2007, the annual maximum for dental benefits in the dental indemnity plan will increase from \$3,500 to \$4,000.

(iii) Effective January 1, 2005, with the exception of Aetna, the maximum number of chiropractor visits in Kaiser will be forty (40) per year and HealthNet will be fifty (50) per year.

(iv) Effective January 1, 2007, the eyeglass frame allowance for the Aetna vision plan will be increased from \$100 to \$200.

a) Allowances in the other health plans are as follows:

(1) Kaiser eyewear allowance: \$200.

(2) HealthNet eyeglass frame allowance: \$100.

(v) Effective January 1, 2002, the lifetime orthodontic maximum in the dental indemnity plan will be increased from \$2,000 to \$2,500.

(vi) This agreement supersedes the San Francisco Healthcare Accountability Ordinance and the San Francisco Healthcare Security Ordinance and the Union hereby waives any additional rights or benefits employees covered by this agreement may have under these laws if either or both were legally applicable or subject to waiver.

(c) Supplemental Payment. The Employers shall pay \$75.00 per week to each employee who is off work on account of illness or injury; provided, however, that there shall be no payment for the first two (2) weeks of absence.

(d) Retiree Health Plan. Effective January 2007 (December hours/January Contributions) the Employers shall participate in the Teamsters Benefit Trust (TBT) by contributing to the Retirement Security Plan ("RSP"), a retiree health plan, on behalf of each employee who has passed their probationary period and who works eighty (80) hours or more per month. The Employers shall submit the RSP monthly contribution rate as determined by the TBT Board of Trustees on behalf of all active members subject to this Agreement and shall pay a supplemental RSP monthly contribution as determined by the TBT Board of Trustees for purposes of making the RSP comparable to active employee coverage for Rule of 84 Retirements as described in paragraph (k) up to the retiree's 65th birthday. Said supplemental RSP premium shall not exceed 10% of the standard RSP GOLD premium through 12/31/15 and shall not exceed 12% of the standard RSP GOLD premium thereafter. The Employers shall maintain both the standard and supplemental components of the RSP benefit for the duration of this Agreement.

For purposes of their participation in the RSP the Employers hereby adopt the TBT Agreement and Declaration of Trust and agree to accept the TBT Subscriber's agreement providing for participation in the RSP.

(e) Pension Plan. The Employers shall continue to maintain a pension plan for all eligible employees. The designation of the plan for employees hired prior to January 1, 1989 and employed by Golden Gate Disposal Company is the RECOLOGY INC. DEFINED BENEFIT PENSION PLAN. The designation of the plan for employees hired prior to January 1, 1989 and employed by Sunset Scavenger Company was the ENVIROCAL, INC.—RETIREMENT PLAN. The ENVIROCAL, INC. RETIREMENT PLAN was merged with and into the RECOLOGY INC. DEFINED BENEFIT PENSION PLAN and remains a separate benefit structure under that plan. Employees hired by either Company on and after January 1, 1989 shall be participants in the RECOLOGY DEFINED BENEFIT PENSION PLAN, and not in the other plans mentioned above. The current trustee of the pension plan is Prudential Bank and Trust Company, FSB, and the Employers may change trustees at any time.

The earnings upon which pension benefits under each plans shall be determined, shall be those earnings defined in each plan.

(f) For eligible employees who retire under the terms of the pension plan on or after January 1, 2000, the multiplier in the RECOLOGY—DEFINED BENEFIT PENSION PLAN shall be 1.6% and the multiplier in the ENVIROCAL benefit structure under the RECOLOGY INC. DEFINED BENEFIT PENSION PLAN shall be 1.75%. These multipliers for eligible

employees will be used for all years of Benefit Service. Effective January 1, 2001, employees who are participants in the RECOLOGY DEFINED BENEFIT PENSION PLAN who are represented by Teamsters Local No. 350 and who accrue the RECOLOGY benefit will have their retirement benefits calculated using a maximum Benefit Service of 40 years, and their maximum benefit will be \$4,166.67 per month. Plan Compensation does not include any compensation earned after 40 years of Benefit Service. Participants who accrue the ENVIROCAL benefit will continue to have their retirement benefits calculated using a maximum Benefit Service of 40 years, their maximum benefit will be \$4,166.67 per month, and Plan Compensation does not include any compensation earned after 40 years of Benefit Service.

(g) Starting with the Pension Plan Year beginning 10/01/2012, and for the term of any successor agreement(s), Recology Inc. will increase its annual contribution to the Recology Defined Benefit Pension Plan so that (by generally accepted actuarial standards) the plan is projected to be funded at 90% no later than September 30, 2016. "90% funded" for this purpose shall be measured by taking the market value of plan assets and dividing by the actuarially determined accumulated benefit obligation (ABO) on the Company's pension plan disclosure at the end of the prior plan year. In order to obtain this 90% funded status, the Employers agree to make an average annual contribution of \$18 million until the 90% funded status is reached. In addition to the annual average contribution of \$18 million an additional average contribution of \$7 million will be made each plan year (for a total average contribution of \$25 million per plan year over the term of this Agreement), or such lower amount to bring the funded status up to 90%, but the total contribution for the plan year shall not exceed the maximum deductible under the Internal Revenue Code. "Average" for purposes of the Employers' funding obligation is not intended to (1) change the Employers' overall funding obligation but to recognize that the Employers may contribute more than \$25 million in one year and less than \$25 million in another; or (2) allow the Employers to backload this funding obligation on the later years of this agreement. As long as the Plan is at the 90% funded level as described above, no contributions in excess of ERISA minimum contributions will be required by this Agreement.

(h) In addition to the 90% funding obligation described in the preceding paragraph, effective October 1, 2015 the funded percentage of the Recology Defined Benefit Plan shall be no less than 80% as defined by the Adjusted Funding Target Attainment Percentage as that term is defined by the Pension Protection Act of 2006. At the conclusion of each plan year, the Employers shall allow an independent actuary to review information and data actuarially necessary to determine the Plan's funded status. Such review shall be performed by Milliman USA (or such other qualified actuary designated by the Union).

(i) The Union may designate one individual to be appointed by the Recology Board of Directors to the Recology Pension Committee. Such individual must be competent in pension matters, be willing to carry out the fiduciary duties under ERISA, and be approved and appointed by the Recology Board of Directors.

(j) The parties acknowledge that, (a) although this Agreement applies to Recology subsidiaries Golden Gate Disposal and Sunset Scavenger, the funding obligations described in this paragraph (g) are assumed by parent corporation Recology, Inc., and (b) these funding obligations are intended to reach the targeted funded percentages listed for purposes of the

Recology Defined Benefit Plan in its entirety, not simply the Golden Gate Disposal and Sunset Scavenger benefit structures within that Plan.

(k) Rule of 84 Retirement. Effective January 1, 1998, when an Employee reaches the age of fifty-four (54), and the Employee's age when combined with the total years of contributory service exceeds eighty-four (84), the Employee shall meet the age and contributory service requirements to retire with one hundred percent (100%) of the pension benefits. Employees who choose to exercise this early retirement option after September 2012, shall not be eligible to participate in the Employer's health plan but shall instead be eligible to participate in the Teamsters Benefit Trust's RSP and Supplemental Retirement Security Plan, referenced above, according to the eligibility requirements of that plan (with the exception of those former Envirocal Noteholders, who are entitled to coverage under the Employer's plan by separate contractual undertaking).

It is understood between the Parties that employees who choose to retire prior to October 2012 as Rule of 84 Retirees shall continue to participate both in the Employer's health plan up to age 65 and TBT's RSP plan.

SECTION 12. FUNERAL LEAVE

Each employee shall be entitled to receive up to eight (8) days' paid funeral leave (or nine (9) days if the employee is required to travel outside of the State of California) on each occasion of the death of a grandparent, grandchild, mother, father, grand-parent-in-law, mother-in-law, father-in-law, sister, brother, spouse or child. The Employers agree that once the employee satisfies his Employer, with proof of death, the funeral leave will automatically be paid without delay.

SECTION 13. UNIFORMS AND EQUIPMENT

(a) Packing Can: It is understood that most rubbish collection employees employed by Golden Gate Disposal Company do not utilize packing cans. Should the need arise on any route, Golden Gate Disposal Company agrees to supply an appropriate packing

Sunset Scavenger Company shall supply and maintain, within each twelve-month period, one standard packing can, 24 inches in diameter, with wheels, carrying handle and dumping handle, for each employee who is required to use one on the route.

Each employee of the Employers to whom a can is furnished is responsible for any damage to it which is the result of the negligence of the employee. In the event a can is lost or damaged beyond repair, the can must be replaced by the employee at his own expense. Before a replacement can is issued, the employee seeking a replacement at the end of the twelve-month period must turn in his old can.

(b) Rain Gear: The Employers shall furnish each contract year, at Company expense, rain gear when required for route employees, not to exceed one set every year. In the event the rain gear is lost or damaged beyond repair before the expiration of the one-year period, the employee must replace it at his own expense.

The Employers will maintain an adequate number of sets of rain gear in the shop for use as needed by shop personnel.

(c) Uniforms: The Employers will furnish to each regular employee, including shop, five (5) sets of uniforms in February of each year. The Employers shall also furnish for use by shop personnel an adequate supply of coveralls. All employees working outside the facility must have their high visibility vests as the outermost garment.

(d) Work Boots: Employers agree during January of each year during the term of this Agreement to pay each regular employee \$200.00 to be used for the purpose of purchasing work boots. Work boots shall be substantial in quality and of the type customarily worn by garbage collectors and shall be in reasonably good condition. Employees will not be allowed to wear excessively worn boots or unsafe footwear.

(e) Safety Equipment: The Employers shall maintain for use as required by shop personnel an adequate supply of safety equipment such as welding masks, hard hats, dust filters and such other devices as may be required by law or regulation. Safety bonus that were paid separately in prior contracts are now computed in the hourly wage as set forth in Section 5.

(f) Hand Tools and Insurance: Shop personnel must provide all their own hand tools. The Employers agree to provide adequate insurance to compensate shop personnel for losses as the result of theft or other casualty. Such compensation shall be by replacement of the tool and not by cash.

(g) Gloves: The Employers will furnish fifteen (15) pairs of working gloves per year to route employees.

(h) No Cash Allowance: Except as provided in subparagraph (d), above, there shall be no cash allowance given to any employee in lieu of the receipt by him of any of the items provided for in this Section 13.

(i) Employees are required to wear their uniforms and work shoes at all times during working hours. Any employee who violates this requirement shall be sent home without pay and shall receive a warning letter.

SECTION 14. NO STRIKES OR LOCKOUTS

It is agreed that there shall not be any stoppage of work either by strike or lockout by the Union or the Employers during the life of this Agreement. It shall not be deemed a violation of this Agreement or cause for discharge for any employee to honor any picket line authorized by the Joint Council of Teamsters having jurisdiction in the territory where the picket line is in effect, and no employee shall be discharged or discriminated against for Union activities or upholding Union principles.

SECTION 15. DISCHARGES AND SUSPENSIONS

(a) Employees shall be subject to discharge for dishonesty, intoxication, willful insubordination, recklessly negligent performance of duties, competing with Employers, without

prior warning or notice. Discipline for other matters such as, but not limited to, habitual tardiness, failure to report for work, neglect of duty, and violation of published company rules and regulations shall require a written warning to the employee and any similar offenses occurring after two prior warnings and within six (6) months of the last warning shall be grounds for discharge. Discipline for absenteeism and tardiness shall be tracked separately from other offenses for purposes of discipline. All warning letters may not be used for disciplinary action if said warning letter is more than six (6) months old. Copies of all warnings must be sent to the Union.

(b) Any suspension for more than five (5) days is governed by the same procedure as that required for discharges. A suspension of five (5) days or less may be given without notice but shall not be given without just cause. A notice of suspension of less than five (5) days shall be sent to the Union and shall constitute a written warning within the meaning of subsection (a) hereof.

(c) Probationary employees are subject to discharge for any reason deemed sufficient in the sole discretion of the Employers.

SECTION 16. SETTLEMENT OF DISPUTES

(a) Disputes: In the event that a dispute arises during the term of this Agreement regarding the interpretation or enforcement of any section of this Agreement, or the terms or provisions of written agreements supplementary to this Agreement, the matter in dispute in all its particulars shall be set forth in writing by the complaining party and served upon the other. If the dispute is not settled by the parties within ten (10) working days following the receipt of such written notice, or within such extended time as may be agreed upon, the dispute shall be referred to the Federal Mediation and Conciliation Service. No change in this Agreement, or interpretations resulting from a Federal Mediation and Conciliation Service or arbitration proceeding hereunder, will be recognized unless agreed to by the Employers and the Union.

(b) FMCS: If the dispute is not settled by the parties within ten (10) working days following the receipt of such written notice or within such extended time as may be agreed upon, the dispute may be referred to the Federal Mediation and Conciliation Service (FMCS) in accordance with subsection (b) hereof. Written notices given under this provision may be transmitted by telefacsimile (fax). If the United States Postal Service is used for notice, the post-marked date will be the date upon which service is effective.

(c) Arbitration: In the event that a resolution of a dispute regarding the interpretation or enforcement of any of the sections of this Agreement, or the terms or provisions of written agreements supplementary hereto, is not reached at the FMCS step, the dispute shall, upon the request either of the Union or the Employers, be submitted to a neutral arbitrator mutually selected and agreed upon, whose decision shall be final and binding.

(d) Selection of Arbitrator: Unless the parties can otherwise agree upon an arbitrator, a list of arbitrators shall be requested from the Washington, D.C. Office of the Federal Mediation and Conciliation Service. After a toss of a coin to decide which party shall move first, the Employers' representative and the Union representative shall alternatively strike one name from

the list until one name remains and such person shall be the arbitrator for the determination of the case. The next to the last name stricken shall be the alternate arbitrator, and so on. The arbitrator shall have no right, power or authority to add to, subtract from, alter, amend or change any term or provision of this Agreement. Discovery procedures as permitted under California Law are permissible.

(e) Cost of Arbitration: Each party shall bear its own expense in presenting the case to the arbitrator. The expense of the arbitrator and of the reporter, if any, shall be divided between the parties hereto. The Employers agree to pay a sum equal to but not greater than one-half of said expense, and the Union agrees to pay a sum equal to but not greater than one-half of said expense. Each side shall bear its own expense of producing witnesses, experts, interpreters and the like.

(f) No Interruption of Work: There shall be no interruption of work during the settlement of a dispute.

SECTION 17. CHECK-OFF SYSTEM AND CREDIT UNION

(a) The Employers agree to recognize all written authorizations from Union members authorizing the deductions for their compensation of all uniformly required dues for the period of authorization which, in any event, shall be irrevocable for a period of one year. The Employers do not agree to deduct initiation fees, assessments or other exactions imposed by the Union unless the expense to the Company is paid by the Union. All deductions made pursuant to this Agreement shall be deducted from the employee's second payroll check of the month and shall be transmitted to the office of the Union by the twenty-eighth (28th) day of the same month. In the event the amount of said deductions is not transmitted to the office of the Union by the 28th day of any month for some reason beyond the Employers' control (for example, the fact that a particular pay period ends on or close to the 28th day), the Employers shall have a reasonable time within which to make said remittance. In no event shall the Employers' failure to make timely remittance be deemed by the Union, for any purpose whatever, to be a default in the timely payment of dues by any Union member.

(b) The Employers shall make credit union deductions from employee paychecks and transmit the amounts deducted to the employee's credit union upon receipt of authorization and designation duly executed by the employee; provided, however, that the deduction so authorized is a fixed sum each payday and the amount is not changed by the employee more frequently than once a year.

(c) DRIVE Deduction: (Upon ratification) the Employers agree to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to D.R.I.V.E. D.R.I.V.E. shall notify the Employers of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a weekly/bi-weekly basis for weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage.

Employers shall transmit to D.R.I.V.E. National Headquarters on a monthly basis, in one check, the total amount deducted along with the name of each employee on whose behalf

a deduction is made, the employee's social security number and the amount deducted from the employee's paycheck. The International Brotherhood of Teamsters shall reimburse the Employers annually for the Employers' actual cost for the expenses incurred in administering the payroll deduction.

SECTION 18. PAST PRACTICES

(a) The parties agree that during the term of this Collective Bargaining Agreement, all past practices shall continue provided they are consistent, well-defined and have been repeatedly followed by both parties, over a reasonable period of time without objection. Both parties agree that during the term of this contract to meet as often as needed to list all past practices that currently exist.

(b) No past practice which may subsequently be determined to constitute a discriminatory employment practice shall be maintained; provided further, that should any provision of this Agreement or any practice maintained in effect pursuant to this Agreement be required to be terminated, modified or amended in any way by an order of any court of competent jurisdiction, the parties hereto agree that they will forthwith make whatever changes, modifications or amendments as required to be made to this Agreement or said practice by the order of said court.

SECTION 19. CASUAL AND EXTRA EMPLOYEES

(a) The parties recognize that the Employers have a need for casual and/or extra employees to replace employees who are sick, on vacation or who for other reasons do not report for work. Accordingly, the Employers shall establish a pool of persons who are available for such work. A list of such individuals shall be maintained by the Employers, arranged sequentially in accordance with their first day of work, and shall be updated as needed for accuracy.

(b) Available extra work, including vacation relief, shall be assigned by seniority from the list of casuals in the order that such casuals appear on the list. When a casual completes the assignment, he shall be returned to his place on the casual list for further work assignment.

(c) The Employers shall have the right to eliminate names from the casual list on the basis of unreliability, poor work performance, or for other legitimate reasons. The grievance procedures of this Agreement shall not be available to casuals because they have been eliminated from the list, except as provided in paragraph (d) below.

(d) New registrants on the casual list shall be considered on probation, and shall not acquire seniority until they have completed one hundred twenty (120) calendar days. Upon achieving seniority, a casual shall be entitled to use the grievance procedures of the Agreement. The Guaranteed Hours provision of the Agreement shall not be applicable to casuals or extra employees.

(e) Casuals shall not be used in the manner that deprives regular employees of reassignments under Section 6(b) of this Agreement.

(f) Casual employees who have acquired seniority shall accrue vacation pay and sick leave on a pro-rata basis, and those who work at least 80 hours or more in a month will also be eligible for Recology Health and Welfare benefits. Casual employees shall receive the same benefits as regular employees after two years of employment as a casual.

(g) Vacancies in regular employment shall be filled from casuals who have achieved seniority, in the order that their names appear on the casual list. In the event of layoff of regular employees, they shall have the right to be included at the top of the casual List, in accordance with their seniority. Their recall rights under this Agreement shall remain intact while performing work as casuals. Such laid off regular employees shall receive the full contractual rate of pay while working off the casual list.

SECTION 20. STARTING TIME

(a) Changing of established starting times shall be at the discretion of the Employers, with notice of any such change posted on the bulletin board at least 24 hours in advance. Said posting requirement applies only to general changes in shift starting times and does not apply to changes in individual starting times which may from time to time be required.

(b) It is understood that all routes that ordinarily leave the garage before 6:00 a.m. are considered to be night routes. All routes which ordinarily leave the garage at or after 6:00 a.m. are morning routes.

SECTION 21. COFFEE BREAKS

All employees shall each day be entitled to take two (2) paid coffee breaks of fifteen (15) minutes each. An unpaid lunch break of thirty (30) minutes at as near to mid-shift as possible is also permitted.

SECTION 22. SENIORITY AND LAYOFFS

(a) Separate Seniority: It is understood and agreed that the seniority provisions of this Agreement shall apply separately to Golden Gate Disposal Company and to Sunset Scavenger Company. It is further understood that said seniority provisions shall also apply separately to the Shop Departments and the Garbage Collection Departments of each Employer and to the Curbside Recycling Program Department at Sunset Scavenger Company and that said departments shall be considered as distinct entities for purposes of the application of these provisions.

(b) Attainment of Seniority: Seniority shall not apply to an employee until he shall have been employed for one hundred twenty (120) calendar days. Upon attainment of seniority, an individual shall be considered a regular employee.

(c) Application of Seniority: In the reduction of forces due to the slackness of work, the last employee hired shall be the first employee laid off and in rehiring, the last employee laid off shall be the first employee re-hired until the list of former employees is exhausted, provided, however, that seniority shall be broken, and there shall be no re-hire right, after an employee has been on layoff for a period of six (6) consecutive months due to lack of work.

(d) Seniority List: The Employers shall maintain master seniority lists of all employees covered by this Agreement and provide the Union with a copy.

(e) The Employers shall not lay off any seniority employee without proper justification.

(f) Re-Hire Procedure: In the event of a layoff, an employee so laid off shall be restored to duty according to seniority.

(g) Filling All Positions: Seniority shall be adhered to in filling positions under this Agreement. Employees working other classifications under the jurisdiction of this Agreement shall be given reasonable trial of up to one week on the basis of seniority to qualify for and accept such positions. Upon request by the employee, the Company shall grant the employee an additional week of training for an accepted position. Employee may only try and reject one route in a twelve month period. Employee may bid on an additional route but must accept the route without the trial period. Training will be provided on the accepted route.

(h) Vacancies: All jobs and classifications will be subject to a direct bid. Wherever a permanent vacancy occurs, it shall be posted for a period of ten (10) working days, during which interested employees shall be entitled to bid on the vacancy. At the conclusion of the posting period, the Employers shall award the position to the most qualified bidder with the greatest seniority. The Employers shall establish a separate telephone system that provides up to date voice mail that provides route openings/vacancies. Any employee who is absent during these postings/vacancies shall notify the Company of their interest by contacting the Company immediately. Any employee who is absent during the awarding of the new vacancy shall be notified by the Company of their turn to accept/reject such vacancy, and they will be required to give their decision on the vacancy in a timely manner.

The Company shall post all vacancies at all time clock locations within two (2) weeks after such openings become available.

All future vacancies in commercial route positions such as front-end loader drivers, debris-box drivers and any other classifications in the commercial department shall be posted on the bulletin board to allow all employees qualified to bid for such vacancies.

Any employee who successfully bids for and is assigned to fill any vacancy shall not be eligible to bid on another vacancy for one year after he/she is so assigned, except that this limitation shall not prevent an employee from bidding on a vacancy in a higher classification.

(i) Temporary Vacancies: All temporary openings shall be awarded by seniority within the Floater Pool, defined as regular employees that do not have an assigned route, and with refusal rights by each employee. If no employee accepts the assignment, the Company shall appoint the least senior employee in the Floating Pool. Such temporary openings shall be posted within (1) week of the job opening, and shall be awarded in accordance with Section 22 of the CBA. The definition of a temporary vacancy is when an employee is off of work due to illness, injury, approved leave, or any absence of three (3) weeks or more. Any driver within the Floater Pool who selects or is assigned such a route shall remain in this position until the regular employee returns. The driver shall be returned to the Floater Pool in accordance with his/her

seniority upon completion of such an assignment. Such an employee may bid on permanent vacancies during this period.

(j) Job Seniority in Reassignment: Twenty (20) working days in a thirty (30) day period will establish seniority in a classification, except that employees assigned to cover temporary assignments such as vacation relief or temporary leaves of absence shall not acquire seniority in the classification to which they are temporarily assigned, no matter how long a period the assignment covers. An employee does not gain seniority in a classification except in the situation where the employee has been permanently assigned as the result of a permanent bid.

When an employee, at his own request, is placed in a lower paid classification, he shall be paid at the rate of the lower classification. In the event the Employers have to cut down on any of the operations, they will have the right to reassign any employee to a lower classification without being obligated to pay the higher rate of pay. Seniority will be observed in such reassignment.

(k) Reduction in force protection: No employee employed under this agreement on the date of ratification will be laid off or removed from the bargaining unit as a result of a reduction in force through December 31, 2016; provided, however, that this paragraph shall not apply in the event of a reduction in force caused by an act of God, terrorist action, loss of any City contract, or a successful challenge to the 1932 Initiative Ordinance. Such losses shall be verified.

(l) Removal of routes: In the event that route reductions are implemented, the seniority of the employee(s) on the removed route(s) will be compared to the remaining employees in that classification with a steady route(s). The senior displaced employee(s) has the option to assume the Route(s) of the least senior employee(s) in that classification. If the senior employee(s) exercise his/her option then, the least senior employee(s) within the affected classification with the steady route will be moved to the floater department in accordance with his/her seniority. The more senior employee(s) from the displaced route(s) will then be allowed to assume those route(s). The change of status form will indicate the effective change date of transfer. Additionally, if the senior employee(s) does not exercise his/her option to assume the least senior employee's route then he/she will be assigned to the floater department. Any option to assume an existing route under this provision is limited to those displaced employees without any trial period (except for directions) as time is of the essence to minimize customer disruption.

SECTION 23. DESCRIPTIONS

1. Helper/Driver: The second man on rear loader routes. Shuttles garbage collection truck from house to house and collects garbage and refuse; washes truck inside and outside.

2. Shop Person: Performs all duties in the shop assigned to him or her by a supervisor or a leadperson. The duties shall include, but not be limited to, those performed by Parts Room Persons, Lube/Preventive Maintenance Persons, Tirepersons and Container Shop Persons.

3. Mechanic/Truck Welder: Performs all mechanical, truck welding and truck painting duties necessary for fleet maintenance, as assigned to him by a supervisor or leadperson in the shop.

4. Commercial Driver: Drives drop-box, front-end loader, long-haul equipment, bin-truck, from city routes to transfer station and in the case of long haul equipment, from transfer station to disposal site. Responsible for truck and route; and drives truck to and from the dump.

5. Route Leadperson/Fantastic 3: Maintains route services, customer relations and principal revenue collections and rate adjustments. Has to also be able, when situation requires, to perform physical work on the route such as driving truck or collecting refuse. Responsible for truck and route; and drives truck to and from the dump.

6. Shop Foreperson: The Shop Foreperson is responsible for the repairs to all the equipment; is directly in charge of the Shop Employees and oversees the purchase of parts.

7. Assistant Shop Foreman: The Assistant Foreperson helps the Foreperson in his daily duties and takes over for him in his absence.

8. Recycling Collector: All Recycling Collectors must possess a California Class A or B Commercial drivers license; are required to drive a specialized 30-foot recycling collection vehicle assigned by the Company; collect all recyclable materials either placed at the curb, in an apartment house or combination of the two on an assigned route as established by management and the City and County of San Francisco; are responsible for accurate documentation of general route information including participation rates, route conditions and vehicle data as prescribed by management; other duties as required. Responsible for truck and route; and drives truck to and from the dump.

SECTION 24. JURY DUTY

Any employee scheduled and who is summoned and reports for jury duty shall receive the difference between jury pay and his regular daily rate of pay for each day for which he reported for jury duty and on which he would normally have worked.

SECTION 25. EXTRA CONTRACT AGREEMENTS

The Employers agree not to enter into any agreement or contract with their employees individually or collectively, which in any way conflicts with the terms and provisions of this Agreement. Any such agreement shall be null and void.

SECTION 26. SUBSTANCE ABUSE

The Employer's Substance Abuse Policy provides that employees who test positive pursuant to Department of Transportation guidelines shall receive a one (1) month suspension and, upon execution of a Return to Work Agreement, be reinstated to their position without loss of seniority. In the event the employee needs additional time, the Employer agrees to allow all employees to complete their rehabilitation program up to three months, as directed by the treating physician and/or counselor without loss of seniority.

During the period that the person is suspended, the Employer will pay for COBRA (medical, dental, EAP) coverage provided that the employee has elected to accept COBRA coverage within the required time period.

SECTION 27. DRIVER LICENSES

(a) All employees must be in possession of a valid California Drivers License of the proper class needed to perform the employee's job duties.

(b) All employees who lose their license for a non-medical reason shall be suspended until such time as the employee obtains a current Drivers License. During this lay-off, the employee may use any accrued but unused vacation time. If the employee is unable to obtain a license within thirteen (13) months of the suspension, the employee shall be discharged. The employee shall be responsible for paying the COBRA premium for his/her health benefits after the first (6) months.

(c) Employees who lose their license due to a medical condition will use their best efforts to have the license reinstated. The Employers agree to make all reasonable accommodations, as defined by law, for the employee to continue to work. Any employee working without a license on the effective date of this Agreement shall continue in that capacity, provided the employee makes best efforts to become licensed.

(d) The employees agree to be in compliance with any and all regulations of the U.S. Department of Transportation, California Highway Patrol, and California Department of Transportation regarding hours of work, medical conditions, and required license.

SECTION 28. EMPLOYEE LOYALTY

During the employee's employment, the employee shall not engage in competition with the Employers as a sole proprietor, partnership, employee, agent or through any other means. Salvaging while on duty or at Employers' facility or customers of Employers' facility is forbidden. Any employee competing with the Employers is subject to immediate discharge. Competition includes collecting recyclables which have been packaged or left for pick-up for the Employer.

SECTION 29. TRANSFER OF EMPLOYMENT WITHIN THE RECOLOGY CORPORATION/COMPANY

Starting January 1, 2012, any employee represented by Teamsters Local No. 350 who transfers, from a San Francisco Recology company to another San Francisco Recology company shall maintain his/her seniority for all benefits and start at the top rate of the hourly rate involved. For any employee represented by Teamsters Local No. 350 who transfers from a Recology company outside of San Francisco to a San Francisco Recology company, Employer shall waive the new hire addendum and the employee will start at 100% of the hourly wage involved.

The pension benefits will be the plan in effect at the company the employee transfers into. As of the date of such transfer, if the transfer involves moving from one pension

plan to another or from one benefit structure under the Recology Pension Plan to another benefit structure under the Recology Pension Plan, the employee's pension benefit accrued while employed by the employee's former employer shall be frozen, and future pension benefit will be determined in accordance with the terms of the plan maintained by the company to which the employee has been transferred.

SECTION 30. SUPPLEMENTAL INCOME 401(K)

Effective October 2005 the Employers agree to recognize all written authorizations from the union members covered by this agreement authorizing deductions from their compensation for contributions to a Supplemental Income 401(k). This Plan will be administered by New York Life at no cost to the Employers. The parties recognize that due to the need to make administrative and payroll changes in order to participate in this Plan, actual participation may be delayed for a reasonable period of time to allow the administrative and payroll changes to be made. Employees covered by this agreement and hired after October 1, 2005, will be eligible to participate on October 1st or April 1st whichever comes first following the first 1000 hours of service. If an employee is hired after October 1, 2005, and has previously participated in the Teamster Supplemental Income 401(k) Plan, their entry is immediate. The participation in the Plan will be on a voluntary basis, without cost to or matching from the Employers.

SECTION 31. LEAVE OF ABSENCE

Section 1. In all cases where an unpaid leave of absence is granted by the Employer to an employee, it shall be in writing and the Union shall be notified in writing of the name of the employee, the effective date and the termination date of the leave of absence in cases where such leave of absence exceeds two (2) weeks.

Section 2. In the event the leave of absence is extended, such extension shall be made in writing to the employee with a copy to the Union. Any employee who overstays or does not return will be considered to have quit his employment. If rehired by the Company, such individual shall be considered a new employee.

Section 3. Such leaves of absence as granted by the Employer shall be without pay and Employer shall be under no obligation to the employee except to return him to work at the expiration of such leave in accordance with the employee's seniority.

Section 4. Effective January 1, 2012, employees who have been employed for more than one (1) year may take up to five (5) days per calendar year of unpaid personal days provided the Employer has been given twenty-four (24) hours notice and the employee has received supervisor approval, supervisor approval shall not be unreasonably withheld.

SECTION 32. TERM OF AGREEMENT

This Agreement shall be effective on January 1, 2012, and shall remain in full force and effect to and including December 31, 2016. Thereafter, it shall renew itself for yearly terms beginning with January 1st of each year unless written notice is received by either party from the other party not less than sixty (60) days but not more than ninety (90) days prior to

December 31, 2016, or December 31st of any subsequent year that it is desired to terminate, modify, change or amend the Agreement. Notwithstanding the foregoing, the parties hereby agree to commence negotiations on June 1, 2016 for a successor agreement to be effective as of January 1, 2017.

During said negotiations, both parties are free to make any proposals on mandatory subjects of bargaining, including but not limited to, seniority; vacation; holiday; hourly wages; lump sum payments; cost of living adjustments; health insurance; dental insurance; and pension.

Should any part hereof or any provisions herein contained be rendered or declared illegal or an unfair labor practice by reason of any existing or subsequently enacted legislation or by a decree of a court of competent jurisdiction or by the decision of any authorized governmental agency, including the National Labor Relations Board, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof; provided, however, upon such invalidation the parties agree immediately to meet and negotiate substitute provisions for such parts or provisions rendered or declared illegal or an unfair labor practice, the remaining parts or provisions shall remain in full force and effect.

Dated: 5-11-12

FOR UNION:

SANITARY TRUCK DRIVERS AND
HELPERS UNION LOCAL 350

By: _____

Robert Morales
Secretary-Treasurer

FOR EMPLOYERS:

RECOLOGY GOLDEN GATE DISPOSAL
COMPANY and RECOLOGY SUNSET
SCAVENGER COMPANY

By: _____

John Legnitto
Vice President and Group General
Manager

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Appendix A

**SIDE LETTER RE PAYMENT OF PENSION COMMITTEE REPRESENTATIVE
(Section 11(j)).**

This Side letter to the 2012-16 Collective Bargaining Agreement is made and entered into by and between SANITARY. TRUCK DRIVERS AND HELPERS UNION, LOCAL 350, an affiliate of International Brotherhood of Teamsters, hereinafter referred to as the "UNION," and RECOLOGY GOLDEN GATE DISPOSAL & RECYCLING COMPANY, RECOLOGY SUNSET SCAVENGER COMPANY, hereinafter referred to as the "EMPLOYERS."

The Union and the Employers hereby agree as follows

Regarding the individual designated by the Union and appointed by the Recology Board of Directors to the Recology Pension Committee (See Section 11(j)), if the designee is not a Recology employee, subject to confirmation that such payments can be lawfully made, the Employers shall compensate the Union designee for attendance at meetings of the Recology Pension Committee and preparation time at the amount paid to non-employee members of that Committee (currently \$1000 per meeting). This payment is limited to non-employees only. Employee Union designees shall receive no compensation for their service on the Recology Pension Committee.

Dated: 5-11-12

FOR UNION:

**SANITARY TRUCK DRIVERS AND
HELPERS UNION LOCAL 350**

By: _____
Robert Morales
Secretary-Treasurer

FOR EMPLOYERS:

**RECOLOGY GOLDEN GATE DISPOSAL
COMPANY and RECOLOGY SUNSET
SCAVENGER COMPANY**

By: _____
John Legnitto
Vice President and Group General
Manager

Appendix B

SIDE LETTER OF AGREEMENT

This Side letter to the 2012-16 Collective Bargaining Agreement is made and entered into by and between SANITARY TRUCK DRIVERS AND HELPERS UNION, LOCAL 350, an affiliate of International Brotherhood of Teamsters, hereinafter referred to as the "UNION," and RECOLOGY GOLDEN GATE DISPOSAL & RECYCLING COMPANY, RECOLOGY SUNSET SCAVENGER COMPANY, hereinafter referred to as the "EMPLOYERS."

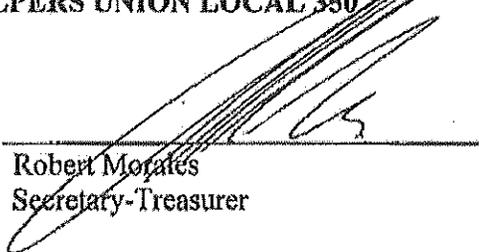
The Union and the Employers hereby agree as follows:

Upon ratification, all warning letters shall be removed from all employee files (this paragraph does not affect any prior suspensions or terminations or any agreement arising out of prior suspensions or terminations).

Dated: 5-11-12

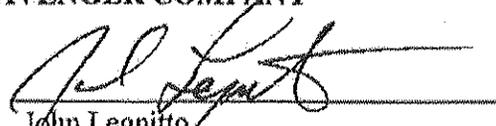
FOR UNION:

**SANITARY TRUCK DRIVERS AND
HELPERS UNION LOCAL 350**

By: 
Robert Morates
Secretary-Treasurer

FOR EMPLOYERS:

**RECOLOGY GOLDEN GATE DISPOSAL
COMPANY and RECOLOGY SUNSET
SCAVENGER COMPANY**

By: 
John Legnitto
Vice President and Group General
Manager

Appendix C

SIDE LETTER OF AGREEMENT

This Side letter to the 2012-16 Collective Bargaining Agreement is made and entered into by and between SANITARY, TRUCK DRIVERS AND HELPERS UNION, LOCAL 350, an affiliate of International Brotherhood of Teamsters, hereinafter referred to as the "UNION," and RECOLOGY GOLDEN GATE DISPOSAL & RECYCLING COMPANY, RECOLOGY SUNSET SCAVENGER COMPANY, hereinafter referred to as the "EMPLOYERS."

All employees on the payroll as of the date of ratification of this 2012-16 collective bargaining agreement shall receive a one-time signup/negotiation incentive of five hundred dollars (\$500.00)

All employees on the payroll on January 1, 2015 shall receive a one-time signup/negotiation incentive of five hundred dollars (\$500.00).

All employees on the payroll on January 1, 2016 shall receive a one-time signup/negotiation incentive of five hundred dollars (\$500.00).

Dated: 5-11-12

FOR UNION:

SANITARY TRUCK DRIVERS AND HELPERS UNION LOCAL 350

By: _____
Robert Morales
Secretary-Treasurer

FOR EMPLOYERS:

RECOLOGY GOLDEN GATE DISPOSAL COMPANY and RECOLOGY SUNSET SCAVENGER COMPANY

By: _____
John Legnitto
Vice President and Group General Manager

Attachment 11

Collective Bargaining Agreement
between Convention Services Employer
and Allied Trades District Council 36, on
behalf of Sign Display and Allied Crafts
Local Union 510

**TRADE SHOW
AND
CONVENTION INSTALLER
AGREEMENT**

APRIL 1, 2015 - MARCH 31, 2018



SIGN, DISPLAY AND ALLIED CRAFTS

LOCAL UNION NO. 510

GREATER SAN FRANCISCO BAY AREA

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TRADE SHOW AND CONVENTION INSTALLER 2015

THIS AGREEMENT is made and entered in this April 1, 2015 by and between Convention Services Employer, hereinafter referred to as "EMPLOYER" and PAINTERS and ALLIED TRADES DISTRICT COUNCIL 36, on behalf of SIGN DISPLAY AND ALLIED CRAFTS LOCAL UNION 510, hereinafter referred to as "UNION".

For and in consideration of harmonious relations and the maintenance of settled conditions in the Trade Show and Convention Industry; for the stabilizing of the standards thereof; for the peaceful adjustment of any disputes or grievances that may arise from time to time, and other mutually beneficial relations, the parties hereto have agreed individually and collectively.

ARTICLE I. JURISDICTION.

A. Sign, Display and Allied Crafts Union No. 510 shall have sole jurisdiction over the following work done by the Employer: the installation and removal of all exhibits (floor-to-ceiling) and related materials in connection with trade shows and conventions, including, but not limited to: (a) trade show and convention booth assembly and disassembly; (b) installation and removal of interior and exterior decorations, flags, drapes, and other display materials, specialty furniture, theme areas, modular systems and other display materials; and when assigned to employees covered by this Agreement, operation of mechanical lifts, installation and operation of chain motors and trusses for sign and display material, shall be performed by Installers JATC trained and accredited as riggers; (c) uncrating, assembly, installation, removal, disassembly, and re-crating of all commercial exhibits; installation, dismantling of furniture owned or received by the Employer, installation and removal of floor coverings and special event displays.

B.

1. The Union shall also have sole jurisdiction over the following work done by the Employer:

(a) the construction, preparation, erection, and maintenance of all swing stage sign work, and all other signs, including installation of all electronic and digital signs and displays, lettering, pictorial work, screen process work, show card writing, commercial exhibits and fabrication of advertising displays, including, but not limited to, graphics production where and as currently performed, operation of CNC routing equipment and operation of production output controllers (e.g. computers) and

(b) pattern and sketch making, scale model making, the preparation of training aids and mockups, and the fabrication and application of plastic, vinyl, ScotchLite and similar materials,

(c) driving of trucks (bobtails and stake-beds and vans) in the delivery and/or installation, removal of the above work, and warehouse work, including forklift operation where currently performed.

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2. The Employer agrees that, by entering this Agreement, it will be bound by and abide by the terms and conditions of employment for employees in the classifications set forth in this Agreement. All members of Union Local 510 shall have complete protection of the provisions of this Agreement including access to the Grievance Procedure, Article VIII.

C. The Employer recognizes the Union as the sole and exclusive source of labor for classifications covered by the Agreement. All work within the jurisdiction of this Agreement shall be done by workers governed by this Agreement in conformity with past practice. Nothing contained in this Agreement shall be construed to restrict workers to the performance of work within his or her classification. Any worker may perform any work within the jurisdiction conferred by this Agreement that he or she may be qualified to do, in conformity with past practice.

D. The Union has requested recognition as the exclusive representative of the bargaining unit employees of the undersigned Employer pursuant to Section 9 (a) of the National Labor Relations Act, and has shown proof of majority support or offered to do so. On the basis of that showing, the undersigned Employer unconditionally recognizes the Union as the exclusive representative of its bargaining unit employees pursuant to Section 9(a) of the National Labor Relations Act.

E. The Union's exclusive jurisdiction shall remain subject to the requirements set forth in the 1991 NLRB decision in 20-CD-653/654/656 and 657, published at 302 NLRB 416.

F. The jurisdiction of the Union shall cover the following California counties so long as the Union can provide sufficient qualified workers: Alameda, Alpine, Calaveras, Contra Costa, Fresno, Lake, Madera, Marin, Mariposa, Mendocino, Merced, Mono, Monterey, Napa, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma, Stanislaus and Tuolumne. The Union shall use its best effort to equitably enforce this provision at all locations where its jurisdiction is established and maintained.

G. When a member leaves the geographic area governed by this agreement, he/she shall be covered by the terms and conditions set forth in this agreement.

H. In consideration of the grant of jurisdiction made by the Employer to the Union in this contract, the Union shall cooperate with the Employers to avoid any encroachment by other labor organizations or crafts over the jurisdiction of the work described in this Article I.

I. Any installation of exhibits or displays including any setup materials or uncrating "with the exception of exhibitor product as described herein below" which requires the use of hand tools, or more than one person, or longer than 30 minutes (including crating or uncrating) to install, or structure exceeds ten feet in any direction, shall be installed by employees covered by this Agreement. Installation of product that is used as an exhibit shall be considered as such. It is the intent when an exhibitor uses the product in its designed form and it is not attached to or part of another item (i.e., pegboard, framework) then it will be permitted. An exhibitor's product shall be considered exempt

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from any jurisdictional claim with the following exceptions: Any display consisting of back wall panels, headers, light boxes, partitions, or graphic panels, shall fall within the jurisdiction of the Union even if that display is the product sold by the exhibiting company.

ARTICLE II. UNION MEMBERSHIP AND EMPLOYER QUALIFICATION.

A. All employees in classifications governed by this Agreement who are members of the Union on the effective date of this Agreement shall be required as a condition of employment to maintain their membership in good standing in the Union during the term of this Agreement.

B. Employees in classifications governed by this Agreement who are not members of this Union on the effective date of this Agreement, and all new employees in classifications governed by this Agreement hired thereafter, shall be required as a condition of employment to become and remain members of the Union in good standing on or after the 30th day following the beginning of their employment or the effective date of the Agreement, whichever is later.

C. For the purposes of Article II, "members of the Union in good standing" means "persons who tender to the Union the periodic dues and administrative fees uniformly required as a condition of acquiring or maintaining membership".

D. Upon written notice from the Union that any employee has failed to acquire or maintain membership as described above, the Employer agrees to discharge such employee. The Union agrees to hold the Employer harmless for such action.

E. Certain qualifications, knowledge and responsibility are required of everyone desiring to be an Employer in the Tradeshow, Convention and Meeting Industry. Therefore, no Employer shall be qualified as a party to this Agreement unless such Employer maintains place of business, including an office, shop, is financially able to meet the payroll requirements hereunder, has the required registered City and State Contractors Licenses, where either or both are necessary and employs at least one Local 510 Journeyperson as primary foreperson. The Employer shall provide and maintain a current Workers Compensation Insurance Policy. If any of the foregoing requirements are violated or not adhered to, the Union reserves the right to withdraw employees from the job without being in violation of Article 26, Section C.

G. SURETY BOND: Each Employer shall post a \$50,000 Surety Bond to be initially eligible to sign this Agreement. Employers initially signatory prior to April 1, 2004 may drop their Surety Bond with approval of the Trust Fund Trustees. The bond shall be reinstated if three delinquencies occur within a one year period. Once reinstated the bond shall not be dropped. Surety Bonds of Employers initially signatory on or after April 1, 2004 shall remain in effect and shall not be dropped.

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ARTICLE III. HIRING AND DISPATCHING

A. The Employer recognizes the Union as the sole and exclusive source of labor for all classifications covered by this Agreement. The Employer accepts the exclusive hiring hall procedure (See Appendix A) as the Union's procedure for dispatching Installers. The Union reserves the right to modify its dispatching procedures in Appendix A during the term of this agreement. The Employer shall be entitled to complete a crew with workers from any source when the Union is unable to provide sufficient qualified workers. In the event the Employer hires installers from any source other than the Union, they shall be registered and dispatched from the Union, and employed under the terms and conditions of this Agreement.

B. Workers who were covered by the "Convention Services Agreement" (SHOP) in effect until March 31, 2012 shall be known as Regulars. Workers who were covered by the Trade Show and Convention Decorator agreement (SHOW) in effect until March 31, 2012 shall be known as Installers.

C. The Union upon request of the Employer shall dispatch up to thirty-six (36) Installers by name. Regular status employees of the Employer shall not be counted against the Employer's "call-by-name" list.

D. The Employer shall notify the Union of their call by name and provide their rollover lists for the next calendar week by 2:00 PM each Monday (except holidays) via e-mail or fax. There will be no modifications to the list during that calendar week except by mutual agreement as required for security reasons or client demands. If the Union does not receive a list by 2:00 PM each Monday the latest current list will remain in effect.

E. The Union agrees to furnish competent workers in good standing to the best of its ability, and the membership of the Union will give loyal, unprejudiced support to the requirements of the Employer.

F. The Employer shall have the right to reject any worker dispatched by the Union if the worker is deemed by the Employer, in its sole discretion, not to be in a fit condition to perform the work for which the worker is dispatched. Workers sent home for just cause shall not be again dispatched to the same Employer for the remainder of the show.

G. When Installers are requested, the final update for the following days dispatch shall be sent to the Union before 2:00 PM by the Employer or such late dispatch shall be subject to low priority. The initial dispatch requirement for Saturday, Sunday or Monday morning shall be sent to the Union by 2:00 PM Friday. All initial requests for labor shall be submitted in writing, via e-mail or fax. This notification will satisfy the approximate number of Installers needed. Other dispatch, layoff and rollover information shall be sent by e-mail or fax.

H. On reporting for the installation an Installer shall notify the Employer if he/she will not be available for the dismantle. No later than completion of the installation the Employer shall notify those employees available for the dismantle when to return. Employees so notified shall return as scheduled, except for reason of undue hardship. Employers may reassign Journeyman Installers from one job or jobsite to another so long as no layoff

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of more than 48 hours (excluding holidays) occurs and shall give priority callback subject to reasonable operational requirements. Rollover from Friday to Monday is allowed as the sole exception to this provision. Employers may reassign Apprentices or B or C list Installers from one jobsite to another only with mutual agreement of the Union.

I. The normal order of layoff for installers shall be: first "C" list, second "B" list and last "A" list or Apprentice, unless operational inefficiencies on a given day would result from layoff in that order. The workday shall end at midnight (unless completing a minimum guarantee). Employees not scheduled by the Employer to work on the subsequent day of installation shall be notified by 3:00 PM, whenever practicable, and no later than the end of their shift on the day of layoff. An employee placed on such layoff may decline recall to that show providing the Employer is so advised at the time of layoff.

J. The Employer shall select and designate a primary foreperson for installers on the call, and such foreperson shall be excluded from the number of employees dispatched by name (See Article III, par. C) and shall be paid 11% above journey person rate of pay. Such foreperson shall remain accessible until work at all locations is completed and shall be available to properly supervise the work and perform other forepersons duties and responsibilities under the direction of the Employer. Whenever three or more installers are employed one shall be a foreperson. The right to promote or demote forepersons shall be at the sole discretion of the Employer.

K. Should a court of competent jurisdiction or the National Labor Relations Board determine that seniority provisions such as those contained in the Procedures for Installers are unlawful, those provisions shall become inoperative. The parties shall meet as soon as possible to agree upon revised provisions.

L. Other details of the dispatch procedure shall be conducted in accordance with the Employment Office Procedures for Installers (See Appendix A).

M. The Union shall furnish each Installer and Apprentice with an appropriate photo identification badge to be properly displayed above the waist while working. Each Employer shall furnish Company identification to be properly and visibly worn while working for that Employer.

N. The employer shall maintain a daily sign-in sheet that includes the name and classification of each employee. The Employer shall provide a copy to the Union in a timely manner. Upon request the union may review employee time records and obtain copies of sign-in sheets.

O. The employer shall maintain a daily time record and furnish a copy to each employee on a daily basis.

P. Extra workers dispatched by the Union who have experience working under other craft agreements shall be employed under the terms and conditions of this Agreement and shall be paid at the "B" rate. They must be registered and dispatched by the Union.

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ARTICLE IV. STEWARD.

A. The steward shall be recognized as the representative of the Union whose duty shall be to see that the bargaining unit employees of the Union and the Employer observe the Agreement. The Union will appoint a steward without regard to seniority and will post a notice of who is steward at the jobsite. Stewards will have access to time records and assignments and advance notice of layoffs. Stewards will promote contract compliance, and encourage harmonious relations between all workers, management and other participants at the jobsite. The stewards shall be permitted to devote a reasonable amount of time to these concerns. Any issue involving the steward's job or responsibilities shall be taken directly to the Union.

B. Forepersons shall not be eligible to be Show, Working or Warehouse Stewards.

C. The steward shall be notified of accidents, dismissals, or acts of discipline on the jobsite. The Union shall receive a copy of the Employer's accident report involving any employees under this Agreement upon request.

D. The Employer shall provide a copy of the daily sign-in sheet to the Union steward.

E. For each work location, the Employer shall make available to the Show Steward or working steward, by 9:00 am, an agreed upon form, or its equivalent, containing a list of employees laid off on the previous day.

F. The Union is responsible for notifying the Employer and employees at the job site of the Show Steward and working stewards. All such stewards shall be previously trained in or familiar with their appropriate duties and responsibilities.

G. The Employer shall not dismiss or otherwise discipline any steward for properly performing his or her duties, nor shall the Employer dismiss or otherwise discipline any employee for making a complaint to a steward or giving evidence with respect to an alleged violation of this Agreement.

H. SHOW STEWARDS: On major shows of 200,000 or more square feet, or as determined by the parties in advance, the Union shall assign and schedule an Installer to be a Show Steward to the event. The Show Steward shall be properly trained and qualified to be in charge of all steward responsibilities and the supervision of working stewards in the employ of any and all signatory Employers at the jobsite(s), as determined by the Union. The Show Steward shall be compensated at the Leadperson rate of pay, including fringes, by the general contractor of the show and shall be free to perform the duties of the Steward. The Show Steward shall directly report to the Business Agent designated by the Union, shall act as the Union's representative and is subject to assignment or reassignment by the Union.

The Show Steward's duties and responsibilities include, but are not limited to, monitoring and enforcing the provisions of the Agreement without unnecessary loss of employee and/or working steward productive time, coordinate with all appropriate Employer representatives (forepersons and management) in the implementation of the Agreement, work with the safety and loss prevention representatives of the Employer, courteous and

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appropriate Interaction with facility management, show management, exhibitors and representatives of other Unions working on the premises.

It is the intention of the parties that Show Stewards will properly represent the interests of the Union and employees at the jobsite, therefore eliminating floor disputes, increasing efficiency and promoting industry and customer relations.

I. WORKING STEWARDS: The Union may appoint working stewards as a representative of the Union in sufficient numbers to assist the Business Representative and/or Show Steward to protect the jurisdiction of the Union under the Agreement. More than one working steward may be appointed to an event or Employer by mutual agreement of the parties, one such working steward shall be designated the primary working steward. Further, by mutual agreement a working steward may assist the Business Representative or Show Steward in a subsequent dispatch.

Working stewards will promote safe work practices and encourage harmonious relations on the jobsite. They will be permitted to devote a reasonable amount of time to these concerns. If a working steward leaves a jobsite and three or more Installers remain the working steward (or Show Steward) shall be entitled to appoint a successor from the remaining Installers. Working stewards and employees shall not be disciplined, coerced or discriminated against for engaging in lawful activity under the Agreement. Whenever practicable working stewards shall not directly contact exhibitors or show management concerning jurisdictional or other matters under the Agreement without first contacting the Employer. In any event such contact shall be made in a courteous and professional manner. Working stewards shall be the 3rd from last person laid off each day. If the entire call-by-name crew is rolled over the stewards shall be rolled over, but not necessarily as the stewards.

The Show Steward or a working steward will be present when out-of-area workers sign in and out and the Employer shall make every reasonable effort not to assign working stewards to installing and dismantling displays whenever practicable.

J. WAREHOUSE STEWARD: In warehouse facilities with three (3) or more employees there shall be a Steward, appointed by the union who shall be the 3rd to last laid off (for purpose of seniority). All new hires shall meet with the steward for fifteen (15) minutes on the first day of work. Said steward shall receive and endeavor to adjust, at the first step, all grievances which may be submitted to him or her.

ARTICLE V. MANAGEMENT PREROGATIVES.

The Employer shall have sole and exclusive jurisdiction of the management and operation of its business, including but not limited to; direction and size of the working force, types of equipment, establishment of production rates and standards, the extent to which the jobsite or any part thereof is operated or shut down, the right to maintain efficiency in all places of employment, the right to transfer (with the consent of the employee), hire, promote, demote, discipline and/or discharge employees, subject to the specific provisions of this Agreement. It is agreed the foregoing rights shall not be deemed to exclude other preexisting rights of management not enumerated herein

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providing such preexisting rights do not conflict with any terms and conditions of this Agreement.

ARTICLE VI. DISCHARGE AND DISCRIMINATION AGAINST EMPLOYEES.

A. The Employer agrees not to discharge or discipline any employee for engaging in any lawful protected activity that is not in violation of this Agreement.

B. The parties signatory agree that no employee will be discriminated against by reason of age, race, ethnicity, religion, disability, gender, sexual orientation, national origin, military status, or membership in the Union. Further the parties shall abide by all applicable Federal and State Laws including but not limited to the Family Medical Leave Act. It shall not be a violation of this Agreement for any employee to refuse to work in connection with any display of any establishment of any individual, firm or corporation, when such individual, firm or corporation is under lockout or is under strike recognized by the Teamsters, ILWU, AFL/CIO Labor Council and/or a Building & Construction Trades Council.

ARTICLE VII. DISMISSAL.

The Employer is at liberty to discharge for sufficient cause any employee. Sufficient cause shall include, but is not limited to, dishonesty, substance abuse, repeated violation of the safety rules and failure to report to work without just cause. The Employer shall notify the Union of any termination for cause in writing within five (5) working days (Monday - Friday).

ARTICLE VIII. GRIEVANCE PROCEDURE.

A. Any dispute that may arise as to the interpretation of this Agreement shall be brought to the attention of the other party of this Agreement. Any dispute must be taken up with the Employer within thirty (30) days of the date the Union has been notified of the dispute.

B. Any dispute as to the interpretation of this Agreement which cannot be adjusted amicably between the Union and the Employer within fourteen (14) days may be referred to a Board of Adjustment upon written request of either party. The Board shall consist of two (2) selected by the Union and two (2) selected by the Employer. The findings of this Board shall be binding upon both the Union and the Employer, provided that the Board shall not have authority to change, alter or modify any of terms or provisions of this Agreement. The decision of the Board shall be by a majority and shall be reached within seven (7) days from the date the controversy is presented for adjustment. This process may be waived by either party (Union or Employer) and shall proceed directly to Step C. By mutual agreement of the Employer and the Union this section may be modified during the term of this Agreement.

C. In the event that any dispute submitted to this Board of Adjustment cannot be settled within the period of time provided for in Section B above, the issue in dispute may be submitted for disposition to an impartial arbitrator. The party presenting the dispute shall request arbitration in writing not more than ten (10) days following a deadlock in the

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Board of Adjustment, or the dispute shall be considered to have been withdrawn and waived. If no response is made to the request for arbitration within fifteen (15) days, the allegations shall be deemed to have been submitted and proved. Such impartial arbitrator shall be selected by alternate striking from a panel of seven arbitrators to be obtained from the Federal Mediation and Conciliation Service. The arbitrator shall have authority only to interpret the provisions of this Agreement, and shall not have authority to change, alter, add to, delete, amend or modify it. His/her decision on any matter submitted to him/her shall be final and binding on both parties to this Agreement.

ARTICLE IX. LABOR CONTROVERSY.

If members who are subject to this Agreement are withdrawn upon the order of the International Officers, or of a Central Labor Organization with which they are affiliated, because of a labor controversy upon the building or site in which members are, or about, to perform any display installation, it shall not be a violation of this Agreement.

ARTICLE X. CLASSIFICATIONS OF WORK.

A. INSTALLER JOURNEYPEPERSON "A": Prior to August 1, 2011, to gain journeyperson classification, an Installer must have met all requirements set by the JATC: 500 hours plus designated classes, or have been a journeyperson shop builder for a minimum of two years. After August 1, 2011, to gain journeyperson classification, an Installer must have met all requirements of Local 510's Apprenticeship Program (See Appendix B of this agreement). Transfers from other categories shall be governed by conditions determined by the JATC.

B. APPRENTICE: A worker that has qualified for and been accepted into the Apprenticeship program established under Appendix "B" of this Agreement. The JATC governs all terms and conditions of the Apprenticeship Program under the established California Apprenticeship Regulations.

C. GRAPHICS PRODUCTION: Graphic creation, alteration and processing by any means; physical layout, hand lettering, weeding, direct application of vinyl decals and similar materials including operation of vinyl cutters, digital printers, computers for all signs, computer assisted design and layout of graphics; digitization of logos, manipulation of digital files for output; design of show graphics presentation and collateral materials, photographic equipment, banners, posters, show cards and other graphic production.

D. JOURNEYPEPERSON RIGGER: The Employer shall use only trained and accredited riggers when performing any rigging function including ground persons. All persons performing any rigging function shall receive a 10% premium excluding ground persons.

E. DISPLAY BUILDER: Building, crating, finishing, painting, inventorying, material handling, warehousing where currently performed, and installing exhibits or displays; pattern, sketch making, scale model making, preparation of training aids and mockups; fabrication and application of plastics, vinyl and similar materials; CNC routing, equipment operation and processing.

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F. INSTALLER – NON-JOURNEYPELSON "B" AND "C": Workers who have not completed requirements for Journeyperson Installers, but can use required tools in performing installer assignments.

G. PRIMARY (GENERAL) FOREPERSON: A Primary Foreperson is defined as a worker who calls together a crew of installers and who directs the work of the crew. A Foreperson shall be a 510 Journeyperson Installer. Each contractor shall have at least one primary general foreperson. Such foreperson shall be paid an 11% premium. No person may be a foreperson for more than one company simultaneously. The Employer retains the right to promote and demote Forepersons.

H. LEADPERSON: There shall be one Leadperson (journeyperson) whenever an employee is coordinating the workflow of six or more Installers. Such Leadperson shall be paid 10% premium. The Employer retains the right to promote and demote Leadpersons.

I. SWING STAGE OPERATOR: Installers working as Swing Stage Operators shall be paid a 10% premium over their basic hourly rate of pay. Each swing stage shall have a designated ground person with the training to operate the stage and who shall be compensated at the same 10% premium as the swing stage operator.

ARTICLE XI. REGULAR STATUS EMPLOYEES.

A Regular employee is one who is designated by the Employer as a Regular or has qualified as a Regular under the terms of the previous agreement referred to as the Convention Services Agreement (Shop) prior to March 31, 2012. To be eligible for Regular status the employee must be selected from the Journeyperson Installer, Graphics Production or Display Builder classifications.

A Regular employee shall be paid the wage scale and benefits set forth in Article XV Wages of this agreement and shall accumulate benefits on an accrual basis as set forth in the section below or as otherwise granted by this Agreement.

An employee shall be a Regular only for the company who so designates him/her as a Regular employee. When working for another employer he/she shall be considered an Installer and shall be paid accordingly.

Nothing in this Article shall prevent an Installer or an Apprentice in ratio from working in the warehouse, graphics, or builder shop. Unless otherwise designated as a Regular employee, pursuant to terms of this article, he/she shall be paid at the Installer or apprentice rate of pay.

Jurisdiction of the above work is defined solely by the provisions of Article I and Article X of this Agreement and as implemented and practiced at each individual Employer signatory to this Agreement.

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ARTICLE XII. SENIORITY FOR REGULAR STATUS EMPLOYEES

A. Seniority shall be accrued on an Employer by Employer basis; seniority shall not be accrued on the basis of aggregate employment by Employers signatory to this Agreement. Only workers engaged in regular, full-time work for an Employer shall accrue seniority. The first seventy-five (75) days of service with an Employer will be a probationary period during which time an employee has no seniority standing; upon satisfactory completion of the probationary period, the employee will be entitled to seniority dating from the commencement of regular, full-time employment with the Employer.

B. The Employers shall not be required to recognize seniority in connection with employment decisions unless specifically required to do so by this contract. In selecting among Regular employees within the same classification for layoff in connection with a decrease in the work force or in the recall from layoff, where skill, efficiency, workmanship, and productivity are equal, seniority shall govern.

C. A Regular employee will lose seniority in any of the following circumstances:

1. Discharge for cause;
2. Voluntary resignation;
3. Five consecutive working days of absence without notice, unless such failure to provide notice is due to circumstances beyond the employee's control, then he/she shall not lose his or her seniority.
4. Layoff of thirty calendar days' duration (refer to Article XIV).

ARTICLE XIII. ACCRUED BENEFITS FOR REGULAR STATUS EMPLOYEES

A. SICK LEAVE: Regular employees will be eligible after one (1) years employment with the same employer for five (5) days sick leave/personal time per year. All sick leave/personal time must be used in the year eligible. Days may not be carried over. Employees must schedule the use of sick leave/personal time as far in advance as possible. Sick leave shall be computed from the first day of employment to establish a yearly (minimum of 1500 hours worked) or pro rata below 1500 hours.

B. BEREAVEMENT: Three (3) days leave of absence for death in the immediate family, without loss of pay, will be granted all Regular employees. The immediate family shall consist of spouse, parents and children.

C. JURY DUTY: Regular employees who have worked seventy-five (75) days or more for the same Employer shall receive their straight-time pay while performing jury duty. Any monies paid by the Courts to an employee are to be retained by the employee. It is understood that an employee is to report to work for any part of his/her straight-time work day when he/she is not actually required to be present for said jury duty. Employees on layoff are not eligible for Jury Duty pay. The Employee shall furnish the Employer with verification from the court of jury service.

D. VACATION: After cumulative time worked as a Regular in the Industry, under the jurisdiction of the Union, as outlined in Article I of this Agreement, and verified by pension credits of a minimum of 500 hours per year:

- 1) Two (2) weeks paid vacation after one year with the same Employer.
- 2) Three (3) weeks paid vacation after five (5) years cumulative time.
- 3) Four (4) weeks paid vacation after twelve (12) years cumulative time.

Should any employee through sickness, unemployment, termination or resignation, be unable to work the required number of months or time prescribed, he or she shall be granted pro rata vacation pay to be computed by multiplying the fraction of the qualifying year which the employee worked times his or her straight rate of pay for number of weeks to which the employee would have been entitled had he or she completed the entire qualifying year.

Vacation time shall be computed from the date of employment to establish a yearly or pro rata basis.

Earned vacation pay must be taken each year with the following exception: up to five days of vacation pay may be rolled over for one year and must be used in the following year.

E. HOLIDAYS: Regular employees shall be paid at the eight (8) hour straight time rate of pay for each of the recognized holidays (See Article XVI Holidays for the list of recognized holidays).

If any of the recognized holidays are worked, the employee shall receive double time plus the holiday pay.

Paid holidays that occur during the vacation period of an employee shall be paid for in addition to vacation pay.

Regulars laid-off within fifteen (15) working days before a paid holiday shall be paid for said holiday.

Employees must have worked at least 75 days within the preceding 6 months to be eligible for Holiday pay for that particular Employer.

ARTICLE XIV. TERMINATION OF EMPLOYMENT FOR REGULAR STATUS EMPLOYEES

A. In selecting among regular employees within the same classification for layoff in connection with a decrease in the work force or in the recall from layoff, where skill, efficiency, workmanship, and productivity are equal, seniority shall govern.

B. Upon termination of employment, the employee shall be paid all accrued wages, vacation pay and any other accrued benefits due under the Agreement. The employee

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shall further receive severance allowance of one eight hour day for each year of regular full time employment from commencement of employment to date of permanent separation, up to a maximum of ten eight hour days, for any of the following reasons:

1. Permanent Layoff or discharge for other than just cause*
2. Voluntary resignation **
3. Termination of employment due to death, disability, illness or any reason beyond the control of the employee
4. Retirement

*Upon sixty consecutive calendar days of temporary layoff due to reduction-in-force such layoff shall be deemed a permanent layoff and severance allowance shall be paid unless the parties agree to extend the temporary layoff.

** Employees who voluntarily resign their Regular classification and continue to work, as an Installer, for the same Employer shall not be entitled to severance allowance.

D. By mutual agreement of the Employer and the Union this article may be modified during the term of this Agreement.

ARTICLE XV. WAGES
(SEE APPENDIX E FOR FULL WAGE/BENEFITS/CONTRIBUTIONS SCHEDULES)

A. The minimum hourly wage rates for the employees in classifications governed by this Agreement shall be as follows for each compensable hour.

B. MINIMUM TIME: A minimum of four (4) hours pay at the rate in effect at the time an employee reports to work shall be paid as a mini-call (e.g., if a person reports to work at 4:00 P.M. Monday and worked two hours, he or she would receive one hour straight time and three hours at time and one-half.) Whenever there is a break of more than one hour, a four (4) hour minimum shall be in effect. An employee designated Foreperson or Leadperson is guaranteed a minimum of four (4) hours pay at the applicable rate.

C. HIGH TIME. Ten percent (10%) additional shall be paid for work performed over three stories or thirty feet, whichever is higher, or for work performed in any mechanical lift device, including, but not limited to boomlift, scissorlift, forklift cage, or swing stage work. A four (4) hour minimum shall apply for this work.

D. HOURLY RATES BY CLASSIFICATION:	effective 4/1/2015	effective 4/1/2016	effective 4/1/2017
INSTALLER - JOURNEYPERSON "A"			
Straight Time Base Rate	\$38.65	\$39.75	\$40.55
7% Vacation/Holiday on ST wages only	<u>\$2.71</u>	<u>\$2.78</u>	<u>\$2.84</u>
Straight Time Rate (including 7% vacation/holiday)	\$41.36	\$42.53	\$43.39
Overtime Rate	\$57.98	\$59.63	\$60.83
Double Time Rate	\$77.30	\$79.50	\$81.10

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INSTALLER PRIMARY FOREPERSON

(11% over Journeyman rate)

Straight Time Rate (including 7% vacation/holiday)	\$45.90	\$47.21	\$48.16
Overtime Rate	\$64.35	\$66.18	\$67.52
Double Time Rate	\$85.80	\$88.24	\$90.02

INSTALLER LEADPERSON

(10% over Journeyman rate)

Straight Time Rate (including 7% vacation/holiday)	\$45.50	\$46.79	\$47.73
Overtime Rate	\$63.78	\$65.60	\$66.92
Double Time Rate	\$85.04	\$87.46	\$89.22

APPRENTICE-LEVEL 1-60% of Journeyman rate

Straight Time Rate	\$23.19	\$23.85	\$24.33
7% Vacation/Holiday on ST wages only	\$1.62	\$1.67	\$1.70
Overtime Rate	\$34.79	\$35.78	\$36.50
Double Time Rate	\$46.38	\$47.70	\$48.66

APPRENTICE-LEVEL 2 -67% of Journeyman rate

Straight Time Rate	\$25.90	\$26.63	\$27.17
7% Vacation/Holiday on ST wages only	\$1.81	\$1.86	\$1.90
Overtime Rate	\$38.85	\$39.95	\$40.75
Double Time Rate	\$51.80	\$53.26	\$54.34

APPRENTICE-LEVEL 3 -74% of Journeyman rate

Straight Time Rate	\$28.60	\$29.42	\$30.01
7% Vacation/Holiday on ST wages only	\$2.00	\$2.06	\$2.10
Overtime Rate	\$42.90	\$44.13	\$45.02
Double Time Rate	\$57.20	\$58.84	\$60.02

APPRENTICE-LEVEL 4 -81% of Journeyman rate

Straight Time Rate	\$31.31	\$32.20	\$32.85
7% Vacation/Holiday on ST wages only	\$2.19	\$2.09	\$2.13
Overtime Rate	\$46.97	\$48.30	\$49.28
Double Time Rate	\$62.62	\$64.40	\$65.70

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APPRENTICE-LEVEL 5 -88% of Journeyperson rate

Straight Time Rate	\$34.01	\$34.98	\$35.68
7% Vacation/Holiday on ST wages only	\$2.38	\$2.45	\$2.50
Overtime Rate	\$51.02	\$52.47	\$53.52
Double Time Rate	\$68.02	\$69.96	\$71.36

APPRENTICE-LEVEL 6 -95% of Journeyperson rate

Straight Time Rate	\$36.72	\$37.76	\$38.52
7% Vacation/Holiday on ST wages only	\$2.57	\$2.64	\$2.70
Overtime Rate	\$55.08	\$56.64	\$57.78
Double Time Rate	\$73.44	\$75.52	\$77.04

**INSTALLER - NON-JOURNEYPEPERSON "B"
(70% of Journeyperson rate)**

Straight Time Rate	\$27.06	\$27.83	\$28.39
Overtime Rate	\$40.59	\$41.75	\$42.59
Double Time Rate	\$54.12	\$55.66	\$56.78

**INSTALLER - NON-JOURNEYPEPERSON "C"
(55% of Journeyperson rate)**

Straight Time Rate	\$21.26	\$21.86	\$22.30
Overtime Rate	\$31.89	\$32.79	\$33.45
Double Time Rate	\$42.52	\$43.72	\$44.60

**INSTALLER, GRAPHICS PRODUCTION,
DISPLAY BUILDER, REGULAR**

Straight Time Rate	\$41.21	\$42.31	\$43.11
Overtime Rate	\$61.82	\$63.47	\$64.67
Double Time Rate	\$82.42	\$84.62	\$86.22

**PRIMARY FOREPERSON REGULAR
(11% over Regular rate)**

Straight Time Rate	\$45.74	\$46.96	\$47.85
Overtime Rate	\$68.61	\$70.44	\$71.78
Double Time Rate	\$91.48	\$93.92	\$95.70

**LEADPERSON REGULAR
(10% over Regular rate)**

Straight Time Rate	\$45.33	\$46.54	\$47.42
Overtime Rate	\$68.00	\$69.81	\$71.13
Double Time Rate	\$90.66	\$93.08	\$94.84

E. PAYDAY: Each Employer shall designate a weekly payday of Tuesday, Wednesday or Thursday. Employees shall be paid on the same day each week. The payday shall follow within seven (7) days or less of the last day of a designated workweek but shall not fall on a Saturday or Sunday. If wages due are not paid within three (3) days of the regular payday, then in addition to all other legal remedies, the employee shall be paid an additional \$25.00 per day for each day the wages remain unpaid, up to a maximum amount of \$150.00. It shall not be a violation of this Agreement for any employee to refuse to work for any Employer who has not paid all wages due within three (3) days of the regular payday. Reasonable effort shall be made to deliver paychecks to the Convention Center for employees who may be working there after 3:00 PM and prior to 5:00 PM on payday. If a paycheck is not picked up in such circumstance before 5:00 PM, it shall be mailed. The employee may pick up their paycheck from an Employer maintaining a staffed office or other local facility between 3:00 PM and 4:30 PM on the regular payday. Checks not claimed by the employee on the regular payday shall be sent by mail to the employee's last known address on the first business day following the regular payday. Such payday may be changed upon two (2) weeks written notice to the Union.

During the term of this Agreement each Employer shall make available to eligible employees covered by this Agreement, the option to directly deposit their paychecks into their designated account in a participating financial institution in accordance with the terms of the Employer's direct deposit option, at no expense to the Employee. Each employee shall be responsible for properly completing the enrollment form supplied by the Employer, with required attachments thereto, and presenting such form to the Employer during the enrollment period. In the event the direct deposit option is selected it is understood that funds may not be available to the employee until the business day following the designated payday.

In the event an employee closes a bank account without required notice to the Employer a manual paycheck will be issued on the next payday after notice of deposit rejection from the financial institution.

When a paycheck or direct deposit receipt sent to the employee's last known address is returned to the Employer unclaimed, such item shall be submitted to the Union for disposition.

Casual Workers-Status and Payment of Wages – Due to the nature of the industry, Casual Workers have always been, and will continue to be, assigned to projects of relatively short duration. Upon completion of such projects, Casual Workers are not (and never have been) considered discharged under the Collective Bargaining Agreement. Instead, they remain covered by the Collective Bargaining Agreement and eligible for continued assignments.

In addition, Casual Employees have always been covered by and paid in accordance with the Collective Bargaining Agreement upon completion of their assignments. The parties recognize that the facilities at which employees covered by the Collective Bargaining Agreement work (including without limitation) are venues that host live theatrical or concert events as defined by Labor Code Section 201.9 and employees working at such venues are employed pursuant to Labor Code Section 201.9.

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F. ADMINISTRATIVE DUES/DEDUCTIONS: The Employer agrees that as and for dues, it shall, pursuant to certification by the Union (as provided below), deduct from each member's pay and transmit to a designated financial institution the following sums for all hours paid or owed:

Journeypersons and Apprentices:
2% of wages
\$0.05/hour Promotion Fund

Non-Journeyperson Installers "B" and "C": \$1.00/hour

The Union shall certify to the Employers a list of workers that have signed a voluntary dues deduction authorization and shall further certify that copies of those authorizations have been filed with the Bank. The Union shall also send all employers signatory to this Agreement a list of installers who may be dispatched who have not signed such an authorization. Upon request of any Employer the Union will provide copies of all authorization. The Union agrees to hold the Employers harmless for any liability they may incur to employees by virtue of dues which have been checked off or omitted from check off in reliance upon any of the aforesaid certifications by the Union. Remittances shall be due on the same day and same basis as medical insurance and pension contributions are due.

G. It is agreed that the Union can reallocate monies designated for wages to benefit contributions during the term of this Agreement. Should the Union elect to do so, a thirty (30) day written notice of the intent must be provided to the Employers. The written notice will specify the amount of monies to be moved from wages to the appointed benefit contribution and the anticipated effective date.

ARTICLE XVI HOLIDAYS.

A. The following shall be recognized as holidays and will be paid at the double time rate of pay if worked:

New Years' Day
Dr. Martin Luther King Day
Presidents' Day
Cesar Chavez Day
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Christmas Day

B. If a holiday falls on Saturday the preceding Friday will be considered the holiday. If the holiday falls on Sunday the Monday following will be considered the holiday.

ARTICLE XVII. TRAVEL/TRANSIT EXPENSE.

A. Employees working outside the jurisdictional area of this Agreement shall be reimbursed for reasonable expenses incurred from the date of departure until their return

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to home base. Such expenses shall be reimbursed in accordance with Employer policy for all employees of that Employer, provided however, meal expense will be reimbursed at a minimum of IRS allowance per day and personal automobile mileage expense allowed shall be the IRS allowance.

B. It shall be the responsibility of the Employees to keep travel expenses reasonable. The Employer may demand receipts for travel expenses.

C. The Employer shall not be required to provide travel or lodging expenses on initial dispatch in the jurisdictional area of this Agreement.

D. Any time spent in transit from one jobsite to another for the same employer shall be considered working time. When one Employer transfers employees from one jobsite to another, if less than four (4) hours elapses between the sign out of the first job and sign in of the second job, time in transit shall be considered time worked.

E. Parking expenses at the second and subsequent jobsites in one day shall be reimbursed.

F. Travel time shall be considered working time at the rates specified in the Agreement. Travel on Saturday or Sunday shall be at the overtime rate (see wage page). If an employee is traveling and working on a continuous shift the applicable pay rates shall apply. All employees shall receive the Foreperson premium for all Travel time hours' worked on road trips while acting as Foreperson (Leadperson or Supervisor). If a company vehicle is used, normal hours and applicable pay rate shall apply.

G. Employees required to work outside the jurisdiction of the Agreement will be covered by all terms and conditions of this Agreement.

ARTICLE XVIII. HOURS AND OVERTIME.

A. **Straight Time Rate** shall apply:

- Monday through Friday between the hours of eight o'clock (8:00) a.m. and five o'clock (5:00) p.m., unless on a continuing shift as stated below.

B. **Overtime (Time and One Half) Rate** shall apply:

- After eight (8) Straight Time hours.
- After eight (8) hours when starting after 5:00 AM Monday through Friday
- 5 p.m. to 10 p.m. and 5 a.m. to 8 a.m. Monday through Friday.
- The first four (4) hours worked between 5 a.m. and 12 Noon on Saturdays.
- Any continuing shift starting prior to 5:00 AM shall continue past 5:00 AM at the time and one half rate for up to twelve hours. After twelve hours is completed any additional hours worked shall be at the double time rate.

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C. **Double Time Rate** shall apply to:

- All hours worked from 10 p.m. to 5 a.m.
- All hours worked on Saturdays in excess of the first four (4) hours (5 a.m. to 12:00 noon).
- All hours worked on Sundays and Holidays as set forth in this Agreement.
- Any continuing shift in excess of twelve (12) hours for the total shift.

D. When an employee leaves a double time shift, he/she must have an eight (8) hour break between shifts or return to work at the double time rate of pay when working for the same Employer.

E. All employees required to work overtime on a weekday shall receive four (4) hours' notice or by 3:00 p.m. that day.

F. All employees required to work on Saturday, Sunday, or a recognized Holiday (see Article XVI Holidays) shall receive one (1) days' notice, to the best of the Employer's ability, emergencies excepted.

G. **MEAL/COFFEE BREAKS:**

1. There shall be a one hour meal break after four (4) hours of work. The meal period may be shortened to one-half hour in a given day if the majority of the workers at a job or project agree.
2. No shift shall be required to work in an overtime period for over four (4) hours without a "food break" of at least one-half (1/2) hour. A fifteen (15) minute "coffee break" shall be taken approximately half-way through each four (4) hour work period throughout the twenty-four (24) hour day. However, "coffee breaks" may be advanced or delayed once per day, no longer than one hour in the morning, when staggered shifts are used.
3. When employees are requested to take a meal break of more than one (1) hour's duration, then a four (4) hour minimum shall be effective upon resumption of work.

H. Subject to the mutual agreement of the Union, the Employer may schedule and implement a second shift in the warehouse only in the Graphics Production and/or Modular Systems departments under the following terms and conditions:

1. The second shift shall not commence before 10:00 a.m. or after 5:00 p.m.
2. The work shall consist of seven straight time hours of work for which eight hours of wages and benefits will be paid.

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3. When a second shift is implemented, current employees maintaining seniority status shall be offered the opportunity, subject to operational requirements, to volunteer for such shift work prior to assigning new hire employees to such work.

Whenever shifts are required for the operation the Employer shall notify the Union of the shift schedule.

I. Notwithstanding any other provisions of this Agreement the Employer shall not regularly or normally work any employee more than twelve hours in any workday or be required to grant less than eight (8) hours rest to any employee between shifts.

ARTICLE XIX. OUT-OF-AREA-INSTALLERS.

A. "CJ" and "AJ" members of IUPAT Local Union 831 of District Council 36 may work on a ratio of three (3) Local 510 members to one (1) Local 831 member within the jurisdiction of Local 510 provided Local 510 is notified by the Employer prior to them commencing work.

B. Members of other affiliated IUPAT Local Unions may clear in and work for the duration of the show within the jurisdiction of Local 510 in a minimum ratio of three (3) Local 510 members to one (1) member from another IUPAT Local Union. This minimum 3/1 ratio must be maintained at all times during the employment of such workers, including any standby work.

C. Members of Local Unions not affiliated with IUPAT may work in this jurisdiction by mutual agreement between the Principal Officer of Local 510 and the Employer, provided all available Journeyperson Installers are working.

D. Anyone who does not register with the Union at least one business day before starting work in our area will not be allowed to work under this Agreement.

E. Out-of-area workers shall be included in the employer's call by name, when called by the Employer.

F. Whenever a Local 510 Installer accepts a temporary assignment out of the jurisdiction of this Agreement, such Installer shall continue to be covered by all the terms and conditions of this Agreement.

G. Whenever the Employer uses an out-of-area worker, the Employer shall inform the Union within a reasonable time after the use of the out-of-area worker of the number of hours for which the worker was compensated.

ARTICLE XX. TOOL REQUIREMENTS & SECURITY.

Minimum tool requirements for all Installers and Apprentices are: Rubber or Plastic Mallet; locking pliers; 4in1 Screwdriver; 8" Adjustable wrench; 30 ft. or larger tape measure; utility knife with retractable or folding blade; diagonal or side cutters; work apron with pockets or tool belt with pouch; one metric and one SAE Allen wrench set;

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loop pile carpet cutter; 12 " flat pry bar; pen or pencil; staple gun (Arrow JT21 or equivalent); ratchet and appropriate sockets for modular systems; and a rechargeable battery operated drill. Installers shall have their tools readily available. Any Installer reporting to work without their required tools shall be subject to dismissal for that workday. The Employer shall supply staples, ladders (as needed), which shall be industrial rated and an adequate first aid kit.

The Employer shall make best reasonable effort to provide an adequate number of locking tool cages or other reasonably secure means at the job site during the workday (and overnight storage) of employee's required personal tools. Garments and other personal belongings shall be removed by the employee daily. All tool, garment and personal belonging storage shall be at the employee's own risk.

ARTICLE XXI. MEDICAL PROGRAM.

A. The medical program for installers is comprised of a Medical, Vision, Prescription, Dental and Life insurance program. Each Employer signatory to this Agreement shall pay into the Sign, Pictorial and Display Industry Welfare Fund for all hours paid or owed for employees in any classification covered by this Agreement.

	effective	effective	effective
	4/1/2015	4/1/2016	4/1/2017
Installers/Apprentices/B's/C's	\$11.80	\$11.90	\$12.00
Regular	\$10.55	\$10.65	\$10.75

B. Payments are due and payable on or before the first day of the month following the month when the work was performed and shall be considered delinquent if not paid by the tenth day of the month.

C. The Medical Program shall be administered in accordance with the provisions of the Trust Agreement adopted by the parties hereto and by any amendments thereto, and each Employer signatory to the Agreement agrees to be bound by all of the terms and conditions of the Trust Agreement.

D. The Union may defer wages to the Medical Plan during the term of this Agreement. In the contract year beginning April 1, 2017, an additional twenty-five (\$0.25) cents per hour shall be available for either Health Insurance or Pension benefits at the election of the Union. The Union shall give 30 days' notice before any change in benefits allocations is made. (See Article XV, section G)

E. During the term of this Agreement, only if the effect of the Patient Protection and Affordable Care Act (ACA) has an adverse effect on Article XXI Medical Program, either party may require Article XXI be reopened during the period of October 1, 2017 through December 31, 2017 for the purpose of addressing such adverse effect. Any changes to such article shall be by mutual agreement only.

ARTICLE XXII. PENSION PROGRAM.

A. Each Employer signatory to this Agreement shall pay into the Sign, Pictorial and Display Industry Pension Trust Fund for all hours paid or owed for employees (excluding 'C' list installers) in any classification covered by this Agreement.

	effective 4/1/2015	effective 4/1/2016	effective 4/1/2017
Installers/Apprentices/B's	\$6.65	\$7.15	\$7.65
Regular	\$5.85	\$6.35	\$6.85

B. Payments are due and payable on or before the first day of the month following the month when the work was performed and shall be considered delinquent if not paid by the tenth day of the month.

C. The Sign, Pictorial and Display Industry Pension Trust Fund shall be administered in accordance with the provisions of the Trust Agreement adopted by the parties hereto and by any amendments thereto, and each Employer signatory to this Agreement agrees to be bound by all of the terms and conditions of the Trust Agreement.

D. The Union may defer wages to the Pension Plan during the term of this Agreement. In the contract year beginning April 1, 2017, an additional twenty-five (\$0.25) cents per hour shall be available for either Health Insurance or Pension benefits at the election of the Union. The Union shall give 30 days' notice before any change in benefits allocations is made. (See Article XV, section G)

ARTICLE XXIII. PAYMENT OF FRINGE BENEFITS.

A. DUE DATES. Each Employer shall submit to the Trust Fund Administration Office payment contributions along with a monthly fringe benefit remittance form, showing all hours paid or owed for employees during the preceding month or stating that it had no employees. Each Employer shall simultaneously submit a copy of its monthly fringe benefit remittance form to the Union. In order to be timely, fringe benefit contributions must be received by the Administration Office on or before the first day of the month following the month when the work was performed and shall be considered delinquent if not paid by the tenth day of the month.

B. DELINQUENT PAYMENTS. In respect to all fringe benefit payments, time is of the essence. The parties hereto recognize and acknowledge that the regular and prompt payment of fringe benefit contributions by each Employer to the Trust Funds is essential to the maintenance in effect of the various Funds and Plans involved, and that it would be extremely difficult, if not impossible, to fix the actual expense and damage to the parties hereto and to the Funds and Plans which would result from the failure of an Employer to make the monthly payments in full within the time provided. Therefore, it is agreed that the amount of damage to each said Fund and to the parties hereto resulting from any such failure shall be, by way of liquidated damages and not as a penalty, the greater of \$200 or ten percent (10%) of the amount due and unpaid, or as otherwise

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determined by the Trust Funds. Such liquidated damages shall become due and payable to the Trust Funds on the day immediately following the day on which the Employer become delinquent. In addition, all delinquent contributions and liquidated damages shall bear interest at the rate of ten percent (10%) per annum, from the date each was due, until paid. If any Employer defaults in the payment of any contributions due to the Trust Funds, then in addition to the fringe benefit contributions, liquidated damages and interest provided herein, said Employer shall pay all reasonable collection expenses incurred by the Trust Funds, including but not limited to arbitration fees, costs of fees of collection agents, auditing fees, accountants' fees, costs of attachment bonds, all legal expenses and costs, attorneys' fees, court costs, and reasonable compensation for employees or agents of the Trust Funds incurred in connection therewith.

C. EMPLOYER RESPONSIBILITY. In addition to all other remedies, if an Employer is delinquent in the payment of fringe benefit contributions and, consequently, an employee is denied benefits, said Employer shall pay for the health benefits that would have been provided for its employees but for said delinquency.

D. WITHDRAWAL OF EMPLOYEES. It shall not be a violation of this Agreement for the Union, after receiving notice from the Administration Office that an Employer is delinquent in the payment of fringe benefit contributions, to withdraw employees working under this Agreement from the job or jobs of said delinquent employer or to refuse to furnish employees to said delinquent Employer until full payment has been made. Before withdrawing employees pursuant to this paragraph, the Union must give said Employer seventy-two (72) hours notice by certified mail. Each employee so withdrawn shall continue to receive from said delinquent Employer full wages and fringe benefits up to a maximum of three (3) days, in addition to all wages and fringe benefits due for time actually worked prior to the withdrawal from the job. No employee will be disciplined as the result of leaving the jobsite of a delinquent Employer.

E. RIGHT TO AUDIT. Upon notice in writing from the Trust Funds or an authorized agent thereof, each Employer shall permit any accountant appointed by the Trust Funds to enter upon its premises during business hours, at all reasonable times, and to examine and copy such books, records, and documents of such Employer as may be necessary to determine whether the Employer is making full and prompt payment of all sums required to be paid by this Agreement.

F. DOCUMENTS FOR AUDIT. The Employer understands that the purpose of the audit is to determine how much money, if any, is owed under the terms of this Agreement. The Employer further understands that the purpose of the audit would be defeated if it were able to limit the audit in any way, including limiting the audit to the employees whom the Employer defines as covered employees. Therefore, the Employer shall not limit the scope of the audit in any fashion, but must make available to the Trust Funds, upon request, all of the following books and records maintained by the Employer. The parties agree that the following documents are necessary for the completion of an audit pursuant to this Agreement: the Employer's quarterly tax returns to the state and federal government including California Forms DE-6 and IRS Forms 941; payroll journals, individual earnings records and time cards for all employees; general check registers; reports of employee hours to all trade unions and to all employee benefit plans; and

workers compensation insurance reports for all employees. Upon the accountant's certification that further documents are necessary to complete an audit, the Employer shall be required to produce any of the following documents as specified by the accountant and approved by the Trust Funds: general ledgers; bank statements; canceled checks; IRS Forms W-2, W-4, 1096 and 1099; cash receipts journals; financial statements; invoices; contracts; federal and state income tax returns; and any other records which the accountant deems necessary or relevant to complete the audit.

G. COST OF AUDIT. The entire cost of the audit shall be borne by the Employer if the audit reveals that at least \$1,000 in fringe benefit contributions is due for the period covered by the audit. Any Employer who cancels an audit without at least two (2) working days notice, or who fails to provide the required documents, shall be liable for the costs caused by that delay or that failure whether or not the audit reveals any contributions due. If an employer refuses the accountant entry for purposes of an audit, the Trust Funds may take legal action to compel entry, without regard to any grievance or arbitration procedure in this Agreement; and the Employer shall pay all reasonable costs and legal fees incurred by the Trust Funds in compelling or obtaining such an audit. In the event that an audit is performed outside the State of California, the Employer shall pay all costs incurred by the Trust Funds' accountant for transportation, meals and lodging in connection with the audit. In the event the Employer becomes delinquent in any or all of the Health & Welfare, Pension, Training Trust or LMC accounts the Employer shall be responsible for all delinquent payments and liquidated damages.

H. TERMINATION NOTICE. In addition to giving written notice of termination or modification as set out in Article XXXIII Termination of Contract herein, an Employer desiring to terminate the Collective Bargaining Agreement shall also give notice of termination to the Fringe Benefit Trust Fund Administrator, at least sixty (60) days prior to the last effective date set out in this Agreement, or the last day of January of any succeeding year, sixty (60) days notice of the desire to terminate or modify this Agreement in order that the Fringe Benefit Trust Funds may have knowledge of such notice on the part of the Employer.

I. ACKNOWLEDGEMENT OF RECEIPT. The parties hereby acknowledge that the Employer has received copies of, and agrees to be bound, by all Declarations of Trust, as amended, establishing each of the several Fringe Benefit Trust Funds set out in this Agreement.

ARTICLE XXIV. VISITS TO ESTABLISHMENTS.

It is agreed by the parties that for the purpose of the carrying out and enforcing the terms of this Agreement, the Business Representatives of the Union, or a properly accredited representative of the International Union, shall have the right of visiting and entering the establishment of the Employer to interview workers. The Union representative shall enter Employer premises by the front door and shall notify the owner or manager or (if neither is available) some other non-bargaining unit employee prior to proceeding to the work area.

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ARTICLE XXV. LABELS.

The label of Local Union No. 510 shall be placed on each finished piece of display work in such a position as may be mutually agreed.

ARTICLE XXVI. CONTRACT ENFORCEMENT.

A. The Union agrees to immediately take all steps to enforce the terms and conditions of this Agreement upon all Employers engaged in any of the classifications of work covered by this Agreement.

B. The Union further agrees to immediately take all steps to prevent the installation of displays and/or exhibits in any shows or conventions located within the jurisdiction of the Union, by other than employees of the Employers signatory to this Agreement. The Employer agrees to notify its clients of the Union's jurisdiction over the work of the classifications defined in this Agreement. A copy of such notice shall be sent to the Union.

C. There shall be no strike or lockout during the term of this Agreement.

ARTICLE XXVII. NOTIFICATIONS.

A. Each Employer signatory to this Agreement agrees to notify the Union of any new hires within three (3) days of the payday immediately following hire.

B. The Union agrees and it shall, upon the execution of this Agreement, notify its members of the provisions thereof, and shall thereafter discipline any of its members found guilty of the violation of the goodwill and cooperation of this collective bargaining Agreement.

C. Each Employer signatory to this Agreement shall notify the Union of all bookings or scheduling of shows by the 7th of the month prior to the month for which said show is scheduled. All shows with one thousand (1000) or more booths shall have a pre-job conference.

ARTICLE XXVIII. CHANGE OF OWNERSHIP.

A. This Agreement, and any supplements or amendments thereto, hereinafter referred to collectively as "Agreement," shall be binding upon the parties hereto, their successors, administrators, executors, and assigns.

B. In the event the Employer fails to require the purchaser, transferee, or lessee to assume the obligations of this Agreement, the Employer (including partners thereof) shall be liable to the Union, and to the employees covered for the terms of this Agreement for all damages sustained as a result of such failure to require assumption of the terms of this Agreement, but shall not be liable after the purchaser, transferee, or lessee has agreed to assume the obligations of this Agreement. The word "damages" in this paragraph means any loss of wages or fringes sustained by an employee or the Union due to the Employer's failure to abide by the provisions of this paragraph.

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ARTICLE XXIX. JOINT APPRENTICESHIP TRAINING COMMITTEE.

The Employer and Union shall establish and maintain a Joint Labor Management Committee wherein standards are adopted under the Shelley-Maloney Labor Standards Act of 1939 as amended, to govern the employment and of apprentices in the trade, craft or occupation described in this Agreement.

A. The Employer shall contribute seventy-one (\$0.71) cents per hour to the Sign, Display and Allied Crafts Local Union 510 Training Trust for a Training Program on all hours paid or owed for all classifications covered by this agreement.

B. The JATC shall consist of four (4) Employers appointed Trustees and four (4) Union appointed Trustees.

ARTICLE XXX. LABOR MANAGEMENT COMMITTEE

A. The Employers and the Union recognize the need to have a Labor-Management Committee that is established in conformity with the Labor-Management Cooperation Act. This Committee will be for the purpose of improving Labor Management relationships, job security, organizational effectiveness, enhancing economic development, industry advancement, and involving workers in decisions affecting their jobs including improving communication with respect to subjects of mutual interest and concern. The Union and the Employers have agreed to become part of the pre-existing Southern California Tradeshow Labor/Management Committee (LMC). This LMC currently has eight Trustees (four from the Union and four from the Southern California Tradeshow Contractors Association (SCTCA)). The LMC has agreed to a new Board of Trustees configuration as follows: Two appointed by the SCTCA; two appointed by management in the Northern California Region; two appointed by District Council 36 for Southern California; and two appointed by District Council 36 for Northern California. Two sub-committees will be set up, one for Southern and one for Northern California each with representation from Management and the Union.

B. Effective April 1, 2015 the contribution rate will be nine (\$0.09) cents per hour for each hour paid or owed. Payments are due and payable on or before the first day of the month following the month when the work performed and shall be considered delinquent if not paid by the tenth day of the month.

C. Effective April 1, 2015 three (\$0.03) cents per hour will go to the Painters and Allied Trades Labor Management Cooperation Initiative for each employee covered by this Agreement, for each hour worked or compensated for including vacation, sick leave and holidays.

Contributions shall be paid on behalf of any employee starting with the employee's first day of employment in a job classification covered by this Agreement.

The Employer and Union agree during the term of this Agreement to be bound by and to the "Agreement and Declaration of Trust", as amended from time to time, establishing the Fund.

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The Employer hereby designates as its representatives on the Board of Trustees such Trustees as are now serving, or who will in the future serve, as Employer Trustees, together with their successors.

Contributions shall be made by the Employer not later than 10 days after the close of each calendar month with respect to all work weeks ending in such calendar month. The Employer shall remit to the Administrator of the LMCI using the same Employer Report Form and process used for all other funds in this contract.

ARTICLE XXXI. DRESS AND HYGIENE STANDARDS.

The Employer and the Union recognize the necessity of maintaining a dress code and minimal personal hygiene standards for the purposes of safety, insurance and customer service. In furtherance of this goal, the Employer and the Union agree to the following:

1. All employees are required to wear closed-toed work shoes, leather shoes, or tennis shoes while on duty. Sandals and clogs are prohibited.
2. All clothing at the start of the shift should be clean. All employees must wear shirts or T-Shirts with hemmed collars, bottoms and sleeves. All tank tops, open midriff tops and/or shirts with lewd or pornographic content or vulgar expletives are prohibited. Shirts with the name or logos of another Employer, other than the Employer for whom they are working on that day, are prohibited.
3. Safety equipment must be used or worn by the employee.
4. Personal hygiene must be maintained.
5. There shall be no smoking in prohibited areas.
6. Employees who do not comply with the above provisions are subject to discipline. Employees who are sent home under this provision shall not be entitled to minimum pay but will be entitled to pay for the hours actually worked.
7. The union shall furnish each employee with an appropriate photo identification badge to be properly displayed while working. Each Employer shall furnish A Company identification sticker to be properly displayed above the waist while working. Each Employer shall furnish a Company identification sticker to be properly affixed to the designated position on such badge while working for that employer.
8. The employer may require employees working as Forepersons or Leadpersons to wear Company furnished work clothing. All other employees shall not be required to wear Company furnished work clothing unless a specific requirement for a particular show or exhibit. In all circumstances work clothing shall be safe and appropriate for the job.

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ARTICLE XXXII. SICK LEAVE ORDINANCES

To the fullest extent permitted, this agreement shall operate to waive any provisions of the San Francisco Paid Sick Leave Ordinance, San Francisco Administrative Code Section 12W, and shall supersede and be considered to have fulfilled all requirements of said Ordinance as presently written, and or amended during the life of this contract.

To the fullest extent permitted, this Agreement shall operate to waive any provisions of the Healthy Workplaces, Healthy Families Act of 2014, California Labor Code §§245-49, and shall supersede and be considered to have fulfilled all requirements of said Act as presently written, and or amended during the life of this contract.

ARTICLE XXXIII. TERMINATION OF CONTRACT

A. The duration of this Agreement shall be for a period beginning April 1st, 2015 to March 31, 2018, and shall continue in full force and effect from year to year, except as hereinafter specified, unless terminated, amended, rewritten or cancelled, by either party serving notice in writing sixty (60) days previous to the expiration day, at which time the principals hereto shall notify each other, of any changes requested.

B. In the event that negotiations extend beyond the date of expiration of this Agreement, the terms of the present Agreement shall remain in effect until a new Agreement is signed and any alterations in wages, hours and working conditions shall be retroactive to the date of expiration.

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ARTICLE XXXIV. SEPARABILITY CLAUSE.

In the event that any of the provisions of this Agreement shall be said to be in violation of any state or federal law or regulation, such determination shall not in any way affect the remaining provisions of this Agreement.

FOR THE UNION

DISTRICT COUNCIL 36, SIGN, DISPLAY AND ALLIED CRAFTS LOCAL UNION NO. 510

SIGNATURE: Joseph B. Toback DATED: 5/14/15
Joseph B. Toback, Business Representative

SIGNATURE: _____ DATED: _____
Grant Mitchell, Business Manager

FOR THE EMPLOYER

COMPANY: FREEMAN EXPO
SIGNATURE: Bill DATED: 5/14/15
PRINT NAME: BILL KUEHNLE

APPENDIX A
SIGN, DISPLAY & ALLIED CRAFTS LOCAL 510
EMPLOYMENT OFFICE PROCEDURES FOR INSTALLERS

Location of Employment Office. Sign, Display & Allied Crafts Local 510, hereinafter called the "Union" shall maintain an employment office, presently at 250 Executive Park Boulevard, San Francisco, CA.

Purpose of Employment Office. The purpose of the employment office is to enable the Union, pursuant to its obligations under its collective bargaining Agreements, to furnish skilled and competent workers when requested to do so by an Employer.

Financing of the Employment Office. It is recognized that the operation of the employment office entails considerable expense to the Union. Members of the Union contribute to that expense through their Union dues. Since the employment office is available to members and non-members on an equal basis, justice requires that non-members contribute their fair share, by payment of a training fee in that amount payable by March 1st of each year.

Non-Discriminatory Standards. In carrying out the registration and dispatch procedures set forth below, the Union shall not discriminate either in favor of or against any individual by reason of his or her age, race, ethnicity, religion, disability, gender, sexual orientation, national origin or military status; nor shall the registration or dispatch of any individual be based upon, or in any way be affected by, Union membership, by-laws, rules, regulations, constitutional provisions, or any other aspect of Union membership, policies or requirements, except to the extent that membership in the Union, or after the thirtieth (30th) day following the beginning of employment, shall be a condition of employment.

Registration.

A. Facilities. The Union shall maintain adequate registration facilities at the employment office.

B. Registration Lists. The Union shall maintain the following registration lists:

1. List A (Journeypersons) – Consists of: (i) persons who qualified for the A List before August 1, 2011; and (ii) persons who have fulfilled the Apprentice Program's requirements. These workers shall be listed in the order of their seniority as determined by the Union's Seniority Regulations set forth below.
2. List B: Consists only of individuals presently on such list who continue to meet the qualifications of the list. B List workers shall be dispatched in a non-discriminatory manner in accordance with Union policy.
3. List C: Consists of individuals not on the A or B List, who are available to work when workers on Lists A and B are not available for dispatch. C List workers shall be dispatched in a non-discriminatory manner in accordance with Union policy.

4. Extra Workers: Extras dispatched by the Union who have experience working under other crafts' agreements. Such extra workers shall be employed under the terms and conditions of this Agreement, shall be paid at the "B" rate and must be registered and dispatched by the Union
5. If an Employer hires from an outside source pursuant to Article III, Section A, it shall:
 - a. Verify with the Union no Journeypersons or Apprentices are available.
 - b. Notify the Union by email of its intention to hire from an outside source and provide the names of those to be hired within a reasonable time, as agreed upon by the parties.
 - c. Ensure that all employees performing work under this Agreement are properly registered with and dispatched by the Union.
 - d. Pay such employees in accordance with the appropriate classification as set forth in Article XV, Section D.
6. Apprentices: The JATC shall maintain a list of registered Apprentices.

C. Initial Registration. Any person wishing to register for List A or B shall provide proof to the Union that he/she meets the requirements of the particular list and shall, if not a member of the Union, pay the registration fee.

D. Seniority Regulations. Seniority for journeyperson installers (List A) shall be defined as preference in employment based on:

1. The first day dispatched to work as a Journeyperson Installer for an Employer signatory to the agreement with Local 510 which covers this classification of work.
2. Registration for work and availability for work.
3. Seniority is accrued after meeting all requirements of the Apprenticeship Program.
4. An Installer will lose seniority if not registered for dispatch and/or available for work in District Council No. 36.
5. Exception to the above shall be for illness, injury or service in the Armed Forces of the United States provided that the Union is given valid and adequate notification.
6. An Exhibit Display Journeyperson registered with Local 510 is currently placed on the bottom of the A List only after serving two (2) years as a full-time journeyperson in their craft, or after working the required hours as a properly dispatched Installer, or two (2) years' time served as a builder, helper or trainee (upon becoming a journeyperson builder.) The Joint Apprenticeship Training

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Committee (JATC) may modify the requirements of this paragraph.

7. Outdoor or commercial journeypersons in good standing currently shall be eligible to go on the bottom of the Installer A List, if they have worked a minimum of two years' time as a journeyperson registered with Local 510 immediately prior to admittance. In order to maintain a position on the A List, said worker currently must successfully complete the Installer Training Program within one (1) year of his or her placement on the list. The JATC may modify the requirements of this paragraph.

Dispatch Procedures

A. Order-of-Dispatch for Journeypersons and Apprentices. The order of dispatch for journeypersons and Apprentices is as follows:

1. To the extent the employer does not designate the crew by name, the employment office shall first dispatch persons whose names are on List A and Apprentices. The dispatch from List A shall be by seniority by show, so that Journeypersons are not dispatched twice to the same show unless all Journeypersons who are available have already been dispatched once. Apprentices shall be dispatched under guidelines developed by the JATC.

2. If no persons on List A are available and more Journeypersons are needed, Journeypersons from lists maintained by other IUPAT Local Unions shall be dispatched if they are available to meet the needs of the show.

B. Order of Dispatch for List B. Thereafter, if more workers are needed, persons on List B shall be dispatched in a non-discriminatory manner in accordance with the Union's policies.

C. Order of Dispatch for List C. Thereafter, if more workers are needed, persons on List C shall be dispatched in a non-discriminatory manner in accordance with the Union's policies.

D. Failure to Report. An employee who accepts a dispatch and does not report for work as scheduled, shall fall to the bottom of the list for the subsequent dispatch. Except for emergencies, an employee who is unable to report for work as scheduled shall report this fact to the Employer's designated attendance call-in phone number at least two (2) hours prior to the scheduled start time. The Union dispatch office shall be furnished a list of Employer's call-in phone numbers and employees will be notified of such phone numbers by the Employer by posting or other suitable means.

E. Refusal of Dispatch. Any employee who refuses an offer of dispatch to a job, or is not available, must wait until his name comes up again on the list.

F. Layoff. The JATC will develop guidelines for layoff procedures for Apprentices.

Posting of Procedures. A copy of these procedures shall be posted at the employment office.

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APPENDIX B
CONTINUING EDUCATION AND REVIEW PROGRAM

JOINT APPRENTICESHIP TRAINING COMMITTEE (JATC)

1. The JATC will establish and maintain a continuing Journey level education program that includes appropriate required refresher courses as determined by the JATC. Successful completion of governmental or JATC required training programs, accreditation or certification shall be considered a necessary qualification for employment. A worker shall be recognized as a Journeyperson Installer if that worker can meet the requirements and can perform the work commonly associated with the Installer, or other such Journeyperson level, classification.

2. To insure the degree of competence and fitness to perform the required work the parties agree that if the skill and proficiency of a Journeyperson is questionable the following procedure may be initiated upon written complaint to the JATC by the Employer. (a) The JATC shall refer the matter to a joint review panel composed of an equal number of representatives from the Union and the Employer JATC Trustees or their designees. (b) Any Trustee who is employed by the Employer bringing the complaint must recuse himself from the panel and in participation in any decision by the JATC involving the compliant. (c) The Joint Review Panel shall investigate and determine the required remedial action to be taken. Such remedial action may include classroom training, on the job training or any other remedial training within the jurisdiction of the JATC. (d) The Joint Review Panel shall not have the authority to render anyone ineligible for dispatch. If the remedial action is not completed or the Employer is not satisfied that the remedial action has solved the problem, the Employer may request the Joint Review Panel to select a neutral person to make a determination as to (i) whether the Journeyperson shall be required to obtain further training before being eligible for dispatch, or (ii) shall no longer be eligible for dispatch until such time as the Journeyperson demonstrates to the satisfaction of the Joint Review Panel that he or she has the skill and proficiency of a Journeyperson. The decision of the neutral person will be binding and not subject to Article 8.

APPENDIX C
GRAPHICS TRAINEE PROGRAM

The Employer shall establish a two (2) year Graphics Trainee curriculum consisting primarily of on the job training. Such program is subject to approval by the JATC prior to implementation and shall remain under the supervision of the JATC.

The first six (6) months shall be a probationary period during which a Trainee shall serve at will of the Employer and not subject to the terms and conditions of Article VIII Grievance Procedures.

During the next eighteen (18) months of service the Employer shall monitor a Trainees progress with documented review at least every three (3) months. Failure to satisfactorily pass a review or complete the curriculum within the two (2) year period may subject a Trainee to termination of employment. The Trainee may appeal the

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termination to the JATC for review. The decision of the JATC shall be final and binding and is not subject to the grievance procedure under Article VIII of the Agreement. If majority of the JATC cannot reach a decision the JATC may then, at the request of either party to the Agreement (Labor or Management), refer the case to a neutral referee within ten (10) days for a final and binding decision.

The Trainee wage rate shall be as follows:

***First 6 months of employment:
75% of Graphics Production Journeyman Rate***

***Second 6 months of employment:
80% of Graphics Production Journeyman Rate***

***Third 6 months of employment:
85% of Graphics Production Journeyman Rate***

***Fourth 6 months of employment:
90% of Graphics Production Journeyman Rate***

***Thereafter:
Full Graphics Production Journeyman Rate***

At the sole discretion of the Employer, a Trainee may progress through the wage scale at an accelerated rate. Existing employees under the Collective Bargaining Agreement shall not suffer a reduction in wages when accepted into this program.

APPENDIX D DRUG-FREE WORKPLACE POLICY

INTRODUCTION

Convention Services Employers (the "Employer") and Sign Display & Allied Crafts Local Union 510 (the "Union") are committed to providing a safe and productive work environment for all employees. This policy is to ensure that all employees of the Company work in an environment free of the effects of illegal drug use and the abuse or misuse of legal drugs and alcohol. The Companies and the Union recognize that such use, abuse or misuse of drugs and alcohol can lead to serious physical and mental health problems.

The Companies and the Union recognize that early recognition and treatment of substance abuse is the key to successful rehabilitation. Employees are strongly encouraged to use, on a voluntary and confidential basis, the Members Assistance Program ("MAP/EAP"). Employees who undergo counseling or treatment remain subject to the same job performance and behavior standards as all other employees, and those who fail to meet those standards are subject to appropriate disciplinary action. This policy applies equally to all bargaining unit employees.

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ADMINISTRATIVE GUIDELINES

1. Prohibited Conduct

All employees are prohibited from:

- 1) Using, possessing, manufacturing, distributing or selling illegal drugs on all properties which the Company owns, leases or is under contract to use, on Company business in Company-supplied vehicles or vehicles being used for Company business or during working hours;
- 2) Being under the influence of illegal drugs or having a blood alcohol content ("BAC") of .04% or above during working hours, while on Company property, Company business, in Company-supplied vehicles or vehicles being used for Company business;
- 3) Possessing and/or storing unsealed containers of alcohol on Company property, Company-supplied vehicle or vehicle used for Company business or while on Company business;
- 4) Failing to follow all physician, manufacture or package insert directions when taking prescription or over-the-counter drugs. It is the employee's responsibility to determine from his or her physician whether a prescribed drug may impair safe job performance. The proper use of medication prescribed by an Employee's physician is not prohibited.
- 5) Failing to notify the Company of any arrest, plea or conviction for the use of drugs or alcohol arising out of an incident 1) in the workplace 2) while conducting Company business or 3) which adversely affects the Employee's ability to perform his/her job responsibilities. This includes any arrest, plea or conviction related to an Employee's continued right to operate a motor vehicle, if the operation of a vehicle is part of the employee's job responsibilities.
- 6) Failing to pass any required drug and/or alcohol test as mandated by this policy;
- 7) Refusing to cooperate fully in any aspect of the testing process or related procedures. "Refusing to cooperate" under this provision is defined as:
 - a) Failure to provide an adequate breath or urine sample for testing without a valid medical reason;
 - b) Engaging in conduct that obstructs the testing process, including but not limited to:
 - Refusal to test;
 - Failure to promptly report an accident in which they were involved;
 - Failure to sign consent and chain-of-custody forms;

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- Failure to report to the testing site within the time allocated;
- Failure to cooperate with the testing personnel; and
- Failure to remain readily available for a post-accident test.
- Dilution or tampering with any sample used in the testing process

8) Failure to successfully complete any requirements of the evaluation and rehabilitation process required by the MAP/EAP.

2. Testing

The goal of the Drug-Free Workplace Policy is to provide help for our employees who have drug and alcohol problems while ensuring that our workplace is operating safely and efficiently. Testing for drugs and/or alcohol may be required, in certain circumstances, under this program. The methods used to determine the presence of alcohol and/or drugs shall be urine and/or breath testing.

The Company may require tests for the presence of illegal drugs and/or alcohol in an employee's system in the following circumstances:

- **Reasonable Suspicion Drug and/or Alcohol Testing**

The determination that reasonable suspicion exists must be made by a trained management representative, a trained Union foreperson and the trained Union Steward and must be based on specific, contemporaneous, articulable and documentable observations concerning the appearance, behavior, breath, smell or speech of the Employee.

- **Post-Accident Drug and/or Alcohol Testing**

Employees who are at fault in a job-related accident which results in injury to persons or serious damage to equipment or property, including accidents involving company vehicles, machinery and/or equipment, are required to take a post-accident drug and alcohol test. The employee must remain readily available at the medical facility, work site or site of the accident for the purpose of submitting to the drug and/or alcohol test.

- **No Random Drug and/or Alcohol Testing**

Employees will not be subject to random drug testing, except as may be provided by return-to-work conditions established by the MAP/ EAP.

- **Union Representation**

An employee may request that his/her job steward be present during any questioning in connection with the determination by the Company that drug or alcohol testing is to be required. If the job steward is not available, the employee may request that the alternate steward or another Union member be present

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3. Collection and Testing Procedures

The Company wants to ensure that the collection and testing procedures are conducted through a scientifically valid program to insure fairness, scientific accuracy and the highest integrity in the process. As such, the Company and Union adopt the Department of Transportation's (DOT) anti-drug and alcohol processes as contained in 49 C.F.R., Section 40. Under this program an independent DOT-approved laboratory will test by way of urine collection for the presence of five illegal drugs, namely, amphetamines, marijuana, cocaine, opiates (heroin) and phencyclidine (PCP). The laboratory will further test for the presence of alcohol by taking breath samples through the use of a DOT-approved Breathalyzer. Section 4, below, shall govern drug and alcohol violation rates. In addition, to insure fairness and integrity in the process, the DOT-approved collection and chain of custody procedures, Medical Review Officer review, Substance Abuse Professional review and split sample testing will also be adopted by Company as part of this program. A full description of these procedures is available from either the Company or the Union, at the employee's request.

- **Chain of Custody**

When a specimen is obtained, the container or test tube(s) will remain in full view of the Employee and must be sealed, labeled, and initialed by the Employee. From that time on the specimen container shall never be handled by any employee of the Company or Union Member.

- **Confidentiality**

Company managers and supervisors are to restrict communications concerning test results of this procedure to persons who have an absolute need to know. The test results are to be reported to an appointed manager or supervisor, and all files are to be kept confidential and locked in accordance with established procedures.

4. Evaluation and Violation Rates

All Employees will be tested based upon the following violation rate standards:

- **Alcohol** –BAC of .04% or above

- **Illegal Drugs**

Amphetamines	500	ng/ml	
Cocaine	150	ng/ml	
Marijuana		150	ng/ml
Opiates	2000	ng/ml	
Phencyclidine	25	ng/ml	

Any Employee who tests at or over these cutoff levels for drugs or alcohol or engages in any of the prohibited conduct as outlined in this Policy has violated this Policy.

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5. Consequences for Violation of this Policy

Except for conduct described in Section 6, "Grounds for Immediate Termination," an employee who violates this Policy shall be given the opportunity to enter into EAP/MAP recommended Continued Employment Agreement ("CEA"). The CEA will obligate the employee, as a condition of retaining his or her job to:

- Successfully complete treatment and counseling as prescribed by the MAP/EAP, including passage of a return-to-work drug and alcohol test;
- Abide by all Company employment policies and work rules, including, but not limited to, all provisions of the Drug-Free Workplace Policy, and
- Be subject to additional drug and alcohol tests during the period of the CEA, as determined by the MAP/EAP.

Any employee who violates any of the conditions of the CEA or fails a second drug or alcohol test may be automatically terminated from employment. An individual may approach the Union following termination, if he/she possesses an MAP/EAP recommendation and a timely successful passage of a return to work drug and alcohol test, to request that the Union set a meeting with the Employer to discuss the potential return to work of such individual.

6. Grounds for Immediate Termination

Engaging in the following conduct shall be grounds for immediate termination, although the Employer, in its discretion, may choose to impose different discipline, including referral to the MAP/EAP.

- Using, possessing, manufacturing, distributing or selling illegal drugs on all properties which the Company owns, leases or is under contract to use, on Company business, in Company-supplied vehicles or vehicles being used for Company business or during working hours;
- Possessing and/or storing unsealed containers of alcohol on Company property, in a Company-supplied vehicle or vehicle used for Company business or while on Company business;
- Operation of any machinery or equipment, including automobiles, while under the influence of illegal drugs or having a BAC of .04% or above in any test following the operation of such machinery, equipment, or vehicle;
- Refusing to cooperate fully in any aspect of the testing process or related procedures, as defined under Section 1, above;

7. Amendments

The JATC may make recommendations from time to time regarding amendments to this Policy. The parties shall give due consideration to such recommendations. Amendments may be made to this Policy only by mutual agreement of the parties who negotiated this P

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**APPENDIX E – WAGES/BENEFITS/EMPLOYER
CONTRIBUTIONS/DEDUCTIONS
See 9 Rate PDF's attached to this email**

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Trade Show and Convention Installer Agreement
Wages/ Benefits/Employer Contributions/Deductions
Effective April 1, 2015 to March 31, 2016
INSTALLER

Classification			Wages	Wages	Wages	Employer	Employer	Employer	Employer	Employer	Deduction	Deduction	Total Package
			38.65	7.0%	Rate	Contribution	Contribution	Contribution	Contribution	Contribution	Contribution	Administrative	Wages+Vac/Hol+Medical+
			Base Rate	Vac/Hol	+Vac/Hol	Medical	Pension	JATC	LMC	LMCI	Pac/Promo	Dues	Pension+JATC+LMC+LMCI
			<i>Per hour</i>		<i>Per hour</i>								
Journey person	A	ST	38.65	2.71	41.36	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	60.64
		OT	57.98	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	77.26
		DT	77.30	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	96.58
Foreperson	plus	11% ST	42.90	3.00	45.90	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	65.18
		OT	64.35	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	83.63
		DT	85.80	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	105.08
Lead/hightime Swing Stage Riggers	plus	10% ST	42.52	2.98	45.50	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	64.78
		OT	63.78	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	83.06
		DT	85.04	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	104.32
B List	70%	ST	27.06	na	na	11.80	6.65	0.71	0.09	0.03	na	\$1.00 per hour	46.34
		OT	40.59	na	na	11.80	6.65	0.71	0.09	0.03	na	\$1.00 per hour	59.87
		DT	54.12	na	na	11.80	6.65	0.71	0.09	0.03	na	\$1.00 per hour	73.40
C List	55%	ST	21.26	na	na	11.80	na	0.71	0.09	0.03	na	\$1.00 per hour	33.89
		OT	31.89	na	na	11.80	na	0.71	0.09	0.03	na	\$1.00 per hour	44.52
		DT	42.52	na	na	11.80	na	0.71	0.09	0.03	na	\$1.00 per hour	55.15

Trade Show and Convention Installer Agreement
Wages/ Benefits/Employer Contributions/Deductions
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INSTALLER

Classification	Wages	Wages	Wages	Employer Contribution	Deduction	Deduction	Total Package						
												39.75	7.0%
	Base Rate	Vac/Hol	+Vac/Hol										
Journeyperson	A	ST	39.75	2.78	42.53	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	62.41
		OT	59.63	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	79.51
		DT	79.50	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	99.38
Foreperson	plus	11% ST	44.12	3.09	47.21	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	67.09
		OT	66.18	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	86.06
		DT	88.24	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	108.12
Lead/nighttime	plus	10% ST	43.73	3.06	46.79	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	66.87
Swing Stage		OT	65.60	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	85.48
Riggers		DT	87.46	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	107.34
B List		70% ST	27.83	na	na	11.90	7.15	0.71	0.09	0.03	na	\$1.00 per hour	47.71
		OT	41.75	na	na	11.90	7.15	0.71	0.09	0.03	na	\$1.00 per hour	61.63
		DT	55.66	na	na	11.90	7.15	0.71	0.09	0.03	na	\$1.00 per hour	75.54
C List		55% ST	21.86	na	na	11.90	na	0.71	0.09	0.03	na	\$1.00 per hour	34.59
		OT	32.79	na	na	11.90	na	0.71	0.09	0.03	na	\$1.00 per hour	45.52
		DT	43.72	na	na	11.90	na	0.71	0.09	0.03	na	\$1.00 per hour	56.45

Trade Show and Convention Installer Agreement
Wages/ Benefits/Employer Contributions/Deductions
Effective April 1, 2017 to March 31, 2018
INSTALLER

Classification			Wages	Wages	Wages	Employer	Employer	Employer	Employer	Employer	Deduction	Deduction	Total Package
			40.55	7.0%	Rate	Contribution	Contribution	Contribution	Contribution	Contribution	Pac/Promo	Administrative	Wages+Vac/Hol+Medical+
			Base Rate	Vac/Hol	+Vac/Hol	Medical*	Pension*	JATC	LMC	LMCI		Dues	Pension+JATC+LMC+LMCI
			Per hour	Per hour	Per hour	Per hour	Per hour	Per hour	Per hour	Per hour	Per hour		Per hour
Journey person	A	ST	40.55	2.84	43.39	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	63.87
		OT	60.83	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	81.31
		DT	81.10	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	101.58
Foreperson	plus	11% ST	45.01	3.15	48.16	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	68.64
		OT	67.52	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	88.00
		DT	90.02	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	110.50
Lead/hightime Swing Stage Riggers	plus	10% ST	44.61	3.12	47.73	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	68.21
		OT	66.92	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	87.40
		DT	89.22	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	109.70
B List	70%	ST	28.39	na	na	12.00	7.65	0.71	0.09	0.03	na	\$1.00 per hour	48.87
		OT	42.59	na	na	12.00	7.65	0.71	0.09	0.03	na	\$1.00 per hour	63.07
		DT	56.78	na	na	12.00	7.65	0.71	0.09	0.03	na	\$1.00 per hour	77.26
C List	55%	ST	22.30	na	na	12.00	na	0.71	0.09	0.03	na	\$1.00 per hour	35.13
		OT	33.45	na	na	12.00	na	0.71	0.09	0.03	na	\$1.00 per hour	46.28
		DT	44.60	na	na	12.00	na	0.71	0.09	0.03	na	\$1.00 per hour	57.43

*** In the contract year beginning April 1, 2017: an additional \$.25 shall be available for either Health Insurance or Pension Benefits at the election of the Union. The Union shall give 30 days notice before any change in benefits allocation is made.**

Trade Show and Convention Installer Agreement
Wages/ Benefits/Employer Contributions/Deductions
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APPRENTICE

Classification	Level		Wages	Wages	Wages	Employer	Employer	Employer	Employer	Employer	Deduction	Deduction	Total Package
			38.65 Base Rate	7.0% Vac/Hol	Rate +Vac/Hol	Contribution Medical	Contribution Pension	Contribution JATC	Contribution LMC	Contribution LMCI	Pac/Promo	Administrative Dues	Wages+Vac/Hol+Medical+ Pension+JATC+LMC+LMCI
			<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>
Apprentice	1	60% ST	23.19	1.62	24.81	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	44.09
		OT	34.79	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	54.07
		DT	46.38	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	65.66
Apprentice	2	67% ST	25.90	1.81	27.71	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	46.99
		OT	38.85	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	58.13
		DT	51.80	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	71.08
Apprentice	3	74% ST	28.60	2.00	30.60	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	49.88
		OT	42.90	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	62.18
		DT	57.20	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	76.48
Apprentice	4	81% ST	31.31	2.19	33.50	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	52.78
		OT	46.97	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	66.25
		DT	62.62	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	81.90
Apprentice	5	88% ST	34.01	2.38	36.39	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	55.67
		OT	51.02	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	70.30
		DT	68.02	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	87.30
Apprentice	6	95% ST	36.72	2.57	39.29	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	58.57
		OT	55.08	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	74.36
		DT	73.44	na	na	11.80	6.65	0.71	0.09	0.03	0.05	(2% of gross pay)	92.72

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Classification	Level		Wages	Wages	Wages	Employer	Employer	Employer	Employer	Employer	Deduction	Deduction	Total Package
			39.75	7.0%	Rate	Contribution	Contribution	Contribution	Contribution	Contribution	Administrative	Wages+Vac/Hol+Medical+	
			Base Rate	Vac/Hol	+Vac/Hol	Medical	Pension	JATC	LMC	LMCI	Pac/Promo	Dues	Pension+JATC+LMC+LMCI
			<i>Per hour</i>	<i>Per hour</i>									
Apprentice	1	60% ST	23.85	1.67	25.52	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	45.40
		OT	35.78	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	55.66
		DT	47.70	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	67.58
Apprentice	2	67% ST	26.63	1.86	28.49	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	48.37
		OT	39.95	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	59.83
		DT	53.26	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	73.14
Apprentice	3	74% ST	29.42	2.06	31.48	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	51.36
		OT	44.13	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	64.01
		DT	58.84	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	78.72
Apprentice	4	81% ST	32.20	2.25	34.45	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	54.33
		OT	48.30	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	68.18
		DT	64.40	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	84.28
Apprentice	5	88% ST	34.98	2.45	37.43	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	57.31
		OT	52.47	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	72.35
		DT	69.96	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	89.84
Apprentice	6	95% ST	37.76	2.64	40.40	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	60.28
		OT	56.64	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	76.52
		DT	75.52	na	na	11.90	7.15	0.71	0.09	0.03	0.05	(2% of gross pay)	95.40

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Wages/ Benefits/Employer Contributions/Deductions
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Classification	Level		Wages			Employer Contribution	Deduction	Deduction	Total Package				
			40.55 Base Rate	7.0% Vac/Hol	Rate +Vac/Hol	Medical*	Pension*	JATC	LMC	LMCI	Pac/Promo	Administrative Dues	Wages+Vac/Hol+Medical+ Pension+JATC+LMC+LMCI
			<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	
Apprentice	1	60% ST	24.33	1.70	26.03	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	46.51
		OT	36.50	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	56.98
		DT	48.66	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	69.14
Apprentice	2	67% ST	27.17	1.90	29.07	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	49.55
		OT	40.76	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	61.24
		DT	54.34	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	74.82
Apprentice	3	74% ST	30.01	2.10	32.11	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	52.59
		OT	45.02	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	65.50
		DT	60.02	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	80.50
Apprentice	4	81% ST	32.85	2.30	35.15	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	55.63
		OT	49.28	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	69.76
		DT	65.70	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	86.18
Apprentice	5	88% ST	35.68	2.50	38.18	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	58.66
		OT	53.52	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	74.00
		DT	71.36	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	91.84
Apprentice	6	95% ST	38.52	2.70	41.22	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	61.70
		OT	57.78	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	78.26
		DT	77.04	na	na	12.00	7.65	0.71	0.09	0.03	0.05	(2% of gross pay)	97.52

* In the contract year beginning April 1, 2017: an additional \$.25 shall be available for either Health Insurance or Pension Benefits at the election of the Union. The Union shall give 30 days notice before any change in benefits allocation is made.

Trade Show and Convention Installer Agreement
Wages/ Benefits/Employer Contributions/Deductions
Effective April 1, 2015 to March 31, 2016
REGULAR

Classification	Wages			Employer	Employer	Employer	Employer	Employer	Deduction	Deduction	Total Package	
	41.21	7.0%	Rate	Contribution	Contribution	Contribution	Contribution	Contribution		Administrative	Wages+Medical+Pension	
	Base Rate	Vac/Hol	+Vac/Hol	Medical	Pension	JATC	LMC	LMCI	Pac/Promo	Dues	+JATC+LMC+LMCI	
	<i>Per hour</i>		<i>Per hour</i>									
Journeyperson	ST		na	na	10.55	5.85	0.71	0.09	0.03	0.05	(2% of gross pay)	58.44
	OT		na	na	10.55	5.85	0.71	0.09	0.03	0.05	(2% of gross pay)	79.05
	DT		na	na	10.55	5.85	0.71	0.09	0.03	0.05	(2% of gross pay)	99.65
Foreperson	plus	11%	ST	na	10.55	5.85	0.71	0.09	0.03	0.05	(2% of gross pay)	62.97
			OT	na	10.55	5.85	0.71	0.09	0.03	0.05	(2% of gross pay)	85.84
			DT	na	10.55	5.85	0.71	0.09	0.03	0.05	(2% of gross pay)	108.71
Lead/hightime	plus	10%	ST	na	10.55	5.85	0.71	0.09	0.03	0.05	(2% of gross pay)	62.56
Swing Stage			OT	na	10.55	5.85	0.71	0.09	0.03	0.05	(2% of gross pay)	85.23
Riggers			DT	na	10.55	5.85	0.71	0.09	0.03	0.05	(2% of gross pay)	107.89

Trade Show and Convention Installer Agreement
Wages/ Benefits/Employer Contributions/Deductions
Effective April 1, 2016 to March 31, 2017
REGULAR

Classification			Wages	Wages	Wages	Employer	Employer	Employer	Employer	Employer	Deduction	Deduction	Total Package	
			Base Rate	Vac/Hol	+Vac/Hol	Contribution	Contribution	Contribution	Contribution	Contribution	Pac/Promo	Administrative	Wages+Medical+Pension	
			Per hour	Per hour	Per hour	Medical	Pension	JATC	LMC	LMCI	Per hour	Dues	+JATC+LMC+LMCI	
Journey person	ST		42.31	na	na	10.65	6.35	0.71	0.09	0.03	0.05	(2% of gross pay)	60.14	
	OT		63.47	na	na	10.65	6.35	0.71	0.09	0.03	0.05	(2% of gross pay)	81.30	
	DT		84.62	na	na	10.65	6.35	0.71	0.09	0.03	0.05	(2% of gross pay)	102.45	
Foreperson	plus	11%	ST	46.96	na	na	10.65	6.35	0.71	0.09	0.03	0.05	(2% of gross pay)	64.79
			OT	70.44	na	na	10.65	6.35	0.71	0.09	0.03	0.05	(2% of gross pay)	88.27
			DT	93.92	na	na	10.65	6.35	0.71	0.09	0.03	0.05	(2% of gross pay)	111.75
Lead/nighttime Swing Stage Riggers	plus	10%	ST	46.54	na	na	10.65	6.35	0.71	0.09	0.03	0.05	(2% of gross pay)	64.37
			OT	69.81	na	na	10.65	6.35	0.71	0.09	0.03	0.05	(2% of gross pay)	87.64
			DT	93.08	na	na	10.65	6.35	0.71	0.09	0.03	0.05	(2% of gross pay)	110.91

Trade Show and Convention Installer Agreement
Wages/ Benefits/Employer Contributions/Deductions
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REGULAR

Classification	Wages			Employer	Employer	Employer	Employer	Employer	Deduction	Deduction	Total Package	
	43.11	7.0%	Rate	Contribution	Contribution	Contribution	Contribution	Contribution	Pac/Promo	Administrative	Wages+Medical+Pension	
	Base Rate	Vac/Hol	+Vac/Hol	Medical*	Pension*	JATC	LMC	LMCI		Dues	+JATC+LMC+LMCI	
	Per hour	Per hour	Per hour	Per hour	Per hour	Per hour	Per hour	Per hour	Per hour		Per hour	
Journey person	ST	43.11	na	na	10.75	6.85	0.71	0.09	0.03	0.05	(2% of gross pay)	61.54
	OT	64.67	na	na	10.75	6.85	0.71	0.09	0.03	0.05	(2% of gross pay)	83.10
	DT	86.22	na	na	10.75	6.85	0.71	0.09	0.03	0.05	(2% of gross pay)	104.65
Foreperson	plus 11% ST	47.85	na	na	10.75	6.85	0.71	0.09	0.03	0.05	(2% of gross pay)	66.28
	OT	71.78	na	na	10.75	6.85	0.71	0.09	0.03	0.05	(2% of gross pay)	90.21
	DT	95.70	na	na	10.75	6.85	0.71	0.09	0.03	0.05	(2% of gross pay)	114.13
Lead/hightime Swing Stage Riggers	plus 10% ST	47.42	na	na	10.75	6.85	0.71	0.09	0.03	0.05	(2% of gross pay)	65.85
	OT	71.13	na	na	10.75	6.85	0.71	0.09	0.03	0.05	(2% of gross pay)	89.56
	DT	94.84	na	na	10.75	6.85	0.71	0.09	0.03	0.05	(2% of gross pay)	113.27

* In the contract year beginning April 1, 2017: an additional \$.25 shall be available for either Health Insurance or Pension Benefits at the election of the Union. The Union shall give 30 days notice before any change in benefits allocation is made.

Attachment 12

Collective Bargaining Agreement
between Mira Mobile Television, Inc.
and KELLEYCORE, and the
International Alliance of Theatrical Stage
Employees, Moving Picture Technicians,
Artists, and Allied Crafts of the United
States, Its Territories and Canada, AFL-
CIO, CLC and its Local 119 / Bay Area
Freelance Association

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This Agreement is made and entered into as of the last date executed below by the parties to the Agreement and shall be deemed effective pursuant to paragraph 29, below. **The parties to the Agreement are MIRA Mobile Television, Inc. (MIRA), and KELLEYCORE d/b/a SAMMCO, Collectively referred to as "Employer" and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and Allied Crafts of the United States, Its Territories, and Canada, AFL-CIO, CLC, and its Local 119 / Bay Area Freelance Association (BAFA), all collectively representing employees subject to this Agreement and hereafter referred to as "IATSE" or "Union".**

1. Recognition, Jurisdiction, and Application of Agreement

1.1. The Employer hereby recognizes IATSE as the sole and exclusive bargaining representative and agent for all freelance employees in the job classifications described below in connection with live broadcasting or recording of events in Northern California.

1.2. Inclusions: Technical Director (TD), Audio Mixer (A1), Audio Assistant (A2), Specialty Microphone Operator (A3), Video Controller (V1), Assistant Video Controller (V2), Video Tape Operator (VTR), Digital Disk Recorder Operator (DDR), Camera Operator (Directly or Remotely Operated), Utility Technician, Radar Gun Operator, Graphics Coordinator, Graphics Operator, Stage Manager, Assistant Director (Phone AD, Tape AD), Time Out Coordinator (Red Hat TOC), Score Box Operator, Statistician (Stat), Runners, Trainees and others who are in similar technical crew positions. Such covered individuals are referred to herein as the "employees".

1.3. Exclusions: All other persons and categories are excluded, such as mobile unit engineering personnel, maintenance personnel (e.g., Maintenance Engineers), transportation personnel (e.g., Drivers, Driver-Technicians) clerical personnel (e.g., Messengers), management/supervisory personnel (e.g. Unit Managers, Technical Managers), and security personnel.

1.4. The Agreement shall be applicable to all employees working in Northern California to perform work on sporting events within the job classifications or categories contained herein. For non-sporting events subject to this Agreement the Employer shall meet and confer with a designated representative of the IATSE to determine rates of pay, working conditions and other conditions specifically related to that event. The wage scales and working condition provisions of this Agreement shall be minimums and employees shall not be precluded from obtaining "better conditions" than those outlined in this Agreement. Any employee enjoying such better conditions shall not have their wages or working conditions reduced as a consequence of this Agreement.

1.5. It is understood that the business of MIRA is to provide mobile remote production equipment and/or related services to its client television broadcast/transmission companies pursuant to the request of the client companies. Client companies determine the nature and extent of the labor services. All parties understand that SAMMCO is in the business of acting as a facilitator for assembling the labor necessary for MIRA to

successfully meet its Client company contractual obligations, receiving wage payments from MIRA for the employees working on Client company contracts, generating payroll reports consistent with this Agreement and properly administering the payroll to the employees based on the terms of this agreement, which includes properly withholding all applicable taxes, proper deductions and union dues.

1.6. Listing of the above classifications is not intended to create individual or collective, exclusive jurisdictions, staffing requirements or manning requirements. There is full interchange of duties and cooperation among the crew, and also between the crew and other personnel who are involved in or responsible for the production.

2. Union Security

2.1. Within thirty (30) calendar days of initial hire of any employee covered by this Agreement, SAMMCO shall notify Local 119 of the name, address, social security number, date of hire, classification, dates of employment and gross wages earned by each employee on an ongoing basis. Any employee who is engaged by the Employer within the above-described bargaining unit for a cumulative (may be non-consecutive) total of thirty (30) actual work days within any two consecutive calendar years is required, as a condition of continued employment, to meet the financial obligations of Union membership in Local 119, such amount not to exceed the amount of dues and initiation fees normally required by Local 119 for members. Any employee who fails to comply with the above obligations within two weeks after having received an appropriate written notice of delinquency from the Union (with copy to the Employer) shall be deemed ineligible for future engagements by the Employer. Written Notice of such ineligibility shall be given by the Union to MIRA and SAMMCO, with a copy to the employee.

2.2. The Employer agrees that it will deduct Union dues payments from all wages earned by employees covered by this Agreement. All parties understand and agree that SAMMCO shall be responsible for making the deductions as part of its obligation to administer payroll for the employees. Local 119 shall notify SAMMCO of the percentage of gross wages owed, and will maintain a signed dues deduction authorization form for each employee. Local 119 will make such authorizations available to the Employer effective with the start date of this Agreement, and thereafter on an annual basis. Local 119 will also submit to the Employer, on an ongoing basis, a list of all employees who have chosen to withdraw their authorization of said check-off forms.

2.3. The foregoing obligations are to be interpreted and applied consistent with applicable law. IATSE Local 119 shall indemnify and hold harmless against any claims or liability arising from the Employer's compliance with any request to terminate an employee pursuant to paragraph (A) above. IATSE shall also indemnify and hold MIRA harmless against any claims or liability arising from the Employer's obligation to deduct union dues from employees' wages based on the information from IATSE in SAMMCO's possession at the time SAMMCO makes the payroll deduction.

2.4. The Employer may not subcontract with third parties for the performance of work within the scope of this Agreement unless, the Employer and Union determine that insufficient qualified freelancers are available in the market, or special skills or equipment is needed and cannot be supplied by the Employer. Thirty (30) days prior to implementing

substantive changes in past practices with respect to staffing/manning requirements or to subcontracting the Employer shall give notice of such intended changes and the opportunity to discuss the situation with IATSE prior to implementation. The requirements of this paragraph are not applicable to subcontracting caused by equipment limitations.

3. Management Rights

3.1 The Union recognizes the Employer's inherent and traditional right to manage their business, to direct the work force needed to adequately and properly staff the client company contracts, and to establish and modify the terms and conditions of the employee's employment, except as such right is expressly limited by specific provisions of this Agreement. The exercise of these management rights is vested exclusively with the Employer in order to satisfy their individual business obligations as those obligations relate to this Agreement. All matters not specifically and expressly controlled by language of this Agreement may be administered for its duration by the Employer in accordance with such policy or procedure as MIRA and SAMMCO from time to time may determine is applicable to their own individual business needs.

3.2 Specifically, and without limiting the generality of the foregoing, the Employer has the sole exclusive right:

3.2.1 To hire, suspend, transfer, promote, demote and discipline employees and to maintain and improve their discipline and efficiency;

3.2.2 To lay-off, terminate, or otherwise relieve employees from duty;

3.2.3 To eliminate, change or consolidate jobs;

3.2.4 To install new jobs;

3.2.5 To direct the method and process of doing work, and to introduce new and improved work methods or equipment;

3.2.6 To determine the location where work is to be performed;

3.2.7 To determine the starting and quitting times, the time for lunch and rest breaks, the number of hours to be worked, and the workweek;

3.2.8 To make and modify rules and regulations that the Employer deems necessary for the conduct of its business and to require their observance.

4. Hiring

4.1. To the extent that the Employer is in need of qualified persons to perform work covered by this Agreement, it will give preference of employment to employees registered for work with the Union.

4.2. The Union shall maintain a hire list based on fair and equal criteria applied uniformly to each registrant.

4.3. The Employer and the Union agree that qualified, experienced personnel shall staff all positions, unless training arrangements have been made in advance.

4.4. In the event the client company makes a specific request for an individual, that individual shall be (if available) dispatched to that job regardless of the employee's position on the hire list.

4.5. If a person is moved within or removed from a Client/Employers' request list, the employee shall be notified of such change within ten days from the receipt of such list. The Employer shall notify all client companies that all requests for assignment of specific employees shall be sent to the Employer and the Union's Business Agent, or designee, in writing. The Union's Business Agent or designee shall contact the effected employee of any substantive change as it relates to a change in placement on a client/employer request list.

4.6. Any employee filling a position, for a NCAA division 1 event or above, in which they were called by name, shall be paid not less than the highest contract scale for that position.

4.7. Employees who are hired and transported into the jurisdiction covered by this Agreement by a visiting production, as part of their core crew, shall not be required to be listed on the Local 119's Preference of Employment list and shall not be considered non-compliant hires.

4.8. The Union agrees that it is and will continue to be an open union and that it will keep its membership roles open and will admit to membership all eligible employees engaged by the Employer. The Union agrees not to impose any fees in excess of the maximum fees required of members of the Union upon eligible employees of the Employer who wish to join the Union or wish to be represented by the Union.

4.9. If an employee has been offered an event to work and the employee confirms that assignment, the employee may not cancel unless a mutually satisfactory replacement is found. It is the responsibility of the employee to find the replacement. This article shall not apply to cancellations due to medical or other emergency. If the Employer agrees to accept responsibility for the substitution, no further action is required on behalf of the employee.

5. Discipline and Discharge

5.1. Employees are subject to the Employer Policies outlined in either the SAMMCO Employee Standards and Practices Manual, or MIRA's employee handbooks where applicable and to the extent one exists. A copy of such handbooks will be published and distributed to each employee covered by this agreement.

5.2. The Employer maintains the right to make and modify (through the Labor Management Committee) reasonable work and conduct rules and require their observance.

5.3 Employees may be disciplined, up to and including suspension of duties. The Employer shall send a "Notice of Discipline Letter" to the Union for infraction of the Employer's rules including, but not limited to the following:

- Abusive or inappropriate behavior to include harassment
- Not working effectively with other crew members
- Not working effectively with Employer client representatives
- Excessive cancellation (outside of stated policy)
- Failure to arrive on time and ready to work

5.4 Employees may be terminated by the Employer by sending a "Do Not Dispatch Letter" to the Union for serious or repeated infractions of the applicable Employer's rules including but not limited to the following:

- Violation of the Employer's Drug and Alcohol Policy
- Violent or abusive behavior to include harassment
- Excessive Tardiness
- Stealing or Theft of any kind
- Willful destruction of property
- Revocation of the individual's facility credential (for that building only)
- Not performing work as assigned.

5.5 The Union agrees that the issuance of "Do Not Dispatch" and/or "Notice of Discipline" letter remains within the discretion of MIRA or SAMMCO's as the specific basis for the letter dictates. However, no employee shall be disciplined or discharged without just cause. Prior to issuance of either letter referred to above; the applicable Employer will have a minimum of one meeting with the employee to discuss job performance concerns. The employee shall have the right to have a Union Representative present at such meeting.

6. No Discrimination

6.1 The Employer and IATSE agree that in applying the terms of this Agreement there will be no unlawful discrimination based upon race, color, religion, gender, sexual orientation, age, national origin, or other protected status as a matter of state, federal or local law.

7. No Strike, No Lock Out

7.1 During the term of this Agreement, there shall be no strikes by the Union, or Lockout of employees by the Employer. It shall be understood by and between all parties to this Agreement that the refusal by an employee to cross a lawful picket line sanctioned by the IATSE International President shall not constitute a cancellation as defined by Section 4.9 of this Agreement and shall not be cause for discipline under this Agreement.

8. Stewards

8.1 The Union may appoint one Steward for each production. No Steward shall be subject to penalty, discipline, layoff, or discharge for any act in the performance of his/her duties as Steward and acting by the authority of the Union, provided he/she continues to perform his/her job responsibilities in an acceptable manner.

9. Access

9.1 Representatives of the Union shall be permitted reasonable access to all sites where persons covered by this Agreement are performing services. The Employer is not responsible for restricted admittance policies, but will use its best efforts to assist Union Representatives to obtain access.

10. Grievance and Arbitration

10.1. In the event that the IATSE or the Employer contends that a provision of this Agreement has been violated, the following procedures shall be applicable:

10.1.1. Within ten (10) business days of the time the party bringing the grievance forward knew (or reasonably should have known) of the event giving rise to the grievance, the grieving party must give written notice to the other party of the claim.

10.1.2 A representative of the IATSE and a designated representative of MIRA, SAMMCO, or both as is applicable to the specific grievance, shall, within ten (10) business days after service of notice of the claim, meet and discuss the matter and attempt to effect a settlement of said controversy or dispute. Any agreement arrived at by such representatives shall be final and binding on those parties.

10.1.3 In the event that such controversy or dispute is not settled by the parties within twenty (20) working days after the notice is given pursuant to paragraph (1) above, or within ten business days after any meeting referred to in paragraph (2) above, then such controversy or dispute may be submitted to arbitration. The demand for arbitration must be made in writing no later than forty (40) business days after written notice referred to in paragraph (1) above. Each party shall bear half the cost of the arbitrator's fees and expenses.

10.1.4 Unless the parties have otherwise agreed upon an arbitrator, the arbitrator shall be selected from a list obtained from the American Arbitration Association by alternate striking of names, with the Union going first.

10.2. Processing a claim or discussing its merits shall not be considered a waiver of a defense that the matter is not subject to arbitration under this Agreement, or that it should be denied for reasons which do not go to the merits.

10.3. The arbitrator shall have no power to modify, add to, or subtract from the terms of this Agreement, but shall only determine whether the Agreement has been violated in the manner alleged in the grievance, and, if so, what the remedy should be within the meaning of the Agreement.

10.4. The applicable employer party is not bound by any past practices or understandings except to the extent such past practices or understandings are specifically stated in this Agreement. Past practice may be used in interpreting or applying an express term of this Agreement, but shall not be used to add or modify the express terms of the Agreement.

10.5. The decision of the Arbitrator, within the limits indicated above, shall be final and binding upon all parties.

10.6. The grievance and arbitration procedure is to be the sole and exclusive remedy for any claim or controversy arising out of this Agreement between parties and their members or employees.

10.7. If a grievance is not processed at any stage in accordance with stated time limits, it shall be deemed withdrawn. All time limits are subject to extension, but only by mutual written agreement.

11. Minimum Conditions

11.1. Wages: The minimum wage rates shall be as outlined in "APPENDIX A"

11.2. Work Day: A regular work day shall be computed by totaling the number of hours between the times an employee reports to work and the time the employee is dismissed by the Employer representative on site at the end of such work day, including meal periods.

11.3. Performance Period: The performance period shall consist of a period of four (4) hours beginning at the scheduled broadcast or actual broadcast time, whichever is earlier. It shall end when the broadcast goes "off air". If this period exceeds the four (4) hour window employees shall be compensated a premium equal to his/her straight time hourly rate until the end of the broadcast. Time shall be counted in one half (1/2) hour increments. Broadcast shall constitute both traditional methods and any other new form of transmission including the internet. The Employer shall not use this provision to break part of the crew. Time shall be counted in one half (1/2) hour increments. A full one (1) hour meal period shall reset the performance window.

11.4. 10-hour minimum call: All employees reporting to work shall be guaranteed at least ten hours of paid work.

11.5. Work Week: The work week is currently defined as Monday through Sunday. The work week may be amended from time to time, not to exceed two times per calendar year, upon a thirty day notification to the Union. If any party wishes to discuss this provision, such meeting will occur within the thirty day notification period.

11.6. Overtime:

11.6.1. Employees shall receive overtime of one and one-half (1 1/2) times their regular rate for all actual work in excess of eight (8) hours in any work day (does not include paid meal period) or any actual hours worked in excess of forty (40) straight time hours in any work week.

11.6.2. Employees shall receive overtime of two (2) times their regular rate for all actual work in excess of twelve (12) elapsed hours from his/her "in time" on any workday or for all hours worked in excess of ten (10) on the 7th consecutive day in a work week.

11.7. Replacing Employees: If an employee has a confirmed assignment the employee shall not be replaced nor have his/her call time changed, (unless otherwise agreed to in this document) to avoid the payment of premiums or penalties.

11.8. Pyramiding of Overtime: It is specifically understood that there shall be no pyramiding of overtime pay made under any provisions of this Agreement.

11.9. Sign In/Sign Out: The parties agree to research technologies to enable accurate recording of employee in and out times. Such technology will be implemented by mutual agreement of the parties. Cost of agreed upon technology will be the shared financial responsibility of MIRA and SAMMCO.

11.10 All overtime, premiums and penalties must be pre-approved by an Employer Representative or Designee on site, before overtime, premiums or penalties are incurred.

12. Multiple Events:

12.1 From time to time, because of the diverse nature of production done under this section, the Employer and the Union, by mutual consent, may modify the requirements of this section. Any Employee booked under a modification of this Section shall be notified at the time of booking of such "special" or modified provision.

12.2. Employees scheduled a Multiple Event for two different customer clients or rights holders under this Agreement shall be paid two (2) ten (10) hour minimum calls

12.3. A Multiple Event that requires the patron to purchase two separate admissions shall be paid as two (2) minimum calls regardless of the client.

12.4. Production Employees: except Tape ADs, Graphics, and Graphics Coordinators, all employees covered by this Agreement and working an event shall be compensated for each separate event regardless of the client.

12.5. Employees who are engaged for two (2) separate events in the same day shall be paid at least two (2) minimum calls.

12.6. A nutritionally balanced meal shall be provided for those employees unable to take a break.

13. Meal Periods:

13.1. All meal periods shall be compensated and will be one (1) hour in length. The meal period shall be scheduled as near to the midpoint in the workday as possible.

13.2. All employees first meal break shall be within six (6) elapsed hours from his/her "in" time, or return to work from a previous meal period. If a meal break is not given by the sixth (6th) hour the employee shall be paid one (1) hour at their time and one-half (1 ½) rate.

13.3. Meal periods shall begin and end at the truck compound or other designated gathering location for an event covered by this Agreement.

13.4. In the event that the Employer elects to cater meals on site, the meals will be nutritionally balanced and appropriate to the time of day. The Employer will arrange for food to be served in a comfortable space that is out of the weather.

13.5. In the event that the Employer does not elect to cater meals on site, and restaurant facilities are remote, crewmembers shall be given an extended meal period for travel. Crewmembers may take an off-site meal break.

13.6. If an employee works six (6) hours from his/her return to work from the first (1st) meal, in addition to premium pay, a second one (1) hour meal break shall be due.

13.7. If at the time a second meal is due, the crew is engaged in the wrap of the show, or within 30 minutes of being dismissed for the day, the second meal shall be waived and employees shall be compensated for an extra 30 minutes at their prevailing wage.

14. Rest Periods:

14.1. All employees shall be granted at least two (2) 10-minute breaks plus a meal break during a ten-hour shift.

14.2. There shall be a 10-minute rest period as close to the mid-point in the set up period as possible. The second break shall come at the end of the broadcast period, before the tear down begins.

14.3. Employees shall be given ten (10) continuous hours off between the time of dismissal and reporting for the next day's work, if both shifts are for the same client/rights-holder. If the client/rights-holder is different, all attempts shall be made to give ten (10) continuous hours off between shifts, but no penalty shall be due. This rule shall apply to employees traveling from one assignment to another, unless early travel is at the employee's request and later arrangements are available. If less than ten (10) hours in between calls are given the employee and the Employer shall mutually agree to one of the following

remedies:

14.3.1. A premium of one and one half (1 1/2) times the employee's base hourly rate shall be paid for hours invading the ten (10) hour rest break.

14.3.2. The Employer shall provide single rooms in nearby housing.

14.3.3. Transportation to or from home, the event location, or the airport.

14.3.4. The Employer can give an adjusted call time. The adjusted call time will also count as the employee's "in" time for the day.

14.4. Employees that must travel after working shall be given adequate time and appropriate facilities in which to clean up before traveling whenever practical to do so.

15. Canceled Calls:

15.1. If the Employer cancels an assignment of a previously booked employee due to an entire event or broadcast of a show being canceled, he/she shall be compensated on the same basis as the Employer's cancellation policy as stated in its vendor contract, to the extent the Employer can collect from the client after making good faith attempts to do so. The Employer will produce a copy of the contract cancellation clause of its agreement for any event in question.

If the entire event is not canceled, the employee shall be compensated one half (1/2) of his/her day rate for less than 3 calendar day's notice, and a full day rate for less than 2 calendar day's notice. In order to allow for SAMMCO to notify cancelled crew members in a timely manner, cancelled show notification needs to be received by SAMMCO via direct phone call with email back up by 2:00pm pt on the day prior to cancellation pay going into effect. If the employer offers the employee another job during that same time period, no additional fee shall be due as long as the job compensation and circumstances relating to that job are equal to the cancelled call.

Example: If a show is on Saturday: Cancelled on Wednesday by 2:00pm pt, no cost to client. Thursday by 2:00pm pt, 1/2 pay for crew member cancelled. Friday & Saturday full pay for crew member cancelled

Employees who are engaged for post season "if necessary" games, shall be notified of such status when booked. Employees may be canceled from such events inside the cancellation compensation window without additional compensation if the game becomes "unnecessary" and is not played.

15.2. Force Majeure. In the event that operations are temporarily curtailed in whole or in part as a result of a force majeure, neither party shall be liable in damages for any delay or default in performing hereunder if such delay or default is caused by conditions beyond its control including, but not limited to Acts of God, strikes, wars, riots, or events which frustrate the purpose of the client contract or make it impossible to continue operations.

16. Parking:

16.1. Employee parking shall be arranged for all events.

16.2. If an employee must pay for securing such parking, the maximum fee shall be arranged ahead of time.

16.3. The Employer agrees to pay the cost of parking at the Employees' Lot for all events held at the venue now known as AT&T Park.

16.4. Receipts for parking must be submitted within thirty (30) days of the actual event for reimbursement. No reimbursement will be honored if the employee fails to submit a parking receipt within ninety (90) days of the actual event. Receipt must be accompanied by documentation of the name of the employee, date of the event, the client worked for and the total amount paid. The Employer shall not be obligated to pay for any parking without a receipt and the necessary documentation.

16.5. Where parking is located in remote locations the Employer shall provide for the security of freelancers traveling to and from their vehicles.

16.6. When an employee has accepted a package of events, parking passes and credentials will be issued ahead of time for those events when possible. To insure that all crewmembers are afforded access to parking and ingress to the work site, credentials or crew lists are to be made available to security personnel at parking entrances and/or site entrances.

17. Holidays:

17.1 The following shall be deemed holidays, irrespective of the day of the week on which the holiday may fall: New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas. Christmas and New Year's Holiday shall start at 6 p.m. the day proceeding the holiday and end on midnight at the end of the actual holiday.

17.2 If an employee is engaged to work or travel on any of the holidays listed above, the employee will be compensated at the rate of one and one-half (1 1/2) times his/her applicable rate of pay for the daily guarantee. Employees shall be paid two (2) times their base rate of pay for all hours worked in excess of the minimum guarantee.

18. Payment of Wages:

18.1 The parties to this Agreement understand and agree that both MIRA and SAMMCO are employers. Each employer has a separate and distinct function in the broadcasting industry and each has agreed to be an Employer under this agreement in order to facilitate the use of a single labor pool. Under this Agreement, except where expressly authorized otherwise, the parties understand and agree that MIRA forwards all gross wages earned by employees to SAMMCO. Upon receipt of the gross wages from MIRA, SAMMCO shall be responsible for all payroll activities including providing to each employee a detailed payroll receipt that includes benefits wages and all applicable

withholdings for that pay period. Employees shall be paid no less than twice monthly. Employees shall be paid no less than twice monthly "as follows: Work performed by employees between the 1st and 15th, inclusive, of each calendar month, shall be paid the 15th of the following month. Work performed by employees between the 16th and last day, inclusive, of each month, shall be paid by the last day of the following month."

18.2 All parties understand and agree that MIRA shall be responsible for payment of all gross wages earned under this Agreement until those gross wages are passed to SAMMCO. Once the gross wages earned under this Agreement are passed to SAMMCO, employees and their union shall look exclusively to SAMMCO for payment of unpaid wages, penalties, fees and any liability arising out of SAMMCO's payroll practices or failure to pay earned wages.

19. Crafts:

19.1. Technical Directors

19.1.1. The base rate for a Technical Director shall include operation of a switcher, still store, DVE's for replay and/or clock positions.

19.1.2. If during the life of the contract new technology or equipment are added, the TD Peer Review Committee shall meet with the MIRA to determine if any additional compensation is warranted

19.2. Video Controller

19.2.1. Definitions:

19.2.1.1. A "manned" camera is a camera that is pointed, moved, zoomed or focused by an operator either by manual or robotic means during a production. For the purpose of the "manned" camera count, the number of robotic camera operators shall be used to determine the number of "manned" robotic cameras.

19.2.1.2. A "booth/scoreboard" camera is a camera that's used for the exclusive purposes of shooting talent in an announce booth environment, graphics in an announce booth, and may also be used to shoot a scoreboard or clock when it is not shooting announce talent.

19.2.1.3. A "clock camera" is a camera that's sole use during a production is to shoot a clock or scoreboard.

19.2.1.4. A "POV" camera is an unmanned camera that doesn't move after its initial set-up and shoots anything other than a clock or scoreboard.

19.2.2. Base Rate:

19.2.2.1. Video Operator's will shade/paint, etc., up to 6 manned cameras, a booth camera, and up to 2 clock cameras.

19.2.3. Additional Charges:

19.2.3.1. A Video Operator shall be compensated an additional \$46.24 (2015 - \$47.16, 2016 - \$ 48.10) per camera for manipulating / shading, etc. more than 6 cameras, whether they be manned or POV type cameras.

19.2.3.2. If a Robotic Camera Operator is operating 2 cameras, only one shall count as manned. The second shall be considered a "POV".

19.2.3.3. Video Operators will not count clock or booth cameras in the total amount of cameras under their control nor charge extra for them.

19.2.3.4. If a show has more than eight (8) manned cameras, there shall be a qualified second Video Operator hired. If a qualified second Video Operator is hired the additional charges for extra cameras are voided.

19.2.3.5. If more than two (2), 10 way coax mults and 8 triax cables (i.e. 1 truck to truck mult, 1 truck to facility I/O mult, 7 cameras and a spare) are used, or if the cable must be flown over trucks or other obstacles, a dedicated Utility Worker shall be engaged. If a 2nd video person has been engaged, there will not be a need to hire an additional dedicated Utility Worker.

19.3. Audio:

19.3.1. At least 2 Audio Assistants shall be engaged for a production under any of the following conditions;

1. On productions utilizing RF audio equipment, one (1) Audio Assistant shall be R.F. equipment qualified.

2. On a show where there are 2 or more "on camera" positions used at the same time, the company shall engage at least two Assistant Audio Technicians. Where a show utilizes more than 2 on camera locations, other than a standard booth, with a location being defined as maximum 2 microphones, 2 IFB's and 1 PL, shall engage at least two Assistant Audio Technicians

19.3.2. Specialty Microphone Operators shall report to work 4 hours before airtime and be released at the end of the day by the A-1.

19.3.3. Audio Assistants shall not be asked to perform the duties of the Stage Manager, or operate cameras

19.3.4. The crew call for Audio Department shall be a minimum of six (6) hours before air time, except on lay over days. This requirement may be waived if agreement is reached beforehand with the AI on the production and the Union's Business Agent.

19.4. Camera:

19.4.1. An additional \$ 99.09 (2015 -\$101.07, 2016 - \$103.10) shall be paid for camera operation in any E.F.P. /E.N.G. shoot at a remote site

19.4.2. An additional \$6.63 (2015 - \$6.81, 2016 - \$7.02) per hour shall be paid for operating a hand held camera. If an employee is asked to operate more than twenty (20) minutes in a shift the employee shall receive this premium pay for all hours worked.

19.4.3. Each Hand Held Operator will have an Employer engaged Utility Worker assigned to them, except when the handheld camera is in a location that it cannot move during the event

19.4.4 RF Handheld Camera Operators shall receive the ENG/BFP rate addition, no additional increase for hand held operation shall be due.

19.4.5 Ultra-Mo Camera Operators shall receive an additional \$3.03 per hour (2015 - \$3.09, 2016 - \$3.15).

19.5. Robotic Cameras:

19.5.1. Robotic Camera Operators shall receive a call time six (6) hours before air time, with the exception of lay over dates. This requirement may be changed with agreement beforehand of the robotic camera operator on the production and the Union's Business Agent.

19.5.2. Venues that require extensive rigging and cable runs require a set-up day.

19.5.3. Robotic Camera Operators shall not be required to operate more than two cameras at any one time.

19.5.4. Robotic Camera Operators are not responsible for setting up POV or clock cameras and shall not be required to run other cameras.

19.6. Capture and playback:

19.6.1. An additional \$66.01 (2015- \$ 67.33, 2016 - \$68.68) shall be paid for operating each additional videotape machine that requires attention during the show.

19.6.2. Operators shall not be assigned to run more than 2 machines for replay purposes or commercial playback at any time. This can include one extra machine for the purpose of "hot load", running billboards, promos and backgrounds at no additional charge, not to be used for editing or recording during the shift.

19.6.3. Tape machines and DDR or equivalent equipment shall be installed in the truck or "out boarded" before the start of the crew call.

19.6.4. .VTR operator engaged in the operation of a second controller to control

an "Ultra-Mo" or equivalent system shall be paid an additional \$3.03 per hour (2015 - \$3.09, 2016 - \$3.15) for operation of the second controller. This does not preclude said VTR operator from controlling a second output channel and receiving the additional VTR premium mentioned in 19.6.1.

19.6.5. VCRs, Digital Recording Devices, DVC Pro Decks, DVDs, Laptop editors, or comparable equipment, are all considered Tape or DDR machines. These machines can be used as a straight playback or recording devices. Using them for isolation record and play back shall constitute an on-air machine.

19.6.6. The EVS LSM R/O, MaxS (and comparable DDR equipment) will be operated as a two input/two output replay device, compensated at the same rate as a tape operator with the extra machine premium.

19.6.7. The MaxS (or equivalent equipment) operator(s) will not be required to build any playlists or packages. Clip management will be limited to that required to archive plays during the event, or to feed clips to another DDR device.

19.6.8. If the EVS LSM R/O, MaxS system is upgraded at a future date, incorporating playlist software (other than that used to melt all clips at the end of an event), the operator would be compensated at the higher DDR rate.

19.6.9. Other than to reasonable load pre-game and melt post-game footage, A DDR Operator will not be required to hot operate a tape machine. Client production personnel may operate record and playback devices to assist pre and post-game, but will not operate recording/playback equipment during a telecast.

19.7. Digital Disk Recorder:

19.7.1. 2 channel DDR – 1 specific equipment qualified operator

19.7.2. 4 channel DDR – 1 specific equipment qualified operator

19.7.3. 6 channel DDR – 2 specific equipment qualified operators

19.7.5. Client may use one (1) six channel DDR per show with one (1) DDR operator. If a six channel DDR is used with one operator that show is also required to hire a second Videotape/DDR operator. An additional \$66.01 (2015- \$67.33, 2016 - \$68.68) shall be paid for operating a six-channel DDR.

19.8. Graphics:

19.8.1. If no Graphic Coordinator is hired, the operator shall be compensated an additional \$128.27 (2015 - \$130.83, 2016 - \$133.45).

19.8.2. An additional fee applies for extra design work, animation, font creation on the truck (on site). Approval for this charge must be arranged with the company before billing the client.

19.8.3. If during the life of the contract new graphic related technology or equipment are added to a live show the Graphic Operator and or the Graphic coordinators peer review committee shall meet with the Employers to determine if any additional compensation is warranted.

19.8.4. Every attempt shall be made to notify Graphics Operators at time of booking by the crewing service when there isn't going to be a Graphics Coordinator for a show.

19.8.5. Score Box Operator: Shall work under the direction of the Producer and Director to implement his/her instructions for providing score box computer operations. The Score Box Operator shall have the required skills to setup and operate the required computer; input statistics and graphics elements (manually or via download); and operate/perform other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities. Additional skills include, but are not limited to: setup and troubleshooting of radar/speed gun.

19.8.6 Score box Operator: If the score box is used as the sole graphic device on a production (i.e. - no other graphic device being used on-air), and is being utilized to perform functions more extensive than those customary for the score box, the operator will then be compensated at the graphics operator rate.

19.8.7 A Score Box Operator shall not be required to download or update information for a client company other than one the operator is dispatched to work for.

19.8.8 Score Box Operator: Employees working in this classification shall be guaranteed ten hours of pay at the base hourly rate as stated in Appendix A. The call time shall be set at three (3) hours before the game/event start time. Any employee called to work before three hours shall be paid at time and one half (1 ½ x) the employee's base hourly wage until three (3) hours before the game/event start time.

19.9. Production:

19.9.1. Phone Assistant Director: Employees working in this job classification shall be guaranteed ten hours of pay based on the rates as stated in Appendix A. the call time shall be set at 3 hours before the game/event start time. Any employee called to work before three hours shall be paid at time and one half (1 ½ x) the employee's hourly wage until three (3) hours before the game/event start time.

19.9.2. Stage Manager: Employees working in this classification shall be guaranteed ten hours of pay at the base hourly rate as stated in Appendix A. The call time shall be set at three (3) hours before the game/event start time. Any employee called to work before three hours shall be paid at time and one half (1 ½ x) the employee's base hourly wage until three (3) hours before the game/event start time.

19.20. Utility:

19.20.1. All hand held camera operators shall be assigned dedicated utility workers engaged by the Employer, except when the handheld is in a location that it cannot move during the event. Utility workers shall be given adequate space to work at each jobsite.

19.20.2. Cart camera on football telecasts shall have two utilities assigned to each.

19.20.3. Utilities shall be engaged from the earliest crew call to the latest out time. With the exception of lay over dates and earlier truck production calls i.e. (graphics load or tape edit.)

20. Working Out of Classification and Extra Duty:

20.1. An employee whose call was for a given classification but is then assigned the duties of higher paid classification shall be paid at the rate of the higher paid classification for the entire day, except for operation of the booth or clock cameras for 20 minutes or less in duration. Production employees shall not be used to operate cameras

20.2. If for whatever reason the scheduled staffing for an event is reduced, or a piece of equipment fails, placing a burden on another employee to perform extra duties than would be normal and customary for that event, extra compensation shall be negotiated.

20.3. Every attempt will be made to determine proper compensation, on site prior to job performance.

21. Safety and Health:

21.1. The Employer recognizes the need to provide employees a safe and healthy working environment. If safety gear is required for an assignment, the Employer is obligated to provide such gear.

21.2. The Employer will provide a representative on site that will have knowledge of the contract client's requirements for the broadcast and will supervise the crew.

21.3. If a possible unsafe situation exists or occurs during an event, the potential problem shall immediately be reported to the Employer representative on site and to the union representative on site. The Employer representative will consult with the job steward and shall make any adjustments to hazards that the management representative feels need immediate attention. No employee shall be disciplined or discharged for failure to participate in an activity that exposes the individual to danger.

21.4. An active and authoritative safety committee consisting of at least one (1) member of the Union and at least one (1) MIRA representative shall be established, and shall meet as needed to discuss safety problems. The Safety Committee shall identify representatives of all parties for the purpose of conducting pre and post season safety walk-throughs of facilities. The Employer shall work with the facilities and other stake holders to adjust whatever hazards are identified by the group. The designated union committee member shall not suffer any loss of wages with respect to any meeting involving safety matters. A Committee member will attend each quarterly Labor/Management Committee meeting. The Safety Committee member in attendance will update the Labor/Management Committee on safety proposals, ongoing safety initiatives, and completed safety activities.

21.5. Any employee can inform the safety committee of possible unsafe working conditions. The Committee will investigate and within five (5) workdays, either advise the Employers of any unsafe condition(s), or advise the employee that no unsafe condition exists. If the Employers are advised of an unsafe work condition, the condition will be investigated within five (5) days, and corrected as needed.

21.6. Where access to rest rooms during an event is considered inconvenient, MIRA will provide adequate facilities near the truck location.

21.7. Cool water will be made available at the truck location from the start to the end of the work call.

22. Training and New Technology:

22.1. MIRA and the Union both agree that it is important for employees to continue to advance their skill and abilities. As new technology emerges MIRA's first priority will be to train current freelancers in the new technology.

22.2. Any freelancer currently on the dispatch list can ask for training in a new job category, and receive that training, as time and equipment are available. Training positions will not be added to an event unless; in addition to the trainee, a normal full crew is assigned to the event. If MIRA bills for the trainee's hours, the trainee shall also be paid his/her regular base rate. The Employer and the employee shall mutually agree on compensation to train or supervise training of another employee. For events subject to this Agreement, MIRA shall provide necessary mobile units for at least two (2) days per year for full crew training. Training shall be made available to all new crewmembers.

22.3. The Employer shall contribute \$.07 per hour on all hours worked or paid for by the employer into the Local 119 Training and Work Force Development Fund.

22.4. The Employer and the Union agree that advances in technology require a forum to discuss and resolve issues related to the training of employees covered by this Agreement. To that end, the parties hereby establish a joint training committee. The Committee will research and develop training programs, which are of mutual benefit to the Employer and the Union. The Committee members will be selected on an ad hoc basis and will meet and confer at a time agreeable to both parties. The Training Committee will report to and receive approval for its activities from the Labor/Management Committee. A

Committee member will attend each quarterly Labor/Management Committee meeting. The Training Committee member attendance will update the Labor/Management Committee on training proposals, on-going training initiatives, completed training activities and status of the training fund.

23. Travel:

23.1. When employees are asked to report to a distant location, the following shall apply:

23.1.1. Cab fare, toll fees, and airport parking, shall be reimbursed at the actual cost to the employee. For stays in excess of five days, employees shall also be reimbursed for actual and reasonable laundry expenses.

23.1.2. A per diem of \$52.00 shall be paid to each employee. For international travel the parties will meet and confer.

23.2. The expenses listed below shall be billed directly to the Employer. However, in the event that an employee is required to pay the cost out of pocket, the Employer shall reimburse employee upon proper submission of receipts and expense reports. Those cut-off days are currently the 1st and the 16th of the month. In the event that the Employer has notice of a cost that employee shall pay, the Employer shall be notified with as much advance notice as reasonably possible.

23.2.1. The Employer shall pay the cost of single room accommodations. Employees shall not be asked to share sleeping or bath rooms.

23.2.2. The cost of rental cars and full insurance coverage unless the Employer has presented to the Union proof of full liability coverage. The vehicle shall be at least full size, 4 door cars, with no more than 3 to a vehicle. (Mini vans – 4 people, 6 passenger vans – 5 people, 8 passenger van – 6 people.)

23.3.3. The cost of airfare

23.3. Employees traveling by common carrier shall be compensated for five (5) hours at the base hourly rate if time spent traveling to or from a remote location does not exceed four (4) hours. If time spent traveling exceeds four (4) hours he/she shall be compensated at the base hourly rate for ten (10) hours. Travel time shall start one (1) hour prior to scheduled departure for domestic flights. If the employee is engaged to travel and work the same day the over time will begin at the tenth (10th) hour including travel time.

23.4. Employees will not be asked to use their own personal transportation to transport MIRA equipment. MIRA will provide all transportation necessary to move equipment. Employees who use their personal transportation will receive payment for mileage equal to the maximum allowed by the IRS, as adjusted from time to time.

23.5. Travel time will be paid for traveling from San Jose to Sacramento at four (4) hours their base rate for the round trip. From San Francisco to Sacramento at three (3) hours their base rate for the round trip. The same travel times will apply if traveling from Sacramento to San Jose and / or San Francisco.

23.6. When an employee is working at a distant location and staying in an Employer provided hotel, the employee's in and out time for that day shall be the hotel departure and arrival time if the travel time to and from the site is more than one half (½) hour.

24. **Labor/Management Committee:**

24.1 A Labor/Management Committee shall be established, with an equal number of representatives from each side. The committee shall meet at least quarterly to discuss issues brought before it. Any member of the committee can submit issues for committee consideration. A Representative from both the Safety and Training Committees will attend each quarterly Labor/Management meeting. The Labor/Management Committee will have oversight of the Training Committee. The Safety Committee member will provide an update of their activities.

25. **Health and Welfare:**

25.1. The Employer agrees to make contributions to the **IATSE National Health and Welfare Fund** on behalf of all employees covered under this Agreement, for all hours worked or paid by employer on the following basis:

Effective April 1, 2014, \$7.16 per hour
Effective April 1, 2015, \$7.56 per hour
Effective April 1, 2016, \$7.96 per hour

25.2. The Employer shall contribute five percent (5%) of gross wages to the IATSE National Annuity Fund on behalf of all employees covered under this Agreement.

25.3. In addition to the mandatory uniform contribution for all eligible employees, each such employee may elect to defer part of his/her salary, subject to statutory limitations and the rules of the Annuity Fund, and the Employer shall transmit those salary deferrals to the Annuity Fund by the 10th day or each month following the end of the month in which the covered services were performed.

25.4. The Employer agrees to participate in the **IATSE National Defined Pension Fund** on behalf of all employees covered under this Agreement at the rate below.

Effective April 1, 2014, \$12.50 per day
Effective April 1, 2015, \$13.00 per day
Effective April 1, 2016, \$13.50 per day

25.5. Contributions shall be made by separate check to the “**IATSE Health and Welfare Fund**” the “**IATSE Annuity Fund**” and “**IATSE Defined Pension Plan**” no later than the 10th of each month with respect to all employment during preceding month on which contributions were payable. In conjunction with each such payment, the Employer shall submit a remittance report showing the names of the employees for whom contributions are being made, their social security numbers, their dates of employment, gross wages earned, shifts of employment by them, as well as the amount of contributions paid for each employee.

25.6. The Employer will sign any documents needed to fully effectuate this Agreement.

26. Severability and Savings:

26.1 If any clause of this Agreement shall be determined to be illegal by a court or other tribunal of competent jurisdiction, the rest of the Agreement shall not thereby fail or be rendered null and void and severed from this Agreement.

27. Entire Agreement:

27.1 This Agreement is intended to cover all matters affecting wages, hours and other terms and conditions of employment and all similar or related subjects. During the term of this Agreement neither the Employer nor the Union will be required to negotiate any further matters affecting these or affecting any other subjects not specifically set forth in this Agreement, whether or not such subjects were discussed or were within contemplation of either or both parties at the time they negotiated this Agreement. There are no understandings or agreements which are not set forth in this Agreement, and any future understandings or agreements are valid and enforceable only if reduced to writing and signed by authorized representatives of the parties.

28. Term of Agreement:

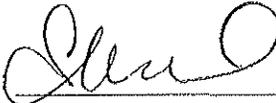
28.1 This Agreement shall be effective **April 1, 2014** and shall continue including **March 31st, 2017**. Negotiations for amended terms of this Agreement shall begin upon written request of either party, no later than sixty days before the expiration date. In the event that neither party gives such notice, the Agreement shall be deemed renewed without amendment and shall continue from year to year until notice has been served.

Agreed and Accepted

For: MIRA

For: KELLEYCORE d/b/a SAMMCO

By: 

By: 

Its: VP, SA

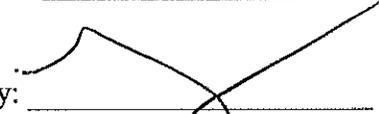
Its: owner

Date: 4/21/14

Date: 4-24-14

For: BAFA / IATSE 119

For: IATSE

By: 

By: 

Its: President, IATSE 119

Its: Director, Broadcast

Date: 4-26-2014

Date: 4-14-14

Appendix A

Sports Rate

All Stated Rates Are Minimums.

All individual craft premiums to reflect a minimum general wage increase as follows;

Effective April 1, 2014, 2.5%

Effective April 1, 2015, 2.75%

Effective April 1, 2016, 3%

All wages reflect a .5% payment on all hours worked or paid for, as paid sick time compensation.

If Sammco is asked to crew technicians for Entertainment or Corporate events where technicians are performing service with other IATSE Locals who hold collective bargaining Agreements for the event or production, the Employer shall pay no less than the established rates in the sister local Agreement. The Union shall provide SAMMCO with the relevant Agreements.

Sports

2014 2.50%

	Hourly Rate	Over Time Rate	Day Rate	H&W @ \$7.16/hr.	Annuity @ 5%	Pension @ \$12.50/day	Total Rate w/ Comp
TD	\$63.37	\$95.05	\$665.34	\$71.60	\$33.27	\$12.50	\$782.70
A-1	\$61.78	\$92.67	\$648.66	\$71.60	\$32.43	\$12.50	\$765.19
A-2	\$37.76	\$56.63	\$396.43	\$71.60	\$19.82	\$12.50	\$500.36
Video	\$48.52	\$72.79	\$509.50	\$71.60	\$25.47	\$12.50	\$619.07
Camera	\$44.25	\$66.37	\$464.62	\$71.60	\$23.23	\$12.50	\$571.95
HH Camera	\$50.88	\$76.32	\$534.25	\$71.60	\$26.71	\$12.50	\$645.06
Camera Ultra Mo	\$47.29	\$70.94	\$496.58	\$71.60	\$24.83	\$12.50	\$605.51
Robo Camera	\$49.30	\$73.95	\$517.68	\$71.60	\$25.88	\$12.50	\$627.66
VTR	\$44.25	\$66.37	\$464.62	\$71.60	\$23.23	\$12.50	\$571.95
VTR Ultra Mo	\$47.29	\$70.94	\$496.58	\$71.60	\$24.83	\$12.50	\$605.51
EVS/DDR	\$56.36	\$84.55	\$591.83	\$71.60	\$29.59	\$12.50	\$705.52
Graphics I	\$48.52	\$72.79	\$509.50	\$71.60	\$25.47	\$12.50	\$619.07
Graphics Coordinator	\$33.87	\$50.80	\$355.59	\$71.60	\$17.78	\$12.50	\$457.47
Phone AD	\$33.98	\$50.97	\$356.78	\$71.60	\$17.84	\$12.50	\$458.72
Tape AD	\$39.06	\$58.59	\$410.16	\$71.60	\$20.51	\$12.50	\$514.77
SM	\$28.68	\$43.02	\$301.13	\$71.60	\$15.06	\$12.50	\$400.29
Graphic II	\$28.68	\$43.02	\$301.13	\$71.60	\$15.06	\$12.50	\$400.29
Stats	\$24.87	\$37.30	\$261.10	\$71.60	\$13.05	\$12.50	\$358.25
Red Hat	\$28.68	\$43.02	\$301.13	\$71.60	\$15.06	\$12.50	\$400.29
Utility	\$24.79	\$37.19	\$260.33	\$71.60	\$13.02	\$12.50	\$357.45
Parab	\$20.22	\$30.33	\$212.34	\$71.60	\$10.62	\$12.50	\$307.06
Runner	\$15.10	\$22.65	\$158.53	\$71.60	\$7.93	\$12.50	\$250.56
Extras	Premium Pay						
		Video	7th Cam	\$46.24	11th Cam	\$231.18	
			8th Cam	\$92.47	12th Cam	\$277.42	
			9th Cam	\$138.71	13th Cam	\$323.66	
			10th Cam	\$184.95	14th Cam	\$369.89	
		6 channel DDR			\$66.01		
		VTRX2			\$66.01	Day	
		ENG			\$99.09	Day	
		no Coordinator			\$128.27	Day	
		Ultra Mo Cam	Hard Cam+\$3.03/hr.		\$47.28	Hourly Rate	
		Ultra Mo VTR	VTR + \$3.03/hr.		\$47.28	Hourly Rate	
		RF Cam	Hard Cam + ENG/day		\$563.71	Day Rate	

Corporate/Entertainment

2014 2.50%

	Hourly Rate	Over Time Rate	Day Rate	H&W @ \$7.16/hr.	Annuity @ 5%	Pension @ \$12.50/day	Total Rate w/ Comp
TD	\$78.14	\$117.20	\$820.43	\$71.60	\$41.02	\$12.50	\$945.55
A-1	\$65.12	\$97.68	\$683.74	\$71.60	\$34.19	\$12.50	\$802.03
A-2	\$51.33	\$77.00	\$538.99	\$71.60	\$26.95	\$12.50	\$650.04
Video	\$65.12	\$97.68	\$683.74	\$71.60	\$34.19	\$12.50	\$802.03
Camera	\$58.60	\$87.90	\$615.29	\$71.60	\$30.76	\$12.50	\$730.16
HH Camera	\$66.89	\$100.34	\$702.36	\$71.60	\$35.12	\$12.50	\$821.58
Robo Camera	\$61.14	\$91.71	\$641.98	\$71.60	\$32.10	\$12.50	\$758.18
VTR	\$58.60	\$87.90	\$615.29	\$71.60	\$30.76	\$12.50	\$730.16
EVS/DDR	\$65.12	\$97.68	\$683.74	\$71.60	\$34.19	\$12.50	\$802.03
Graphics I	\$65.12	\$97.68	\$683.74	\$71.60	\$34.19	\$12.50	\$802.03
Graphics Coordinator	\$45.57	\$68.36	\$478.50	\$71.60	\$23.93	\$12.50	\$586.53
Phone AD	\$39.06	\$58.59	\$410.16	\$71.60	\$20.51	\$12.50	\$514.77
Tape AD	\$65.12	\$97.68	\$683.74	\$71.60	\$34.19	\$12.50	\$802.03
SM	\$45.57	\$68.36	\$478.50	\$71.60	\$23.93	\$12.50	\$586.53
Graphic II	\$35.56	\$53.34	\$373.35	\$71.60	\$18.67	\$12.50	\$476.12
Stats	\$30.83	\$46.25	\$323.74	\$71.60	\$16.19	\$12.50	\$424.02
Red Hat	\$35.56	\$53.34	\$373.35	\$71.60	\$18.67	\$12.50	\$476.12
Utility	\$30.79	\$46.19	\$323.35	\$71.60	\$16.17	\$12.50	\$423.61
Parab	\$25.07	\$37.61	\$263.25	\$71.60	\$13.16	\$12.50	\$360.51
Runner	\$19.54	\$29.30	\$205.13	\$71.60	\$10.26	\$12.50	\$299.49

Sports

2015 2.75%

	Hourly Rate	Over Time Rate	Day Rate	H&W @ \$7.56/hr.	Annuity @ 5%	Pension @ \$13.00/day	Total Rate w/ Comp
TD	\$65.11	\$97.66	\$683.63	\$75.60	\$34.18	\$13.00	\$806.42
A-1	\$63.48	\$95.21	\$666.49	\$75.60	\$33.32	\$13.00	\$788.42
A-2	\$37.76	\$56.63	\$396.43	\$75.60	\$19.82	\$13.00	\$504.86
Video	\$49.86	\$74.79	\$523.51	\$75.60	\$26.18	\$13.00	\$638.28
Camera	\$45.47	\$68.20	\$477.39	\$75.60	\$23.87	\$13.00	\$589.86
HH Camera	\$52.28	\$78.42	\$548.94	\$75.60	\$27.45	\$13.00	\$664.99
Camera Ultra Mo	\$48.59	\$72.89	\$510.24	\$75.60	\$25.51	\$13.00	\$624.35
Robo Camera	\$50.66	\$75.99	\$531.91	\$75.60	\$26.60	\$13.00	\$647.11
VTR	\$45.47	\$68.20	\$477.39	\$75.60	\$23.87	\$13.00	\$589.86
VTR Ultra Mo	\$48.59	\$72.89	\$510.24	\$75.60	\$25.51	\$13.00	\$624.35
EVS/DDR	\$57.91	\$86.87	\$608.11	\$75.60	\$30.41	\$13.00	\$727.11
Graphics I	\$49.86	\$74.79	\$523.51	\$75.60	\$26.18	\$13.00	\$638.28
Graphics Coordinator	\$34.80	\$52.20	\$365.37	\$75.60	\$18.27	\$13.00	\$472.24
Phone AD	\$34.91	\$52.37	\$366.59	\$75.60	\$18.33	\$13.00	\$473.52
Tape AD	\$40.14	\$60.21	\$421.44	\$75.60	\$21.07	\$13.00	\$531.11
SM	\$29.47	\$44.20	\$309.42	\$75.60	\$15.47	\$13.00	\$413.49
Graphic II	\$29.47	\$44.20	\$309.42	\$75.60	\$15.47	\$13.00	\$413.49
Stats	\$25.55	\$38.33	\$268.28	\$75.60	\$13.41	\$13.00	\$370.29
Red Hat	\$29.47	\$44.20	\$309.42	\$75.60	\$15.47	\$13.00	\$413.49
Utility	\$24.79	\$37.19	\$260.33	\$75.60	\$13.02	\$13.00	\$361.95
Parab	\$20.78	\$31.17	\$218.18	\$75.60	\$10.91	\$13.00	\$317.69
Runner	\$15.51	\$23.27	\$162.89	\$75.60	\$8.14	\$13.00	\$259.64
Extras	Premium Pay						
		Video	7th Cam	\$47.16	11th Cam	\$235.81	
			8th Cam	\$94.32	12th Cam	\$282.97	
			9th Cam	\$141.48	13th Cam	\$330.13	
			10th Cam	\$188.65	14th Cam	\$377.29	
		6 channel DDR		\$67.33			
		VTRX2			\$67.33	Day	
		ENG			\$101.07	Day	
		no Coordinator			\$130.83	Day	
		Ultra Mo Cam	Hard Cam+\$3.09/hr.		\$48.56	Hourly Rate	
		Ultra Mo VTR	VTR + \$3.09/hr.		\$48.56	Hourly Rate	
		RF Cam	Hard Cam + ENG/day		\$578.47	Day Rate	

Corporate/Entertainment

2015 2.75%

	Hourly Rate	Over Time Rate	Day Rate	H&W @ \$7.56/hr.	Annuity @ 5%	Pension @ \$13.00/day	Total Rate w/ Comp
TD	\$80.28	\$120.43	\$842.99	\$75.60	\$42.15	\$13.00	\$973.74
A-1	\$66.91	\$100.36	\$702.54	\$75.60	\$35.13	\$13.00	\$826.27
A-2	\$51.33	\$77.00	\$538.99	\$75.60	\$26.95	\$13.00	\$654.54
Video	\$66.91	\$100.36	\$702.54	\$75.60	\$35.13	\$13.00	\$826.27
Camera	\$60.21	\$90.32	\$632.21	\$75.60	\$31.61	\$13.00	\$752.42
HH Camera	\$68.73	\$103.10	\$721.68	\$75.60	\$36.08	\$13.00	\$846.36
Robo Camera	\$62.82	\$94.23	\$659.64	\$75.60	\$32.98	\$13.00	\$781.22
VTR	\$60.21	\$90.32	\$632.21	\$75.60	\$31.61	\$13.00	\$752.42
EVS/DDR	\$66.91	\$100.36	\$702.54	\$75.60	\$35.13	\$13.00	\$826.27
Graphics I	\$66.91	\$100.36	\$702.54	\$75.60	\$35.13	\$13.00	\$826.27
Graphics Coordinator	\$46.82	\$70.24	\$491.66	\$75.60	\$24.58	\$13.00	\$604.84
Phone AD	\$40.14	\$60.21	\$421.44	\$75.60	\$21.07	\$13.00	\$531.11
Tape AD	\$66.91	\$100.36	\$702.54	\$75.60	\$35.13	\$13.00	\$826.27
SM	\$46.82	\$70.24	\$491.66	\$75.60	\$24.58	\$13.00	\$604.84
Graphic II	\$36.54	\$54.80	\$383.62	\$75.60	\$19.18	\$13.00	\$491.40
Stats	\$31.68	\$47.52	\$332.64	\$75.60	\$16.63	\$13.00	\$437.87
Red Hat	\$36.54	\$54.80	\$383.62	\$75.60	\$19.18	\$13.00	\$491.40
Utility	\$30.79	\$46.19	\$323.35	\$75.60	\$16.17	\$13.00	\$428.11
Parab	\$25.76	\$38.64	\$270.49	\$75.60	\$13.52	\$13.00	\$372.61
Runner	\$20.07	\$30.11	\$210.77	\$75.60	\$10.54	\$13.00	\$309.91

Sports

2016 3%

	Hourly Rate	Over Time Rate	Day Rate	H&W @ \$7.96/hr.	Annuity @ 5%	Pension @ \$13.50/day	Total Rate w/ Comp
TD	\$67.06	\$100.59	\$704.14	\$79.60	\$35.21	\$13.50	\$832.45
A-1	\$65.38	\$98.07	\$686.49	\$79.60	\$34.32	\$13.50	\$813.91
A-2	\$38.89	\$58.33	\$408.33	\$79.60	\$20.42	\$13.50	\$521.84
Video	\$51.35	\$77.03	\$539.21	\$79.60	\$26.96	\$13.50	\$659.27
Camera	\$46.83	\$70.25	\$491.72	\$79.60	\$24.59	\$13.50	\$609.40
HH Camera	\$53.85	\$80.77	\$565.41	\$79.60	\$28.27	\$13.50	\$686.78
Camera Ultra Mo	\$50.05	\$75.08	\$525.54	\$79.60	\$26.28	\$13.50	\$644.92
Robo Camera	\$52.18	\$78.27	\$547.87	\$79.60	\$27.39	\$13.50	\$668.36
VTR	\$46.83	\$70.25	\$491.72	\$79.60	\$24.59	\$13.50	\$609.40
VTR Ultra Mo	\$50.05	\$75.08	\$525.54	\$79.60	\$26.28	\$13.50	\$644.92
EVS/DDR	\$59.65	\$89.48	\$626.35	\$79.60	\$31.32	\$13.50	\$750.77
Graphics I	\$51.35	\$77.03	\$539.21	\$79.60	\$26.96	\$13.50	\$659.27
Graphics Coordinator	\$35.84	\$53.76	\$376.33	\$79.60	\$18.82	\$13.50	\$488.25
Phone AD	\$35.96	\$53.94	\$377.59	\$79.60	\$18.88	\$13.50	\$489.57
Tape AD	\$41.34	\$62.01	\$434.08	\$79.60	\$21.70	\$13.50	\$548.89
SM	\$30.35	\$45.53	\$318.70	\$79.60	\$15.93	\$13.50	\$427.73
Graphic II	\$30.35	\$45.53	\$318.70	\$79.60	\$15.93	\$13.50	\$427.73
Stats	\$26.32	\$39.48	\$276.33	\$79.60	\$13.82	\$13.50	\$383.24
Red Hat	\$30.35	\$45.53	\$318.70	\$79.60	\$15.93	\$13.50	\$427.73
Utility	\$25.54	\$38.31	\$268.14	\$79.60	\$13.41	\$13.50	\$374.65
Parab	\$21.40	\$32.10	\$224.73	\$79.60	\$11.24	\$13.50	\$329.07
Runner	\$15.98	\$23.97	\$167.78	\$79.60	\$8.39	\$13.50	\$269.27
Extras	Premium Pay						
		Video	7th Cam	\$48.10	11th Cam	\$240.52	
			8th Cam	\$96.21	12th Cam	\$288.63	
			9th Cam	\$144.31	13th Cam	\$336.73	
			10th Cam	\$192.42	14th Cam	\$384.84	
		6 channel DDR			\$68.68		
		VTRX2			\$68.68	Day	
		ENG			\$103.10	Day	
		no Coordinator			\$133.45	Day	
		Ultra Mo Cam	Hard Cam+\$3.15/hr.		\$49.98	hourly rate	
		Ultra Mo VTR	VTR + \$3.15/hr.		\$49.98	hourly rate	
		RF Cam	Hard Cam + ENG/day		\$594.81	Day Rate	

Corporate/Entertainment

	2016	3%						
	Hourly Rate	Over Time Rate	Day Rate	H&W @ \$7.96/hr.	Annuity @ 5%	Pension @ \$13.50/day	Total Rate w/ Comp	
TD	\$82.69	\$124.04	\$868.28	\$79.60	\$43.41	\$13.50	\$1,004.79	
A-1	\$68.92	\$103.37	\$723.62	\$79.60	\$36.18	\$13.50	\$852.90	
A-2	\$52.87	\$79.31	\$555.16	\$79.60	\$27.76	\$13.50	\$676.01	
Video	\$68.92	\$103.37	\$723.62	\$79.60	\$36.18	\$13.50	\$852.90	
Camera	\$62.02	\$93.03	\$651.18	\$79.60	\$32.56	\$13.50	\$776.84	
HH Camera	\$70.79	\$106.19	\$743.33	\$79.60	\$37.17	\$13.50	\$873.59	
Robo Camera	\$64.71	\$97.06	\$679.43	\$79.60	\$33.97	\$13.50	\$806.50	
VTR	\$62.02	\$93.03	\$651.18	\$79.60	\$32.56	\$13.50	\$776.84	
EVS/DDR	\$68.92	\$103.37	\$723.62	\$79.60	\$36.18	\$13.50	\$852.90	
Graphics I	\$68.92	\$103.37	\$723.62	\$79.60	\$36.18	\$13.50	\$852.90	
Graphics Coordinator	\$48.23	\$72.34	\$506.41	\$79.60	\$25.32	\$13.50	\$624.83	
Phone AD	\$41.34	\$62.01	\$434.08	\$79.60	\$21.70	\$13.50	\$548.89	
Tape AD	\$68.92	\$103.37	\$723.62	\$79.60	\$36.18	\$13.50	\$852.90	
SM	\$48.23	\$72.34	\$506.41	\$79.60	\$25.32	\$13.50	\$624.83	
Graphic II	\$37.63	\$56.45	\$395.13	\$79.60	\$19.76	\$13.50	\$507.98	
Stats	\$32.63	\$48.95	\$342.62	\$79.60	\$17.13	\$13.50	\$452.85	
Red Hat	\$37.63	\$56.45	\$395.13	\$79.60	\$19.76	\$13.50	\$507.98	
Utility	\$31.72	\$47.58	\$333.05	\$79.60	\$16.65	\$13.50	\$442.80	
Parab	\$26.53	\$39.80	\$278.60	\$79.60	\$13.93	\$13.50	\$385.64	
Runner	\$20.68	\$31.01	\$217.10	\$79.60	\$10.85	\$13.50	\$321.05	

Appendix C

Side letter #1

The parties have jointly agreed to establish a workforce development and training fund. MIRA shall have two permanent seats on the committee. MIRA shall not be required to contribute the hourly contribution of \$.07 for any hours. They shall instead contribute both time to the committee and equipment as outlined in the body of the agreement. This does not prohibit them from contributing financially to individual training or development initiatives on a case by case basis as a permanent member of the committee.

Agreed and accepted

For: MIRA

For: KELLEYCORE, d/b/a SAMMCO

By: [Signature]

By: [Signature]

Its: VAE

Its: owner

Date: 4/21/14

Date: 4-24-14

For: BAFA / IATSE 119

For: IATSE

By: [Signature]

By: [Signature]

Its: President IATSE 119

Its: Director, Broadcast

Date: 4-7-14

Date: 4-14-14

Appendix D

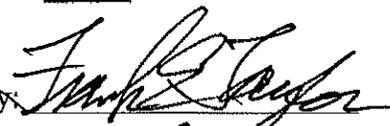
Side Letter #2

Waiver of San Francisco Paid Sick Leave Ordinance

The parties have fairly bargained over the issue of leave, and to the fullest extent permitted, this agreement shall operate to waive any provisions of the San Francisco Paid Sick Leave Ordinance, San Francisco Administrative Code Section 12W, and shall supersede and be considered to have fulfilled all requirements of said Ordinance as presently written, and or amended during the life of this Agreement

Agreed and Accepted

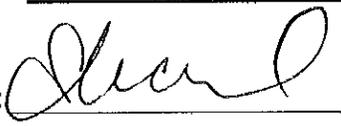
For: **MIRA**

By: 

Its: VP & GM

Date: 4/21/14

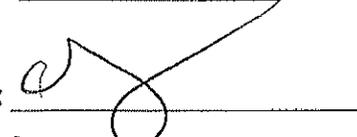
For: **KELLEYCORE, d/b/a, SAMMCO**

By: 

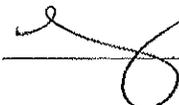
Its: owner

Date: 4-24-14

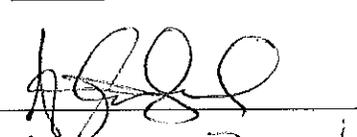
For: **BAFA / IATSE 119**

By: 

Its: President IATSE 119

Date:  4.28.14

For: **IATSE**

By: 

Its: Director, Broadcast

Date: 4-14-14

Side letter #3

Board show employment

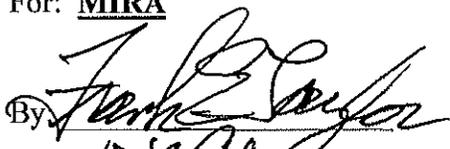
Board Shows – Daily minimum calls for workers hired through SAMMCO to work in house (not for broadcast outside of the arena) closed circuit programs at the major sports venues. This program will not be recorded for broadcast at a later date, but will be for viewing of the spectators in the building.

Minimum call: 6 hours.

Minimum rates: See attached

Agreed and accepted;

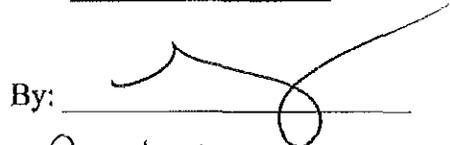
For: **MIRA**

By: 
Its: VP & GM
Date: 4/21/14

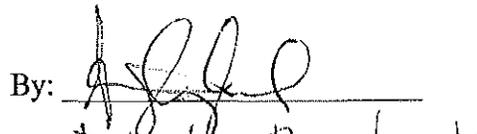
For: **KELLEYCORE, d/b/a, SAMMCO**

By: 
Its: Owner
Date: 4-24-14

For: **BAFA / IATSE 119**

By: 
Its: President IATSE 119
Date: 4-26-2014

For: **IATSE**

By: 
Its: Director, Broadcast
Date: 4-14-14

Side letter # 4

CSN Bay Area Side letter

The parties agree that the second sentence of 7.1 of this Agreement shall not be applicable to CSN Bay Area or any other affiliated or related corporate entities of Comcast unless there is a direct labor issue between IATSE and these parties.

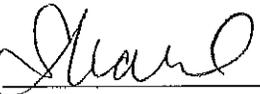
For: MIRA

By: 

Its: VP & GM

Date: 4/21/14

For: KELLEYCORE, d/b/a, SAMMCO

By: 

Its: owner

Date: 4-24-14

For: BAFA / IATSE 119

By: 

Its: President IATSE 119

Date: 4-26-2014

For: IATSE

By: 

Its: Director, Broadcast

Date: 4-14-14

Side letter #5

This side letter outlines the Dispatch Rules between BAFA/IATSE 119 and SAMMCO for the duration of contract.

Dispatch Rules

A. Current Employees Placement on the Hire List:

1. Each discipline will determine and maintain its own hiring list and submit this list to the Business Representative and hiring entity.
 - a. There will be separate lists for the San Francisco Bay Area and the Sacramento markets. Employees must declare which market's list they will be placed on.
 - b. There is an 18-month residency requirement. (May be waived by the Executive Board)
2. Each discipline will establish the number of days worked per year to maintain an employee's place on the hiring list.

B. New/Potential Employees Placement on the Hire List:

1. Send resume and references to BAFA/IATSE 119 Business Representative. Resume will be timed and dated upon receipt.
2. Resume and references will be forwarded to a Crafts Committee for review. Crafts Committees will be comprised of one or more senior members of each discipline, as determined by each discipline.
3. A skill test may be administered if the following criteria are not met:
 - a. Proof of experience in other markets.
 - b. Proof of experience in live or live-to-tape production.
4. Employee is then placed in the appropriate position on the hiring list.

C. How position on the list may change:

1. Employees can be moved up on the list if other employee above them are moved down below them on the list or are removed from the list.
2. Employees can be moved down on the list for the following: (in accordance with Article XII and Article VII, Section 6 of the Constitution and Bylaws)
 - a. Cancellation of a confirmed assignment without qualified replacement three times in one year. (CBA 4.9)
 - b. One "no-call-no-show" incident.
 - c. Violation of employer's drug and alcohol policy.
 - d. Abusive or inappropriate behavior.
 - e. Not working effectively with other crewmembers.
 - f. Not working effectively with client or employer representatives.
 - g. Habitually not arriving at job site on time and ready to work.
 - h. Not performing work assignment effectively.

D. Removal from Hiring List:

1. An employee will be removed from the hiring list when the union receives a "do not dispatch letter", concerning the employee, from three separate clients. For a list of grievances warranting a "do not dispatch letter", refer to Union Contract, Section 4 (Hiring Sub-section "Discipline and Discharge").
2. For movement down the list or removal from the list, infractions must be serious and/or repeated. Management will have a minimum of one meeting to discuss job performance concerns. The employee shall have the right to have a Union Representative present at each meeting.

E. Dispatched to Assignments from the List:

1. SAMMCO will send out, via email, a copy of the booked shows for members review and selection of jobs. We will be working three months ahead. Bid sheets are to be returned by the Wednesday closest to the 15th of the month. Example, June 2014 is sent out on Monday, March 3, 2014. Members will have up to 10 calendar days to review and return their selections to the booking office with selections being due by 8 AM of the second following Wednesday, March 12th.
2. Bookings are based on Client/Rights-holders requests followed by seniority.
3. For those unable to access their computer during this time a copy of the booking schedule is online at www.sammco.com. Selections from the online schedule may be made and sent to the booking office at any time. Those members who will be on vacation during the 10 day long selection period may email their selections ahead of time based on the online schedule. They will be crewed based on the normal criteria of requests and seniority.
4. Each member will receive a booking confirmation email from the booking office by the Monday, following the close of the booking week.
5. Members will receive a written confirmation of their schedule prior or at the start of the third week of each month. The booking office will make every effort to get written booking confirmation back to the members as quickly as possible and the date quoted is an outside date, however there is a time factor involved in getting all of the booking sheets set up and data input completed.
6. Members may respond with their elections via phone, however email is the preferred method as it reduces mistakes and provides a written record.
7. The BAFA/IATSE 119 Business Representative shall be allowed to waive certain conditions, as needed, for added shows and late bookings where time is of the essence, to allow SAMMCO to effectively crew shows properly.

ADDENDUM A.

When the Client/Rights-holder/Vendor is not the same in a short turnaround situation, the rest period language in the contract (Section 14.3) shall be waived by the Union. Bookings are based on the Client/Rights-holders requests followed by established discipline hiring lists.

For: MIRA

By: [Signature]

Its: VP & GM

Date: 4/21/14

For: KELLEYCORE, d/b/a, SAMMCO

By: [Signature]

Its: owner

Date: 4-24-14

For: BAFA / IATSE 119

By: [Signature]

Its: President IATSE 119

Date: 4-24-2014

For: IATSE

By: [Signature]

Its: Director Broadcast

Date: 4-14-14

IATSE NATIONAL PENSION, NATIONAL HEALTH & WELFARE, ANNUITY, AND VACATION FUNDS**Trust Acceptance Agreement**

The IATSE or the IATSE Local named below (the "Union") and the Employer named below agree as follows regarding benefits to the Pension, Health & Welfare, Annuity, and/or Vacation Fund, respectively and individually as specified below, for employees covered by the Collective Bargaining Agreement ("CBA") between them:

1. Trust Agreement (check off all applicable Funds per the terms of the CBA):

Employer agrees to be bound by all of the terms and provisions of :

- a. **PENSION:** The Agreement and Declaration of Trust (the "*National Pension Fund Trust Agreement*") establishing the IATSE National Pension Fund (the "*National Pension Fund*") as restated September 22, 2005, and as amended, and the National Pension Fund's Statement of Policy and Procedures for Collection of Contributions Payable by Employers (the "*National Pension Fund Collection Guidelines*")
- b. **HEALTH & WELFARE:** The Agreement and Declaration of Trust (the "*Welfare Fund Trust Agreement*") establishing the IATSE National Health and Welfare Fund (the "*Welfare Fund*") as restated September 22, 2005, and as amended, and the Welfare Fund's Statement of Policy and Procedures for Collection of Contributions Payable by Employers (the "*Welfare Fund Collection Guidelines*")
- c. **ANNUITY:** The Agreement and Declaration of Trust (the "*Annuity Fund Trust Agreement*") establishing the IATSE Annuity Fund (the "*Annuity Fund*") as restated September 22, 2005, and as amended, and the Annuity Fund's Statement of Policy and Procedures for Collection of Contributions Payable by Employers (the "*Annuity Fund Collection Guidelines*")
- d. **VACATION:** The Agreement and Declaration of Trust (the "*Vacation Fund Trust Agreement*") establishing the IATSE National Vacation Fund (the "*Vacation Fund*") as restated September 22, 2005, and as amended, and the Vacation Fund's Statement of Policy and Procedures for Collection of Contributions Payable by Employers (the "*Vacation Fund Collection Guidelines*")

Employer also agrees to be represented in the administration of the National Pension Fund, the Welfare Fund, the Annuity Fund, and/or the Vacation Fund, respectively as specified above, by the Employer Trustees therein named or by their successors.

2. Computation of Contributions

Commencing with the effective date for contributions under the CBA between the Union and Employer, and continuing through any renewals, extensions or amendments thereof, Employer agrees to contribute the sums specified in the CBA to the National Pension Fund, the Welfare Fund, the Annuity Fund, and/or the Vacation Fund, as applicable, for each and every employee whose position is covered by that Agreement.

3. Payment of Contributions

Payment of contributions as required above shall be made by check payable to the "IATSE National Pension Fund," the "IATSE National Health & Welfare Fund," or the "IATSE Annuity Fund," and must be received in the appropriate Fund Office not later than: **For Weekly Contributors, the end of the week following the week of employment; OR, For Monthly Contributors, the 10th day of each month following the month of employment.** Each payment of contributions shall be accompanied by a Remittance Report in the form supplied by the applicable Funds.

Check One: Monthly Contributor

Weekly Contributor

_____ (If CBA provides a different due date than set forth above, indicate due date here)

→ **Note:** Any 401(k) salary deferral contributions, to the Annuity Fund must be received by **no later than the 15th of the month following the month in which the work was performed** and the deductions withheld.

→ **Note:** For the purposes of Pension vesting, Employers **must** report the **number of days worked** regardless of the basis of Pension contributions.

Please refer to the Contributions & Collections Handbook for more information on submission of contributions, refunds, interest, etc.

4. Records

Employer agrees to maintain and make available to the Union, the Trustees or one or more of their designees for inspection and verification all of its records covering such employment in accordance with the Trust Agreements and the National Pension Fund, Welfare Fund, Annuity Fund, and/or Vacation Funds' Collection Guidelines, as applicable herein.

5. IRS Compliance

The Pension, Health & Welfare, Annuity, and Vacation Plans adopted by the Trustees shall comply with the requirements of the Internal Revenue Code so as to enable Employer to treat contributions to the National Pension Fund, the Welfare Fund, and the Annuity Fund, as a deduction for income tax purposes.

6. Terms of the CBA

If not already attached to this Trust Acceptance, a copy of the current CBA will be provided by the Employer upon request by the Funds Office. This Trust Acceptance Agreement shall continue in full force and effect until the parties sign a successor CBA that supersedes the current contribution rates, in which case the parties shall be required to sign a new Trust Acceptance Agreement and submit it to the appropriate Fund Office(s) for all Funds affected. Should the parties (i) fail to sign an extension agreement but continue performance of the CBA after its expiration date, or (ii) sign a renewal, extension or amendment of the CBA that does not change the current contribution rates, this Trust Acceptance Agreement shall automatically be deemed extended thereby unless written notice to the contrary is received by the National Pension Fund, the Welfare Fund, the Annuity Fund, and/or the Vacation Fund, as applicable herein.

7. **TERM OF CONTRACT:** From April 1, 2014 To March 31, 2017

8. **TYPE OF CONTRACT:** (e.g., Area Standards, Travelling Stage Employees Contract): TBCE - Sports Broadcast

9. **CONTRIBUTION RATES (Please complete for all applicable Funds):**

PENSION

To Which Pension Plan Are You Contributing (Check One):

- Pension Plan B
- Pension Plan C

FROM	TO	% or \$	AMOUNT	(%) OF *	(\$ PER *	MINIMUM	MAXIMUM
4-1-14	3-31-15	\$	12.50	<input type="checkbox"/> Gross <input type="checkbox"/> Scale	<input type="checkbox"/> Hour <input checked="" type="checkbox"/> Day <input type="checkbox"/> Shift		
4-1-15	3-31-16	\$	13.00	<input type="checkbox"/> Gross <input type="checkbox"/> Scale	<input type="checkbox"/> Hour <input checked="" type="checkbox"/> Day <input type="checkbox"/> Shift		
4-1-16	3-31-17	\$	13.50	<input type="checkbox"/> Gross <input type="checkbox"/> Scale	<input type="checkbox"/> Hour <input checked="" type="checkbox"/> Day <input type="checkbox"/> Shift		

* If percent (%), please check off whether percent of **gross** or **scale earnings**.
If dollar amount (\$), please check off whether per **hour**, per **day** or per **shift**. If Other, please specify.

Note: For the purposes of Pension vesting, Employers **must** report the **number of days worked** regardless of the basis of Pension contributions.

HEALTH & WELFARE

To Which Health & Welfare Plan Are You Contributing (Check One):

- Health & Welfare Plan A (Note that Plan A has minimum daily rates)
- Health & Welfare Plan C

FROM	TO	% or \$	AMOUNT	(%) OF *	(\$ PER *	MINIMUM	MAXIMUM
4-1-14	3-31-15	\$	7.16	<input type="checkbox"/> Gross <input type="checkbox"/> Scale	<input checked="" type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift		
4-1-15	3-31-16	\$	7.56	<input type="checkbox"/> Gross <input type="checkbox"/> Scale	<input checked="" type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift		
4-1-16	3-31-17	\$	7.96	<input type="checkbox"/> Gross <input type="checkbox"/> Scale	<input checked="" type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift		

* If percent (%), please check off whether percent of **gross** or **scale earnings**.
If dollar amount (\$), please check off whether per **hour**, per **day** or per **shift**. If Other, please specify.

ANNUITY

FROM	TO	% or \$	AMOUNT	(%) OF *	(\$ PER *	MINIMUM	MAXIMUM
4-1-14	3-31-17	%	5%	<input checked="" type="checkbox"/> Gross <input type="checkbox"/> Scale	<input type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift		
				<input type="checkbox"/> Gross <input type="checkbox"/> Scale	<input type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift		
				<input type="checkbox"/> Gross <input type="checkbox"/> Scale	<input type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift		

* If percent (%), please check off whether percent of **gross** or **scale earnings**.
If dollar amount (\$), please check off whether per **hour**, per **day** or per **shift**. If Other, please specify.

9. CONTRIBUTION RATES (continued)

Salary deferrals to the Annuity Fund

For salary deferrals (401(k) contributions) to the **Annuity Fund**, you must meet the requirements under (a) or (b):

(a) The **Employer** contribution rate must be **3% or greater of employee's wages**, or

(b) The employee is working under one of the following contracts (check one):

- Theatrical and Television Motion Picture Area Standards Agreement
- AICP Multi-State Supplement to the AICP West Agreement
- Single Signatory (i.e., one-off) theatrical motion picture and television agreement
- Low Budget theatrical and television motion picture term agreement
- Television term agreement
- Music Video Production Agreement

For salary deferrals under this section (b) no Highly Compensated Employees may participate. In addition, Employer agrees to timely provide salary information for all relevant periods for all employees eligible to participate or who would be eligible if they were not Highly Compensated Employees. (Employer check here if applicable and agreed) **Agreed**

Employer agrees to withhold the respective salary deferral (401(k) contributions) per the requirement above and submit same to the Annuity Fund by no later than the 15th of the month following the month in which the work was performed and the deductions were withheld. (Employer check here if applicable and agreed) **Agreed**

VACATION

FROM	TO	% or \$	AMOUNT	(%) OF *	(\$ PER *	MINIMUM	MAXIMUM
				<input type="checkbox"/> Gross <input type="checkbox"/> Scale	<input type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift		
				<input type="checkbox"/> Gross <input type="checkbox"/> Scale	<input type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift		
				<input type="checkbox"/> Gross <input type="checkbox"/> Scale	<input type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift		

* If percent (%), please check off whether percent of **gross** or **scale earnings**.
If dollar amount (\$), please check off whether per **hour**, per **day** or per **shift**. If Other, please specify.

The parties hereto agree to the above provisions numbered 1-9:

FOR IATSE ^{and} IATSE Local # 119 (Fill in applicable union Local #); INTL Director, Broadcast Sandra J. England
By: [Signature] (Signature of Authorized Officer) 119 President IATSE 119 (Title) [Print Name] (Print Name)
Date: 4-14-14 4-24-2014, 2014

FOR EMPLOYER:
MIRA Mobile Television, Inc. (Employer Federal Tax ID No.) 26-3939006
25749 SW Canyon Creek Rd Suite 100 Wilsonville, OR 97070 (Address) (City, State, Zip)
503-464-0900 (Area Code/Telephone No.) 503-464-0877 (Area Code/Fax No.)
By: [Signature] (Signature of Authorized Officer) VA & GM (Title) FRANK E. TAYLOR (Print Name)
Date: April 21, 2014

PAYROLL COMPANY (If Applicable)
Kelleycore Inc DBA Sammco (Payroll Company) Shannon Bird (Name of Contact Person)
9064 Lloyd Lane Stockton CA 95212 (Address) (City, State, Zip)
209 931 3501 (Area Code/Telephone No.) 855 726 6261 (Area Code/Fax No.)

Attachment 13

OLSE Summary Tables of Basic Hourly
Rates and Fringe Benefits from
Collective Bargaining Agreements
Provided in Attachments 5-11

Summary of Attachment 5: Janitorial Services

This chart is a summary of the hourly wage rate and fringe benefits required by the Collective Bargaining Agreement between the San Francisco Maintenance Contractors Association and Service Employees International Union, Building Service Employees Union, Local 1877 Division 87 (Attachment 5). **The chart does NOT include all the information contained in the Collective Bargaining Agreement.** Please refer to **Attachment 5** for complete information on wages and fringe benefits.

Craft (Journey Level)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation (2 wk after 1 yr., 3 wk after 5 yrs, 4 wk after 12 yrs)	Holidays (10 / year)	Hours	Hourly Rate	1.5 X	2x			
Number of hours worked for any employer in the industry since June 1, 1983												
0-1950	A, B, C \$ 13.455	D \$1,333.85 / month	E \$ 1.8377	n/a	\$ 0.518	7.50	I \$ 15.81	+ Monthly Health Trust Fund payment	I \$ 22.54	+ Monthly Health Trust Fund payment	I \$ 29.27	+ Monthly Health Trust Fund payment
1951-3900	A, B, C \$ 15.450	D \$1,333.85 / month	E \$ 1.8377	\$ 0.594	\$ 0.594	7.50	I \$ 18.48	Health Trust Fund payment	I \$ 26.20	Health Trust Fund payment	I \$ 33.93	+ Monthly Health Trust Fund payment
3901-4850	A, B, C \$ 17.455	D \$1,357.85 / month	E \$ 1.8377	\$ 0.671	\$ 0.671	7.50	I \$ 20.64		I \$ 29.36		I \$ 38.09	
Over 4850	A, B, C \$ 19.450	D \$1,357.85 / month	E \$ 1.8377	G \$ 1.122	\$ 0.748	7.50	I, J \$ 23.16		I, J \$ 32.88		I, J \$ 42.61	

Footnotes:

- A. There shall be a **twenty cent (\$.20) per hour premium** for those employees working in the classifications and performing the duties of **carpet and rug cleaning**. See Section 8.9 of the Agreement for details.
- B. There shall be a **fifty cent (\$.50) per hour premium** for Forepersons with 10 or fewer employees and a **seventy-five cent (\$.75) per hour premium** for Forepersons with more than ten employees. See Sections 8.10-8.12 of the Agreement for details.
- C. **Full-time, fully dedicated restroom attendants will be paid an additional \$0.05 per hour.** See Section 8.13 of the Agreement for details.
- D. The **Health and Welfare** benefits are required for employees who have been employed by the employer for at least 4 months and worked at least 90 hours in the previous month. This amount is paid in addition to the total hourly wage rate. The rates listed are based on the benefit plan contribution rates effective for May 2016. See rate notifications attached. See Exhibit B of the Agreement information on health and welfare coverage requirements.
- E. See Section 16 of the Agreement for details.
- F. All employees who have been in the service of the employer continuously for 1 year shall be granted 2 weeks of vacation with pay. After 5 years of continuous employment, employee receives 3 weeks. After 12 years, employee receives 4 weeks of vacation with pay. See Section 10 of the Agreement for details.
- G. Vacation rates vary. (see footnote E above). The sample vacation rate shown here is for an employee who has been in the services of the employer continuously for 5 years and receives 3 weeks of vacation benefits.
- H. See Section 11 of the Agreement for designated holidays
- I. The total hourly wage rate on the chart does NOT include the health and welfare amount. The health and welfare amount must be paid, in addition to the total hourly rate, if the employee has have been employed by the employer for at least 4 months and worked 90 hours in the previous month.
- J. **Vacation rates vary, and the Total Hourly Rate may be higher or lower than the amount shown here.** See footnote C and Section 5 of the Agreement for details. The sample vacation rate shown here is for an employee with 5 years' of continuous service and receiving vacation benefits of 3 weeks with pay. All employees who have been in the service of the employer continuously for 1 year shall be granted 2 weeks of vacation with pay. After 5 years of continuous employment, employee receives 3 weeks. After 12 years, employee receives 4 weeks of vacation with pay. See Section 10 of the Agreement for details.



GENERAL EMPLOYEES TRUST FUND

TRUST CLAIMS OFFICE: 2323 EASTLAKE AVE E, SEATTLE, WA 98102

ENGLISH: (800) 441-5593
ESPAÑOL: (866) 239-0368

MEMORANDUM

DATE: March 2016

TO: FLAGSHIP FACILITY SERVICES, INC.; Account No. 108112

FROM: Trust Administrative Office

RE: Employer Contribution Rate Changes for May 2016 hours/June 2016 Payment

After considerable review, the Board of Trustees completed their annual funding evaluation of the various General Employees Trust Fund (GETF) benefit plans. New contribution rates for all benefit plans will become effective with **May 2016 hours, payable in June 2016**. These new rates will be reflected on your employer reporting form for May 2016 hours which will be received in late May. Please adjust your records accordingly.

The current plan and contribution rate in effect for your contract is:

MENU PLAN C26A	\$1357.85
----------------	-----------

The new contribution rate effective with May 2016 hours, due June 10, 2016 is:

MENU PLAN C26A	\$1370.53
----------------	-----------

Please note: if your account has more than one menu plan associated with it you will a separate notice for each menu plan.

If you have any questions regarding the contribution rate change, please contact the Administrative Office using the phone numbers listed above.

BF:cf

cc: Board of Trustees
Local Unions
NWA Account Team



GENERAL EMPLOYEES TRUST FUND

TRUST CLAIMS OFFICE: 2323 EASTLAKE AVE E, SEATTLE, WA 98102

ENGLISH: (800) 441-5593
ESPAÑOL: (866) 239-0368

MEMORANDUM

DATE: March 2016
TO: GCA SERVICES GROUP - EMBARCADERO; Account No. 107857
FROM: Trust Administrative Office
RE: Employer Contribution Rate Changes for May 2016 hours/June 2016 Payment

After considerable review, the Board of Trustees completed their annual funding evaluation of the various General Employees Trust Fund (GETF) benefit plans. New contribution rates for all benefit plans will become effective with **May 2016 hours, payable in June 2016**. These new rates will be reflected on your employer reporting form for May 2016 hours which will be received in late May. Please adjust your records accordingly.

The current plan and contribution rate in effect for your contract is:

MENU PLAN C26B	\$1092.12
----------------	-----------

The **new** contribution rate effective with May 2016 hours, due June 10, 2016 is:

MENU PLAN C26B	\$1105.95
----------------	-----------

Please note: if your account has more than one menu plan associated with it you will a separate notice for each menu plan.

If you have any questions regarding the contribution rate change, please contact the Administrative Office using the phone numbers listed above.

BF:cf

cc: Board of Trustees
Local Unions
NWA Account Team

Summary of Attachment 6: Window Cleaners

This chart is a summary of the hourly wage rate and fringe benefits required by the Collective Bargaining Agreement between the San Francisco Window Cleaning Contractors Association and Window Cleaners Union – SEIU Local 1877, AFL-CIO in effect from April 1, 2014 to March 31, 2017 (Attachment 7). **The chart does NOT include all the information contained in the Collective Bargaining Agreement.** Please read **Attachment 6** for complete information on wages and fringe benefits.

Craft (Journey Level)	A	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME				
		Basic Hourly Rate	B Health and Welfare	Pension	C Vacation (varies, w/ increases at year 1, 2, 5, & 12)	D Holidays (10 / year)	Hours	Total Hourly Rate	G	1.5 X	G	2x	
Base	A	\$ 22.250	B \$1,398.90 / month	\$ 3.683	C \$ 1.280	\$ 0.860	7.50	E, F \$ 28.070	+ Monthly health & welfare payment	E, F, H \$ 35.520	+ Monthly health & welfare payment	E, F, H \$ 46.640	+ Monthly health & welfare payment
Leadman Base	A	\$ 23.500	B \$1,398.90 / month	\$ 3.683	C \$ 1.360	\$ 0.900	7.50	E, F \$ 29.440	+ Monthly health & welfare payment	E, F, H \$ 37.510	+ Monthly health & welfare payment	E, F, H \$ 49.260	+ Monthly health & welfare payment
Scaffold / Bos'n Chair	A	\$ 23.710	B \$1,398.90 / month	\$ 3.683	C \$ 1.370	\$ 0.910	7.50	E, F \$ 29.670	+ Monthly health & welfare payment	E, F, H \$ 37.850	+ Monthly health & welfare payment	E, F, H \$ 49.700	+ Monthly health & welfare payment
Leadman Scaffold / Bos'n Chair	A	\$ 24.960	B \$1,398.90 / month	\$ 3.683	C \$ 1.440	\$ 0.960	7.50	E, F \$ 31.040	+ Monthly health & welfare payment	E, F, H \$ 39.840	+ Monthly health & welfare payment	E, F, H \$ 52.320	+ Monthly health & welfare payment

Footnotes

A. This table shows wage rates as of **April 1, 2016**.

B. The **Health and Welfare payment is paid in addition to the total hourly wage rate**. This rate for the General Employees Trust Fund plan C18 became effective for May 2016. These amounts are paid for employees who have worked for at least 975 hours and then worked a minimum of 75 hours in a subsequent calendar month. See Section 8 of the Agreement more information.

C. **Vacation rates vary**. The sample rate shown here are for an employee who works continuously for one employer for 5 years and receives 15 days vacation with pay. The actual rate may be higher or lower than the required rate. See Section 12 of the Agreement for details. All employees who work continuously for one employer for one year shall receive a minimum of 10 days of vacation with pay. Employees who work for 2 years receive 12 days; those who work for 5 years receive 15 days; those who work for 12 years receive 20 days.

D. See Section 6 of the Agreement for designated holidays and details.

E. The total hourly wage rate on the chart does NOT include the health and welfare amount. The health and welfare amount is paid for eligible employees in addition to the total hourly rate. See Section 8 of the Agreement.

F. Vacation rates vary, and the required Total Hourly Rate may be higher or lower than the amount shown here. See footnote B and Section 12 of the Agreement for details. The sample vacation rate included here is for an employee having had 5 years' completed continuous service and receiving vacation benefits of 15 vacation days with pay.

G. Overtime work shall be on the following basis: Time and a half after 7 1/2 hours worked in a day and double time after 12 hours in a day. See Section 4 of the Agreement for details.



GENERAL EMPLOYEES TRUST FUND

TRUST CLAIMS OFFICE: 2323 EASTLAKE AVE E, SEATTLE, WA 98102

ENGLISH: (800) 441-5593
ESPAÑOL: (866) 239-0368

MEMORANDUM

DATE: March 2016
TO: ALTA MESA IMPROVEMENT COMPANY; Account No. 103041
FROM: Trust Administrative Office
RE: Employer Contribution Rate Changes for May 2016 hours/June 2016 Payment

After considerable review, the Board of Trustees completed their annual funding evaluation of the various General Employees Trust Fund (GETF) benefit plans. New contribution rates for all benefit plans will become effective with **May 2016 hours, payable in June 2016**. These new rates will be reflected on your employer reporting form for May 2016 hours which will be received in late May. Please adjust your records accordingly.

The current plan and contribution rate in effect for your contract is:

Menu Plan C18	\$1370.83
---------------	-----------

The **new** contribution rate effective with May 2016 hours, due June 10, 2016 is:

Menu Plan C18	\$1398.9
---------------	----------

Please note: if your account has more than one menu plan associated with it you will a separate notice for each menu plan.

If you have any questions regarding the contribution rate change, please contact the Administrative Office using the phone numbers listed above.

BF:cf

cc: Board of Trustees
Local Unions
NWA Account Team

Summary of Attachment 7: Parking Garage Attendants

This chart is the Office of Labor Standards Enforcement's summary of the collective bargaining agreement between Signatory Parking Operators and Teamsters Automotive Employees, Local 665 in effect from December 1, 2012 until November 30, 2015 (Attachment 5). **The chart does NOT include all the information contained in the collective bargaining agreement.** Please refer to **Attachment 7** for details of wages and fringe benefits.

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS							STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation Increases after Years 1, 2, 5, 12, 20, and 25. (See Agreement)	Holiday 12/year	Supplemental 401K Contribution	Hours	Total Hourly Rate	1.5 X Basic Hourly Rate	2 X Basic Hourly Rate	
Journeyman	A, B \$ 21.80	C \$990 / month	\$ 2.19	E, I \$ 1.26	\$ 1.01	\$ 0.25	8	H, I \$ 26.50	H, I \$ 37.40	G, H \$ 48.30	
1-6 months	A, B \$ 14.50	C \$990 / month	D \$ 2.19	E \$ -	\$ 0.67	G \$ 0.25	8	H \$ 17.61	H \$ 24.86	G \$ 32.11	
7-12 months	A, B \$ 15.00	C \$990 / month	\$ 2.19	E \$ -	\$ 0.69	\$ 0.25	8	H \$ 18.13	H \$ 25.63	G \$ 33.13	
13-18 months	A, B \$ 16.50	C \$990 / month	\$ 2.19	E \$ 0.32	\$ 0.76	\$ 0.25	8	H \$ 20.02	H \$ 28.27	G \$ 36.52	
Class B Progression Rate	A, B \$ 16.50	C \$990 / month	\$ 2.19	E, I \$ 0.95	\$ 0.76	\$ 0.25	8	H, I \$ 20.65	H, I \$ 28.90	G, H \$ 37.15	
1-6 months	A, B \$ 14.00	C \$990 / month	D \$ 2.19	E \$ -	\$ 0.65	G \$ 0.25	8	H \$ 17.09	H \$ 24.09	G \$ 31.09	
7-12 months	A, B \$ 14.75	C \$990 / month	\$ 2.19	E \$ -	\$ 0.68	\$ 0.25	8	H \$ 17.87	H \$ 25.25	G \$ 32.62	
13-18 months	A, B \$ 16.00	C \$990 / month	\$ 2.19	E \$ 0.31	\$ 0.74	\$ 0.25	8	H \$ 19.49	H \$ 27.49	G \$ 35.49	

Footnotes

- A. **Graveyard shift premium:** employees scheduled to work and/or reporting for work, with a starting time between 10:00 pm to 2:00 am shall receive a 10% premium in addition to their basic hourly rate of pay.
- B. **Foreperson rates:** fifteen percent (15%) above the Journeyman rates specified in Rates of Pay.
- C. The Employer pays premium and administrative cost of the Bay Area Automotive Group Welfare Plan for each eligible employee who worked 96 hours or more during the previous month. See Section 6 of the Agreement for details and information about benefits for new employees. The Union will make a "best effort" to maintain the premium of \$990 through the life of the Agreement.
- D. For probationary employees hired on or after December 1, 2008, the Employer shall pay an hourly contribution rate of \$0.30 during the probationary period as defined in Section 2 of the Agreement.
- E. Vacation rates vary based on the number of years of continuous service. See Section 5 of the Agreement for details. Each Employee having had 1 year completed continuous service shall receive 1 week of vacation with pay. Employees hired after January 1, 2013 shall receive a pro-rata accrual of one-week vacation based on his/her date of hire during his/her first year of employment. After 2 years, the employee receives 2 weeks; after 5 years the employee receives 3 weeks; after 12 years, the employee receives 4 weeks; after 20 years, the employee receives 5 weeks; and after 25 years, the employee receives 6 weeks.
- F. See Section 9 of the Agreement for designated holidays.
- G. See Section 8 of the Agreement for details. During the first 3 months of employment, no contribution is required. In the 4th month & thereafter the contribution rate is \$0.25 (twenty-five cents) per hour.
- H. **The total hourly wage rate on the chart does NOT include the health and welfare amount.** The health and welfare amount is paid for eligible employees, in addition to the total hourly rate. See Section 6 of the Agreement.
- I. **Vacation rates vary, and the required Total Hourly Rate may be higher or lower than the amount shown here.** See footnote C and Section 5 of the Agreement for details. The sample vacation rate shown here is for an employee having had 5 years' completed continuous service and receiving vacation benefits of 3 weeks with pay.

Summary of Attachment 8: Theatrical Stage Employees

This chart is a summary of the required wages and fringe benefits required by the Project Collective Bargaining Agreement between the City of San Francisco and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories, and Canada, Local No. 16 (Attachment 8). The table below does NOT include all the information contained in the collective bargaining agreement. Please refer to Attachment 8 for complete information on wages and fringe benefits.

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS					STRAIGHT-TIME	OVERTIME		
	BASIC HOURLY RATE	HEALTH AND WELFARE	PENSION	VACATION	TRAINING & CERTIFICATION	HOURS	TOTAL HOURLY RATE	1.5 X	2 X
General AV technicians for breakout rooms, Extra help for events or theme parties without entertainment (not including traditional stage crafts).	\$ 35.49	\$ 5.94	\$ 5.37	\$ 2.84	\$ 0.77	\$ 8.00	\$ 50.40	\$ 68.15	\$ 85.89
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	\$ 42.06	\$ 7.04	\$ 6.36	\$ 3.36	\$ 0.91	\$ 8.00	\$ 59.73	\$ 80.76	\$ 101.79
Traditional Stage Crafts: (Carpenters/Electrics/Props/A2) Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment. Extra help for commercial, industrial and product demonstration show and events with entertainment. Camera set up and tear down, including Video utilities.	\$ 45.24	\$ 7.57	\$ 6.84	\$ 3.62	\$ 0.98	\$ 8.00	\$ 64.25	\$ 86.87	\$ 109.49
Department Heads	\$ 50.51	\$ 8.46	\$ 7.64	\$ 4.04	\$ 1.09	\$ 8.00	\$ 71.73	\$ 96.99	\$ 122.24
ETCP Certified Rigger and Electrician	\$ 52.51	\$ 8.79	\$ 7.94	\$ 4.20	\$ 1.13	\$ 8.00	\$ 74.57	\$ 100.83	\$ 127.08
Show Call Rates - Commercial, Industrial and Product Demonstration Shows									
Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	\$ 194.34	\$ 32.53	\$ 29.38	\$ 15.55	\$ 4.20	\$ 8.00	\$ 276.00	\$ 373.17	\$ 470.34
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	\$ 210.54	\$ 35.24	\$ 31.83	\$ 16.84	\$ 4.55	\$ 8.00	\$ 299.01	\$ 404.28	\$ 509.55
Department Heads	\$ 231.60	\$ 38.77	\$ 35.02	\$ 18.53	\$ 5.00	\$ 8.00	\$ 328.92	\$ 444.72	\$ 560.52

Footnotes

- A. See Sections II (F) and (G) of the Agreement for details about work week schedules and payment of overtime rates.
- B. Contributions to the Local 16 Health and Welfare Trust Fund are 15.5% of all gross wages (including vacation pay). See Section IV(A) of the Agreement.
- C. Contributions to the Local 16 Pension Trust Fund are 14% of all gross wages (including vacation pay). See Section IV (B) of the Agreement.
- D. All employees shall receive not less than 8% of all their gross wages for vacation pay. See Section III (I)
- E. Contributions to the Local 16 Training Trust Fund are 2% of all gross wages (including vacation pay). See Section IV (D) of the Agreement.

Summary of Attachment 9: Movers

This chart is a summary of the hourly wage rate and fringe benefits required by the Collective Bargaining Agreement between Northern California employers and the Northern California Carpenters Regional Council / Carpenters 46 Northern California Counties Conference Board in effect from September 1, 2015 through August 31, 2017 (Attachment 9). **The chart does NOT include all the information contained in the Collective Bargaining Agreement. Please refer to Attachment 9 for complete information on wages and fringe benefits.**

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME HOURLY RATE	
	Basic Hourly Rate	A Health & Welfare	Annuity	Work Fee	Vacation	HOURS	TOTAL HOURLY RATE	1.5 X	2 X
Mover, Packer, Crater	\$ 19.55	\$ 10.05	\$ 1.10	\$ 0.82	\$ 1.05	\$ 8.00	\$ 32.57	\$ 42.35	\$ 52.12
Driver	\$ 19.82	\$ 10.05	\$ 1.10	\$ 0.82	\$ 1.05	\$ 8.00	\$ 32.84	\$ 42.75	\$ 52.66
Helper	\$ 19.55	\$ 10.05	\$ 1.10	\$ 0.82	\$ 1.05	\$ 8.00	\$ 32.57	\$ 42.35	\$ 52.12

Footnotes

A. Contributions to the Health & Welfare plan shall be capped at 1800 hours per year. See Section 4.02 of the Agreement for details.

Attachment 10 Summary: Solid Waste Hauler

This chart estimates typical wage rates and fringe benefits required by the Collective Bargaining Agreement between Recology Sunset & Recology Golden Gate and Sanitary Truck Drivers and Helpers Union Local 350, IBT (Attachment 10) for Drivers. **The chart does NOT include all the information contained in the Collective Bargaining Agreement.** Please refer to **Attachment 10** for complete information on wages and fringe benefits. See Section 5 for basic hourly rates for other job classifications (such as Helper/Driver, Recycling Collector, etc.).

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS							STRAIGHT-TIME		OVERTIME HOURLY RATE	
	A Basic Hourly Rate	C Vacation: Increases after Years 1, 2, 4, 7, 12, 20, and	E Holiday (12 / year)	E Health & Welfare	G Pension	H RSP (Retirement Health Insurance)	HOURS	HOURLY RATE	ESTIMATED RATE 1.5 X	ESTIMATED RATE 2 X	
Rates for Individual engaged in the hauling of Solid Waste as a Commercial Drivers or Route Leadperson Fantastic 3 who have been employed by the employer for 6 months prior to Jan. 1 2012 or for new hires after 36 months of employment.											
Commercial Driver / Route Leadperson Fantastic 3	A, B \$ 46.33	D \$ 2.67	\$ 2.14	F \$ 13.03	F \$ 8.67	G \$ 3.35	\$ 8.00	H \$ 76.19	I \$ 99.36	I \$ 122.52	

Footnotes

A. **New Hire Wages:** New hires shall work under the applicable percentage in the employee's classification. During 1st 12 months of employment - 80% of hourly wage. During 2nd 12 months of employment - 85% of hourly wage. During 3rd 12 months of employment - 90% of hourly wage. After completion of 36 months - 100% of hourly wage. See Section 5(e) of the Agreement for details.

B. Basic hourly rates increase a minimum of 3% and a maximum of 5 or 6% each year based on the increase in the BLS Consumer Price Index - All Urban Consumers for San Francisco-Oakland-San Jose area. See Section 3 of the Agreement for details.

C. Vacation rates vary based on length of employment. Employees are entitled to 1 week after 1 year of continuous employment; 2 weeks after 2 years; 3 weeks after 4 years; 4 weeks after 7 years; 5 weeks after 12 years; 6 weeks after 20 years; 7 weeks after 25 years; and 8 weeks after 30 years. Rate listed represents the vacation rate after 4 years. See Section 9 of the Agreement for details.

D. Vacation rates vary. (see Footnote C). The sample vacation rate shown here is for an employee who has been in the services of the employer continuously for 4 years and receives 3 weeks of vacation benefits.

E. Please see Section 8 of the Agreement for a list of recognized holidays.

F. Specific contribution requirements for Health and Welfare vary. Please refer to Section 11(a) of the Agreement for details. The sample rate shown here is the average hourly employer contribution, as provided by Recology Sunset Scavenger and Recology Golden Gate (see attachment). They are estimates only. The Agreement provides that employees who work 80 hours per week or more per month receive the Recology Health, Life and Long-Term Disability Package.

G. Specific contribution pension requirements vary. Please refer to Section 11(e) of the Agreement for details. The sample rate shown here is the average hourly employer contribution, as provided by Recology Sunset Scavenger and Recology Golden Gate (see following page). They are estimates only. Please contact the Teamsters Benefit Trust for detailed current rates.

H. Specific contribution requirements for Retirement Health Insurance vary. Please refer to Section 11(d) of the Agreement for details. The sample rate shown here is the average hourly employer contribution, as provided by Recology Sunset Scavenger and Recology Golden Gate (see following page). They are estimates only.

I. Vacation rates, Health & Welfare, Pension, and Retirement Health Insurance Rates under this agreement all vary, and the actual Hourly Rate may be higher or lower than the estimate shown here. Please refer to the Collective Bargaining Agreement for complete requirements.



Summary of Local 510 -- Trade Show and Convention Installer Agreement

Effective April 1, 2015 to March 31, 2018

This chart is a summary of the hourly rate and fringe benefits required by the Collective Bargaining Agreement between the Convention Services Employer and Allied Trades District Council 36, on behalf of Sign Display and Allied Crafts Local Union 510. The chart does NOT include all the information contained in the Collective Bargaining Agreement. Please refer to the Agreement for complete information on wage and fringe benefits

			Base Rate	Vacation / Holiday	Medical	Pension	Training	Wages+Vac/Hol+Medical+ Pension+Training	
			\$38.650	7%					
Installers Classifications ^{A,B}			<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	
Journeyman A			ST	\$39.75	\$2.78	\$11.90	\$7.15	\$0.71	\$62.29
			OT	\$59.63	na	\$11.90	\$7.15	\$0.71	\$79.39
			DT	\$79.50	na	\$11.90	\$7.15	\$0.71	\$99.26
Primary Installer Foreperson	+ 11%		ST	\$44.12	\$3.09	\$11.90	\$7.15	\$0.71	\$66.97
			OT	\$66.18	na	\$11.90	\$7.15	\$0.71	\$85.94
			DT	\$88.24	na	\$11.90	\$7.15	\$0.71	\$108.00
Installer Leadperson	+ 10%		ST	\$43.73	\$3.06	\$11.90	\$7.15	\$0.71	\$66.55
			OT	\$65.59	na	\$11.90	\$7.15	\$0.71	\$85.35
			DT	\$87.46	na	\$11.90	\$7.15	\$0.71	\$107.22
Installer - Non- Journeyman B	70%		ST	\$27.83	na	\$11.90	\$7.15	\$0.71	\$47.59
			OT	\$41.75	na	\$11.90	\$7.15	\$0.71	\$61.51
			DT	\$55.66	na	\$11.90	\$7.15	\$0.71	\$75.42
Installer - Non- Journeyman C	55%		ST	\$21.86	na	\$11.90	na	\$0.71	\$34.47
			OT	\$32.79	na	\$11.90	na	\$0.71	\$45.40
			DT	\$43.72	na	\$11.90	na	\$0.71	\$56.33

A. See Article X of the Collective Bargaining Agreement (CBA) for descriptions of classifications. This table does not include all classifications in the CBA.

B. An additional 10% for High Time shall be added for work performed over three stories or 30' with a four hour minimum.

chart summarizes the hourly wage rate and fringe benefits required by the Collective Bargaining Agreement between Mira Mobile Television, Inc. and KELLEYCORE, and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC and its Local 119 / Bay Area Freelance Association (Attachment 1). The chart does NOT include all the information contained in the Collective Bargaining Agreement. Please refer to Attachment 1 for complete information on wages and fringe benefits.

Sports Broadcasts

	Craft	Hourly Rate	Overtime (1.5 x hourly rate)	Day Rate (10 Hr. Minimum Call)	Health & Welfare @ \$7.96 x 10 hrs	Annuity @ 5%	Pension	Total Day Rate Wage + Benefits
1	Technical Director	\$ 67.06	\$ 100.59	\$ 704.14	\$ 79.60	\$ 35.21	\$ 13.50	\$ 832.45
2	Audio Mixer	\$ 65.38	\$ 98.07	\$ 686.49	\$ 79.60	\$ 34.32	\$ 13.50	\$ 813.91
3	Audio Assistant	\$ 38.89	\$ 58.33	\$ 408.33	\$ 79.60	\$ 20.42	\$ 13.50	\$ 521.84
4	Video Controller	\$ 51.35	\$ 77.03	\$ 539.21	\$ 79.60	\$ 26.96	\$ 13.50	\$ 659.27
5	Camera Operator	\$ 46.83	\$ 70.25	\$ 491.72	\$ 79.60	\$ 24.59	\$ 13.50	\$ 609.40
6	Handheld Camera	\$ 53.85	\$ 80.77	\$ 565.41	\$ 79.60	\$ 28.27	\$ 13.50	\$ 686.78
7	Camera Ultra Mo	\$ 50.05	\$ 75.08	\$ 525.54	\$ 79.60	\$ 26.28	\$ 13.50	\$ 644.92
8	Robotic Camera	\$ 52.18	\$ 78.27	\$ 547.87	\$ 79.60	\$ 27.39	\$ 13.50	\$ 668.36
9	Video Tape Recorder	\$ 46.83	\$ 70.25	\$ 491.72	\$ 79.60	\$ 24.59	\$ 13.50	\$ 609.40
10	Video Tape Recorder Ultra Mo	\$ 50.05	\$ 75.08	\$ 525.54	\$ 79.60	\$ 26.28	\$ 13.50	\$ 644.92
11	EVS/DDR	\$ 59.65	\$ 89.48	\$ 626.35	\$ 79.60	\$ 31.32	\$ 13.50	\$ 750.77
12	Graphics I (Graphics Operator)	\$ 51.35	\$ 77.03	\$ 539.21	\$ 79.60	\$ 26.96	\$ 13.50	\$ 659.27
13	Graphics Coordinator	\$ 35.84	\$ 53.76	\$ 376.33	\$ 79.60	\$ 18.82	\$ 13.50	\$ 488.25
14	Phone Assistant Director	\$ 35.96	\$ 53.94	\$ 377.59	\$ 79.60	\$ 18.88	\$ 13.50	\$ 489.57
15	Tape Assistant Director	\$ 41.34	\$ 62.01	\$ 434.08	\$ 79.60	\$ 21.70	\$ 13.50	\$ 548.89
16	Stage Manager	\$ 30.35	\$ 45.53	\$ 318.70	\$ 79.60	\$ 15.93	\$ 13.50	\$ 427.73
17	Graphic II	\$ 30.35	\$ 45.53	\$ 318.70	\$ 79.60	\$ 15.93	\$ 13.50	\$ 427.73
18	Statistician	\$ 26.32	\$ 39.48	\$ 276.33	\$ 79.60	\$ 13.82	\$ 13.50	\$ 383.24
	Red Hat	\$ 30.35	\$ 45.53	\$ 318.70	\$ 79.60	\$ 15.93	\$ 13.50	\$ 427.73
20	Utility Technician	\$ 25.54	\$ 38.31	\$ 268.14	\$ 79.60	\$ 13.41	\$ 13.50	\$ 374.65
21	Parab	\$ 21.40	\$ 32.10	\$ 224.73	\$ 79.60	\$ 11.24	\$ 13.50	\$ 329.07
22	Runner	\$ 15.98	\$ 23.97	\$ 167.78	\$ 79.60	\$ 8.39	\$ 13.50	\$ 269.27

Extras

Premium Pay

Video	7th Cam	\$ 48.10	11th Cam	\$ 240.52
	8th Cam	\$ 96.21	12th Cam	\$ 288.63
	9th Cam	\$ 144.31	13th Cam	\$ 336.73
	10th Cam	\$ 192.42	14th Cam	\$ 384.84
6 Channel DDR		\$ 68.68		
VTRX2		\$ 68.68	Day	
ENG		\$ 103.10	Day	
No Coordinator		\$ 133.45	Day	
Ultra Mo Cam	Hand Cam + \$3.15/hr	\$ 49.98	Hourly rate	
Ultra Mo VTR	VTR + \$3.15/hr	\$ 49.98	Hourly rate	
RF Cam	Hand Cam + Eng/day	594.81	Day rate	

Broadcast Services Rates 2016

Corporate / Entertainment

		Hourly Rate	Overtime 1.5	Day Rate (10 Hrs Paid at 10 Hr Minimum Call)	Health & Welfare Per Day @ \$7.96 /hr.	Annuity @ 5%	Pension	Total Day Rate Wage + Benefits
1	Technical Director	\$ 82.69	\$ 124.04	\$ 868.28	\$ 79.60	\$ 43.41	\$ 13.50	\$ 1,004.79
2	Audio Mixer A-1	\$ 68.92	\$ 103.37	\$ 723.62	\$ 79.60	\$ 36.18	\$ 13.50	\$ 852.90
3	Audio Assistant A-2	\$ 52.87	\$ 79.31	\$ 555.16	\$ 79.60	\$ 27.76	\$ 13.50	\$ 676.01
4	Video Controller	\$ 68.92	\$ 103.37	\$ 723.62	\$ 79.60	\$ 36.18	\$ 13.50	\$ 852.90
5	Camera Operator	\$ 62.02	\$ 93.03	\$ 651.18	\$ 79.60	\$ 32.56	\$ 13.50	\$ 776.84
6	Handheld Camera	\$ 70.79	\$ 106.19	\$ 743.33	\$ 79.60	\$ 37.17	\$ 13.50	\$ 873.59
7	Robotic Camera	\$ 64.71	\$ 97.06	\$ 679.43	\$ 79.60	\$ 33.97	\$ 13.50	\$ 806.50
8	Video Tape Recorder	\$ 62.02	\$ 93.03	\$ 651.18	\$ 79.60	\$ 32.56	\$ 13.50	\$ 776.84
9	EVS/DDR	\$ 68.92	\$ 103.37	\$ 723.62	\$ 79.60	\$ 36.18	\$ 13.50	\$ 852.90
10	Graphics I (Graphics Operator)	\$ 68.92	\$ 103.37	\$ 723.62	\$ 79.60	\$ 36.18	\$ 13.50	\$ 852.90
11	Graphics Coordinator	\$ 48.23	\$ 72.34	\$ 506.41	\$ 79.60	\$ 25.32	\$ 13.50	\$ 624.83
12	Phone Assistant Director	\$ 41.34	\$ 62.01	\$ 434.08	\$ 79.60	\$ 21.70	\$ 13.50	\$ 548.89
13	Tape Assistant Director	\$ 68.92	\$ 103.37	\$ 723.62	\$ 79.60	\$ 36.18	\$ 13.50	\$ 852.90
14	Stage Manager	\$ 48.23	\$ 72.34	\$ 506.41	\$ 79.60	\$ 25.32	\$ 13.50	\$ 624.83
15	Graphic II	\$ 37.63	\$ 56.45	\$ 395.13	\$ 79.60	\$ 19.76	\$ 13.50	\$ 507.98
16	Statistician	\$ 32.63	\$ 48.95	\$ 342.62	\$ 79.60	\$ 17.13	\$ 13.50	\$ 452.85
17	Red Hat	\$ 37.63	\$ 56.45	\$ 395.13	\$ 79.60	\$ 19.76	\$ 13.50	\$ 507.98
18	Utility Technician	\$ 31.72	\$ 47.58	\$ 333.05	\$ 79.60	\$ 16.65	\$ 13.50	\$ 442.80
19	Parab	\$ 26.53	\$ 39.80	\$ 278.60	\$ 79.60	\$ 13.93	\$ 13.50	\$ 385.64
20	Runner	\$ 20.68	\$ 31.02	\$ 217.10	\$ 79.60	\$ 10.86	\$ 13.50	\$ 321.05

Attachment 14

List of the Crafts Covered by Prevailing Wage Requirements

Craft	Attachment # (with DIR Determination or CBA)
Asbestos Removal Worker (Laborer)	2
Asbestos Worker, Heat and Frost Insulator	2
Boilermaker-Blacksmith	1
Broadcast Services Workers	12
Brick Tender	3
Bricklayer, Blocklayer	3
Building/Construction Inspector and Field Soils and Materials Tester	2
Building/Construction Inspector and Field Soils and Materials Tester (Second Shift)	2
Carpenter and Related Trades	2
Carpenter and Related Trades (Second Shift)	2
Carpenter and Related Trades (Third Shift)	2
Carpet, Linoleum	3
Cement Mason	2
Cement Mason (Special Single Shift)	2
Dredger (Operating Engineer)	2
Driver (On/Off Hauling to/from Construction Site)	1
Drywall Installer/Lather (Carpenter)	2
Electrical Utility Lineman	1
Electrician	3
Elevator Constructor	2
Field Surveyor	3
Furniture Movers and Related Classifications	9
Glazier	3
Iron Worker	1
Janitorial Services Worker	5
Janitorial Window Cleaner Workers	6
Laborer and Related Classifications	2
Laborer and Related Classifications (Special Single and Second Shift)	2
Landscape Maintenance Laborer	2
Light Fixture Maintenance	
Marble Finisher	3
Marble Mason	3
Metal Roofing Systems Installer	1
Modular Furniture Installer (Carpenter)	2
Operating Engineer	2
Operating Engineer (Special Single and Second Shift)	2
Operating Engineer (Building Construction)	2
Operating Engineer (Building Construction) (Special Single and Second Shift)	2
Operating Engineer (Heavy and Highway Work)	2
Operating Engineer (Heavy and Highway Work) (Special Single and Second Shift)	2
Painter	3
Parking and Highway Improvement Painter (Painter)	2
Parking Lot and Garage Workers	7
Pile Driver (Carpenter)	2

Pile Driver (Operating Engineer - Building Construction)	2
Craft	Attachment # (with DIR Determination or CBA)
Pile Driver (Operating Engineer - Building Construction) (Special Single and Second Shift)	2
Pile Driver (Operating Engineer - Heavy and Highway Work)	2
Pile Driver (Operating Engineer - Heavy and Highway Work) (Special Single and Second Shift)	2
Plasterer	3
Plaster Tender	3
Plumber	3
Roofer	3
Sheet Metal Worker	3
Slurry Seal Worker	2
Solid Waste Hauling Workers	10
Stator Rewinder	1
Steel Erector and Fabricator (Operating Engineer - Heavy & Highway Work)	2
Steel Erector and Fabricator (Operating Engineer - Heavy & Highway Work) (Special Single and Second Shift)	2
Steel Erector and Fabricator (Operating Engineer - Building Construction)	2
Teamster (Applies Only to Work on the Construction Site)	2
Teamster (Special Single Shift Rate) (Applies Only to Work on the Construction Site)	2
Telecommunications Technician	1
Telephone Installation Worker and Related Classifications	1
Terrazzo Finisher	3
Terrazzo Worker	3
Theatrical Workers	8
Tile Finisher	3
Tile Setter	3
Trade Show and Special Event Workers	11
Traffic Control/Lane Closure (Laborer) and Parking and Highway Improvement Painter	2
Tree Maintenance (Laborer)	2
Tree Trimmer (High Voltage Line Clearance)	1
Tree Trimmer (Line Clearance)	1
Tunnel Worker (Laborer)	2
Tunnel Worker (Laborer) (Special Single and Second Shift)	2
Tunnel/Underground (Operating Engineer - Heavy and Highway Work)	2
Tunnel/Underground (Operating Engineer - Heavy and Highway Work) (Special Single and Second Shift)	2
Water Well Driller	3