File No. 121085 Committee Item No. 4
Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Budget and Finance **Date** January 16, 2013

Board of Supervisors Meeting **Date** _____

Cmte	Board	
☐	☐	Motion
☒	☐	Resolution
☐	☐	Ordinance
☐	☐	Legislative Digest
☒	☐	Budget and Legislative Analyst Report
☐	☐	Legislative Analyst Report
☐	☐	Youth Commission Report
☐	☐	Introduction Form
☒	☐	Department/Agency Cover Letter and/or Report
☐	☐	MOU
☐	☐	Grant Information Form
☐	☐	Grant Budget
☐	☐	Subcontract Budget
☐	☐	Contract/Agreement
☐	☐	Form 126 – Ethics Commission
☐	☐	Award Letter
☐	☐	Application
☐	☐	Public Correspondence

OTHER **(Use back side if additional space is needed)**

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Completed by: Alisa Miller **Date** January 11, 2013
Completed by: _____ **Date** _____

An asterisked item represents the cover sheet to a document that exceeds 25 pages.
The complete document can be found in the file.

FILE NO. 121085 RESOLUTION NO.

[Prevailing Wage Rates - Various Workers Performing Work Under City Contracts]

Resolution fixing prevailing wage rates for workers performing work under City contracts for public work and improvement; workers performing work under City contracts for janitorial services; workers performing work in public off-street parking lots, garages, or storage facilities for automobiles on property owned or leased by the City; workers engaged in theatrical or technical services for shows on property owned by the City; workers engaged in the hauling of solid waste generated by the City in the course of City operations, pursuant to a contract with the City; and workers performing moving services under City contracts at facilities owned or leased by the City.

WHEREAS, The City and County of San Francisco (the "City") requires that prevailing wage rates be paid on work performed under City contracts, as follows:

(1) *Public Works Contracts.* Charter Section A7.204(b) requires that City contracts for public work or improvement provide that persons directly or indirectly performing work under the contract be paid not less than the highest general prevailing rate of wages in private employment for similar work, and Administrative Code Section 6.22(E) provides that contractors and subcontractors performing a public work or improvement for the City shall pay workers on such projects the highest general prevailing rate of wages, plus per diem wages and wages for holiday and overtime work, for various crafts and kinds of labor as paid in private employment in San Francisco;

(2) *Janitorial Services Contracts.* Administrative Code Section 21C.2 requires that City contracts for janitorial services to be performed at facilities owned or leased by the City provide that any individual performing janitorial services under the contract be paid not less

than the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, as paid in private employment for similar work in the area in which the contract is being performed;

(3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Administrative Code Section 21C.3 requires that leases, management agreements, and other City contracts for the operation of a public off-street parking lot, garage, or storage facility for automobiles on property owned or leased by the City provide that any individual working at the parking lot, garage, or storage facility including but not limited to individuals engaged in washing, polishing, lubrication, rent-car service, parking vehicles, cashiers, attendants, checking coin boxes, non-attendant parking lot checking, daily ticket audit, traffic directors and shuttle driver, shall be paid not less than the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, as paid in private employment for similar work in the area where the lease, management agreement, or contract is being performed;

(4) Theatrical Services Contracts. Administrative Code Section 21C.4 requires that contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by the City require that any individual engaged in theatrical or technical services related to the presentation of a show, including, but not limited to, workers engaged in rigging, sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and motion picture services be paid not less than the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, as paid in private employment for similar work in the area where the contract, lease, franchise, permit, or agreement is being performed;

(5) Solid Waste Hauling Contracts. Administrative Code Section 21C.5 requires that every contract awarded by the City for the hauling of solid waste generated by the City in the

course of City operations require that any individual engaged in the hauling of solid waste be paid not less than the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or the equivalent thereof, as paid in private employment for similar work in the area where the contract is being performed;

(6) Moving Services Contracts. Administrative Code Section 21C.6 requires that City contracts for moving services to be performed at any facility owned or leased by the City provide that any individual performing moving services be paid not less than the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, as paid in private employment for similar work in the area where the contract is being performed; and

WHEREAS, For the foregoing purposes, Administrative Code Sections 6.22(E) and 21C.7(c)(1) respectively require the Board of Supervisors (the "Board") annually to fix and determine the prevailing rate of wages paid in private employment in San Francisco for the various crafts and kinds of labor used on public works and construction projects; for janitorial services; for workers in public off-street parking lots, garages, or automobile storage facilities; for theatrical and technical services related to the presentation of shows; for solid waste hauling services; and for moving services; and

WHEREAS, To aid the Board in the aforementioned determinations of prevailing wage rates, Administrative Code Sections 6.22(E) and 21C.7(c)(1) respectively require the Civil Service Commission ("the Commission") to furnish to the Board relevant data as to prevailing wage rates; and

WHEREAS, For that purpose the Commission at its October 1, 2012 meeting considered the issue of prevailing wages and a report on that subject prepared by the Office of Labor Standards Enforcement (the "OLSE report"), on file with the Clerk of the Board of

Supervisors in File No. 121085, which is hereby declared to be a part of this motion as if set forth fully herein; and,

WHEREAS, The Commission at its October 1, 2012 meeting certified the data in and adopted the OLSE report, which includes conclusions as to the prevailing wage rates to be set in accordance with Administrative Code Sections 6.22(E), 21C.2, 21C.3, 21C.4, 21C.5, and 21C.6 respectively; now, therefore, be it

RESOLVED, That the Board fixes and determines prevailing wage rates to be paid on work performed under City contracts, as follows:

(1) *Public Works Contracts.* Pursuant to Administrative Code Section 6.22(E), the Board fixes and determines the prevailing rate of wages, including per diem wages and wages for holiday and overtime work, for the various crafts and kinds of labor paid in private employment in San Francisco to be the prevailing wages identified in the OLSE report, specifically, the General Prevailing Wage Determinations made by the Director of Industrial Relations, State of California, pursuant to California Labor Code Sections 1770, 1773, and 1773.1 (see Attachments 1-4 of the OLSE report, at pages 5-226);

(2) *Janitorial Services Contracts.* Pursuant to Administrative Code Section 21C.2, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for janitorial work to be the prevailing wages identified in the aforementioned OLSE report, specifically, provisions of the collective bargaining agreement between the San Francisco Maintenance Contractors Association and Service Employees International Union, Local 87, in effect August 1, 2008 through July 31, 2012, and provisions of the collective bargaining agreement between the San Francisco Window Cleaning Contractors Association and the Window Cleaners Union, Service Employees International Union, Local 1877, in effect from

April 1, 2010 through March 31, 2013 (see Attachments 6 and 7 of the OLSE report, at pages 269-332);

(3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Pursuant to Administrative Code Section 21C.3, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for work in off-street parking lots, garages, or automobile storage facilities to be the prevailing wages identified in the aforementioned OLSE report, specifically, provisions of the Garage and Parking Lot Agreement between the Jurisdictional Operators of Parking Facilities and Teamsters Automotive and Allied Workers, Local 665, in effect from December 1, 2008 through November 30, 2012 (see Attachment 5 of the OLSE report, at pages 227-268);

(4) *Theatrical Services Contracts.* Pursuant to Administrative Code Section 21C.4, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid for theatrical or technical services related to the presentation of a show including, but not limited to, rigging, sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and motion picture services to be the prevailing wages identified in the aforementioned OLSE report, specifically, provisions of the 2011 Project Agreement of Local 16, International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts, in effect from July 1, 2012 through December 31, 2012 (see Attachment 8 of the OLSE report, at pages 333-355);

(5) *Solid Waste Hauling Contracts.* Pursuant to Administrative Code Section 21C.5, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or the equivalent thereof, paid to employees engaged in the hauling of solid waste, to be the wages identified in the aforementioned OLSE report,

specifically, provisions of the Collective Bargaining Agreement Between Sanitary Truck Drivers and Helpers Union Local 350, International Brotherhood of Teamsters, and Recology Sunset & Recology Golden Gate, in effect from January 1, 2012 through December 31, 2016 (see Attachment 10 of the OLSE report, at pages 366-398); and

(6) *Moving Services Contracts.* Pursuant to Administrative Code Section 21C.6, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for moving services to be the prevailing wages identified in the aforementioned OLSE report, specifically, provisions of the Carpenters Truck Driver and Mover Agreement between the Northern California Regional Council of Carpenters and the Carpenters 46 Northern California Counties Conference Board, in effect September 1, 2010 through August 31, 2012 (see Attachment 9 of the OLSE report, at pages 356-365).

RECOMMENDED:

CIVIL SERVICE COMMISSION

By: _____
JENNIFER JOHNSTON
EXECUTIVE OFFICER

CITY AND COUNTY OF SAN FRANCISCO

BOARD OF SUPERVISORS

BUDGET AND LEGISLATIVE ANALYST

1390 Market Street, Suite 1150, San Francisco, CA 94102 (415) 552-9292
FAX (415) 252-0461

January 11, 2013

TO: Budget and Finance Committee

FROM: Budget and Legislative Analyst

SUBJECT: January 16, 2013 Budget and Finance Committee Meeting

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7&8	12-1197	Public Employment – Amending the Annual Salary Ordinance for Implementation of Proposition E and the Gross Receipts Tax	
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Item 4 File 12-1085	Department: Civil Service Commission (CSC); and Office of Labor Standards and Enforcement (OLSE)

EXECUTIVE SUMMARY

Legislative Objective

- The proposed resolution would fix prevailing wage rates for employees of businesses having City contracts that (1) perform public works and improvement projects, (2) perform janitorial services, (3) work in public off-street parking lots, garages, or storage facilities for vehicles on property owned or leased by the City, (4) engage in theatrical or technical services related to the presentation of shows on property owned or leased by the City, (5) haul solid waste, and (6) perform moving services at facilities owned or leased by the City.

Key Points

- Each year, the Board of Supervisors is required to establish the prevailing wage rates that specified businesses, having City contracts, are required to pay their employees. The Civil Service Commission assists the Board of Supervisors by furnishing relevant prevailing wage data collected by the Office of Labor Standards Enforcement; however, the Board of Supervisors is not bound to consider only the Civil Service Commission's data.

- The proposed resolution would establish the following prevailing wage rates: (1) construction employees would receive wage rate or increases that vary by classification, ranging from no change to wage rate increases up to $2.60 per hour for certain electricians; (2) janitorial employees and window cleaners would receive no wage rate increase; (3) garage and parking lot employees would receive no wage rate increase; (4) theatrical employees would receive a wage rate increase of $0.67 to $0.95 per hour, depending on the classification; (5) employees hauling solid waste would receive a wage rate increase of $0.86 to $0.92 per hour increase, depending on the classification; and (6) employees performing moving services would receive no wage rate increase.

Fiscal Impacts

- The proposed resolution increases in the prevailing wage rates could result in increased costs to the City under future City contracts for the subject services. However, such costs are dependent on future City contractor bids and the extent to which City contractors increase the bids submitted to the City to pay for the costs of the increased prevailing wages rates. Therefore, such potential increased costs to the City cannot be estimated at this time.

Recommendation

- Approval of the proposed resolution is a policy decision for the Board of Supervisors.

MANDATE STATEMENT / BACKGROUND

Mandate Statement

Charter Section A7.204 requires contractors that have public works or construction contracts with the City to pay employees the highest general prevailing rate of wages for similar work in private employment. The Charter allows the Board of Supervisors to exempt payment of the prevailing wage for wages paid under public works or construction contracts between the City and non-profit organizations that provide workforce development services.

Administrative Code Section 22(E)(3) requires the Board of Supervisors to annually set prevailing wage rates for employees of businesses having City contracts. Table 1 below identifies the (a) specific Administrative Code Sections, (b) the dates each Administrative Code Section was last amended by the Board of Supervisors, and (c) the types of City contracts, leases, and/or operating agreements in which the businesses are required to pay prevailing wages.

Table 1: List of Contractors Required to pay the Annual Prevailing Wage

Administrative Code	Date of Most Recent Amendment	Type of Contract
Section 6.22 (E)	May 19, 2011	Public works or construction
Section 21C.1	January 7, 2011	Motor bus service*
Section 21C.2	February 12, 2012	Janitorial and window cleaning services
Section 21C.3	February 12, 2012	Public off-street parking lots, garages and vehicle storage facilities
Section 21C.4	February 12, 2012	Theatrical performances
Section 21C.5	February 12, 2012	Solid waste hauling services
Section 21C.6	February 12, 2012	Moving services

*See Details of Proposed Legislation section of the report

Background

Each year, the Board of Supervisors is required to establish the prevailing wage rates that businesses having contracts with the City are required to pay their construction, motor bus service, janitorial and window cleaning, parking, theatrical, moving, and solid waste hauling service employees.

To assist the Board of Supervisors in determining the prevailing wage rates, the Civil Service Commission is required to furnish the Board of Supervisors, on or before the first Monday of November of each year, relevant prevailing wage rate data. Administrative Code Section 6.22(E) states that the Board of Supervisors is not limited to the data submitted by the Civil Service Commission to determine the prevailing wage rates, but may consider other information on the subject as the Board of Supervisors deems appropriate. If the Board of Supervisors does not adopt the prevailing wage rates, the wage rates established by the California Department of Industrial Relations for the year will be adopted.

The Civil Service Commission's relevant prevailing wage rate data provided to the Board of Supervisors is based on a survey by the Office of Labor Standards Enforcement and includes collective bargaining agreements that have recently expired and that are being negotiated or will be negotiated in the near future. However, according to Ms. Donna Levitt, Manager, Office of Labor Standards Enforcement, the collectively bargained wage rates, including the wage rates of the expired agreements that the Board of Supervisors approves under this proposed resolution will remain valid until the Board of Supervisors approves new wage rates next year.

DETAILS OF PROPOSED LEGISLATION

The proposed resolution would fix prevailing wage rates for employees of businesses having City contracts, leases, or operating agreements that (1) perform public works and improvement projects, (2) perform janitorial and window services, (3) work in public off-street parking lots, garages, or storage facilities for vehicles on property owned or leased by the City, (4) engage in theatrical or technical services related to the presentation of shows on property owned or leased by the City, (5) haul solid waste, and (6) perform moving services at facilities owned or leased by the City.

According to Mr. Jon Givnor of the City Attorney's Office, the proposed ordinance does not fix prevailing wage rates for employees of businesses having City contracts, leases, or operating agreements that provide motor bus services because the Administrative Code only requires payment of prevailing wage rates if the specific contract between the City and the motor bus service contractor requires the prevailing wage rates. Because the City does not have an existing motor bus services contract, the proposed ordinance does not set the prevailing wage rates for these classifications at this time.

As discussed above, in order to assist the Board of Supervisors in determining and establishing prevailing wage rates, the Civil Service Commission is required to submit relevant prevailing wage rate data to the Board of Supervisors, on or before the first Monday of November of each year. On October 1, 2012, the Civil Service Commission reviewed and certified the prevailing wage rate data compiled by the Department of Human Resources and forwarded the following data to the Board of Supervisors on October 3, 2012:

- Prevailing wage rates for various crafts and labor classifications under public works projects are established by the California Department of Industrial Relations, usually based on collective bargaining agreements that cover the employees performing the relevant craft or type of work in San Francisco.

- Prevailing wage rates for contracts for other services and classifications covered by the Administrative Code, as recommended by the Civil Service Commission, are based on the collective bargaining agreements that cover work performed in San Francisco between employers and the respective labor unions.

Attachment I to this report provides an alphabetical list of the all occupations covered by the City's prevailing wage rate requirements.

FISCAL IMPACT

Attachment II to this report, prepared by the Budget and Legislative Analyst, summarizes (a) the types of contracts, leases, or operating agreements required to pay prevailing wage, (b) the respective collective bargaining agreements and labor unions, (c) the amount of the hourly wage rate increases in 2013 as compared to 2012, and (d) the impact on wages. The specified hourly wage rates exclude fringe benefits, pension, vacation and holiday pay, which are separately calculated and provided in the data forwarded by the Civil Service Commission to the Board of Supervisors.

Potential impact on the costs of future contractor bids

Under the proposed resolution, private businesses, that have contracts with the City, and perform construction, janitorial and window cleaning, parking, theatrical, moving, and solid waste hauling services work in San Francisco, would be required to pay their employees at least the prevailing wage rates as noted above. Increases in the prevailing wage rates could result in increased costs of future City contracts. However, any increased contract costs to the City as a result of the proposed resolution are dependent on future City contractors' bids, and the extent to which increased prevailing wage rates result in higher bids submitted by City contractors. Therefore, such potential increased costs cannot be estimated at this time.

RECOMMENDATION

Approval of the proposed resolution is a policy decision for the Board of Supervisors.

General Prevailing Wage Determinations Made by the Director of Industrial Relations, State of California
and
Categories Requested by the San Francisco Board of Supervisors

Asbestos Removal Worker (Laborer)
Asbestos Worker, Heat and Frost Insulator
Boilermaker-Blacksmith
Brick Tender
Bricklayer, Blocklayer
Building/Construction Inspector
Carpenter
Carpet, Linoleum
Cement Mason
Dredger (Operating Engineer)
Drywall Installer (Carpenter)
Electrical Utility Lineman
Electrician
Elevator Constructor
Field Surveyor
Glazier
Iron Worker
Laborer
Landscape Maintenance Laborer
Light Fixture Maintenance
Marble Finisher
Marble Setter
Modular Furniture Installer (Carpenter)
Operating Engineer
Operating Engineer (Building Construction)
Operating Engineer (Heavy and Highway Work)
Painter
Parking and Highway Improvement Painter (Laborer)
Parking and Highway Improvement Painter (Painter)
Pile Driver (Carpenter)
Pile Driver (Operating Engineer - Building Construction)
Pile Driver (Operating Engineer - Heavy and Highway Work)
Plaster Tender
Plasterer
Plumber
Roofer
Sheet Metal Worker (HVAC)
Slurry Seal Worker
Stator Rewinder
Steel Erector and Fabtricator (Operating Engineer - Heavy & Highway Work)
Steel Erector and Fabtricator (Operating Engineer - Building Construction)
Teamster
Telecommunications Technician
Telephone Installation Worker
Terrazzo Worker
Tile Finisher
Tile Setter
Traffic Control/Lane Closure (Laborer)
Tree Trimmer (high voltage line clearance)
Tree Trimmer (line clearance)
Tunnel Worker (Laborer)

Tunnel/Underground (Operating Engineer)
Water Well Driller

Occupational categories added at the request of the San Francisco Board of Supervisors:

Janitors
Movers
Parking Garage Attendants
Solid Waste Hauler
Theatrical Stage Employees
Window Cleaner

Attachment II

Type of Contract, Lease, or Operating Agreement	Collective Bargaining Agreement and/or Labor Union	Hourly Wage Rate Increase in 2013 compared to 2012	Average Impact on Wages
Public Works and Construction	California Department of Industrial Relations	Varies by classification, ranging from no change to an increase of $2.60 per hour for certain electricians	Varies by classification. The low rate of $10.38 per hour and the high rate of $59.68 per hour are unchanged from 2012.
Janitorial Services Contract	Collective bargaining agreement between the San Francisco Maintenance Contractors Association and the Service Employees International Union, Local 1877, Division 87.	No change	No change
Window Services Contract	Collective bargaining agreement between the San Francisco Window Cleaning Contractors Association and Window Cleaners Union – Service Employees International Union Local 1877, AFL-CIO	No change	No change
Public Off-Street Garage Attendants	Agreement between the Jurisdictional Operators of Parking Facilities and Teamsters Automotive and Allied Workers, Local 665.	No change	No change
Theatrical Services	2011 Project Agreement - International Alliance of Theatrical Stage Employees, Local 16, and Moving Picture Technicians, Artists and Allied Crafts.	Varies by classification from $0.67 to $0.95 per hour increase	Varies by classification: • The low wage increases from $33.27 to $33.94 per hour • The high wage increases from $49.36 to $50.31 per hour
Solid Waste Hauling	Collective Bargaining Agreement between Sanitary Truck Drivers and Helpers Union Local 350, International Brotherhood of Teamsters, and NorCal Waste Systems, Inc., Golden Gate Disposal & Recycling Company, and Sunset Scavenger Company.	Varies by classification from $0.86 to $0.92 per hour increase	Varies by classification: • The wage increases from $38.15 to $39.01 per hour for recycling collectors • The wage increases from $40.14 to $41.06 for commercial drivers
Moving Services	Agreement, between the Northern California Regional Council of Carpenters and the Carpenters 46 Northern California Counties Conference Board.	No change	No change

CITY AND COUNTY OF SAN FRANCISCO

DENNIS J. HERRERA
City Attorney

OFFICE OF THE CITY ATTORNEY

SALLIE P. GIBSON
Deputy City Attorney

DIRECT DIAL: (415) 554-4665
E-MAIL: sallie.gibson@sfgov.org

RECEIVED
BOARD OF SUPERVISORS
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2012 NOV -5 PM 4:04
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November 5, 2012

Ms. Angela Calvillo
Clerk, Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Rm 244
San Francisco CA 94102

Re: Resolution Fixing Prevailing Wage Rates Pursuant To Administrative Code Sections 6.22(E) and 21C.7(c)(1)

Dear Ms. Calvillo:

On behalf of the Civil Service Commission, I am submitting the original and four copies of the proposed Resolution pertaining to the fixing of prevailing wage rates as noted above.

This resolution is meant to be a companion to the report on prevailing wage rates sent to you on October 3, 2012 by Jennifer Johnston, Executive Officer of the Civil Service Commission. The report, authored by the Office of Labor Standards Enforcement ("OLSE") on September 6, 2012, was approved by the Commission for submission to the Board on October 1, 2012. It is referred to in the resolution as the "OLSE Report".

The proposed resolution is offered to assist the Board in fulfilling its responsibility under Administrative Code sections 6.22(E) and 21C.7(c)(1) to fix and determine annually the prevailing wage rates for certain types of work for the coming year. As the end of this year is soon approaching, please waive the "30 day hold" on this legislation so that the Board may consider it prior to the year's close.

Also, please note that in the "Whereas" clause, *at page 4, line 2 of the Resolution it will be necessary for the Clerk's Office to insert the File Number for this matter.*

Thank you for processing this submission and for making the necessary arrangements for a timely hearing on the proposed Resolution.

Very truly yours,

DENNIS J. HERRERA
City Attorney

SALLIE P. GIBSON
Deputy City Attorney

cc: Jennifer Johnston, Executive Officer, Civil Service Commission (w/enclosure)

Memo from COB-BOS-11
opage

CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

EDWIN M. LEE
MAYOR

KATE FAVETTI
PRESIDENT

SCOTT R. HELDFOND
VICE PRESIDENT

MARY Y. JUNG
COMMISSIONER

E. DENNIS NORMANDY
COMMISSIONER

JENNIFER C. JOHNSTON
EXECUTIVE OFFICER

October 3, 2012

RECEIVED
BOARD OF SUPERVISORS
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2012 OCT -5 AM 9:36
AK

Angela Calvillo, Clerk of the Board
Board of Supervisors
City Hall, Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

SUBJECT: Prevailing Wage Certification Legislation

Dear Ms. Calvillo:

At its meeting of October 1, 2012 the Civil Service Commission had for its consideration the 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 (CSC File No. 0327-12-3). A copy of the report prepared by the Department of Human Resources is attached.

It was the decision of the Civil Service Commission, in accordance with Charter Section A7.204 and Administrative Code Section 6.22, to adopt the Department of Human Resources' report.

The Civil Service Commission requested the City Attorney to draft legislation to accompany the report being forwarded to the Board of Supervisors as required by the Administrative Code. The draft legislation prepared by the City Attorney will be forwarded to you.

Please call me at 252-3250, if there are questions or if further information is needed related to the action of the Civil Service Commission.

Sincerely,

CIVIL SERVICE COMMISSION

Jennifer Johnston

JENNIFER JOHNSTON
Executive Officer

Attachment

c: Sallie Gibson, Deputy City Attorney

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: _____ - _____ -

2. For Civil Service Commission Meeting of: October 1, 2012

3. Check One:
   - Ratification Agenda
   - Consent Agenda
   - Regular Agenda X
   - Human Resources Director's Report

4. Subject: Certification of 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: 415 554-7892

7. Notifications: See Attachment

8. Reviewed and approved for Civil Service Commission Agenda:

   Human Resources Director: [signature]

   Date: 9/26/12

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 720
   San Francisco, CA 94102

RECEIVED
EXECUTIVE OFFICER
CIVIL SERVICE COMMISSION
SAN FRANCISCO
2012 SEP 26 PM 1:20

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

CSC RECEIPT STAMP

Attachment

CSC-22 (11/97)

City and County of San Francisco

Edwin M. Lee
Mayor

Office of Labor Standards

Donna Levitt
Manager

DATE: September 06, 2012

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 the Civil Service Commission furnish the Board of Supervisors, on or before the first Monday in November of each year, 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 May 1999, the Board of Supervisors amended the Administrative Code to require that "Every Contract issued by the City and County of San Francisco for Janitorial Services to be performed at any facility owned or leased by the City and County of San Francisco, where such work is to be done directly under the contract awarded (a "prime contract") must require that any individual performing Janitorial Services there under be paid not less than the Prevailing Rate of Wages, including fringe benefits or the matching equivalents thereof, paid in private employment for similar work in the area in which the Contract is being performed, as determined by the Civil Service Commission." Attachment 6 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, 2008 through July 31, 2012, reflecting the prevailing wage rates for individuals performing janitorial services in San Francisco. The first page of Attachment 6 summarizes the basic hourly wage rate and the rate of each fringe benefit (please see Attachment 6).

Attachment 7 contains the contractual changes of 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, 2010 to March 31, 2013, reflecting the wage and benefits levels for individuals performing window cleaning services in San Francisco. The first page of Attachment 7 summarizes the basic hourly wage rate and the rate of each fringe benefit (please see Attachment 7).

In January 2003, the Board of Supervisors further 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 5 is the Garage and Parking Lot Agreement between Parking Employers and Teamsters Automotive Employees, Local 665 in effect from December 1, 2008 until November 30, 2012 which reflects the prevailing wage rates for parking and garage attendants. The first page of Attachment 5 summarizes the basic hourly wage rate and the rate of each fringe benefit (please see Attachment 5).

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 International Alliance of Theatrical Stage Employees Bargaining Agreement, Local 16 in effect from July 1, 2012 through December 31, 2012. The first page of Attachment 8 summarizes the basic hourly wage rate and the rate of each fringe benefit (please see Attachment 8).

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 Carpenters Truck Driver and Mover Agreement between the Northern California Regional Council of Carpenters and the Carpenters 46 Northern California Counties Conference Board in effect from September 1, 2010 until August 31, 2012. The standard agreement is used for Employers in Northern California. The first page of Attachment 9 summarizes the basic hourly wage rate and the rate of each fringe benefit (please see Attachment 9).

Finally, in December 2006, the Board of Supervisors amended the Administrative Code to require that "any employee 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, which reflects the prevailing wage rates for individuals performing the following: 1) driver of an 18 wheel truck with a leak proof/secured garbage pick-up is the Commercial Driver; and 2) individual performing the garbage pick-up, refuse and recyclables and may drive the truck is the Route Lead Person/Fantastic 3. The first page of Attachment 10 summarizes the basic hourly wage rate and the rate of each fringe benefit (please see Attachment 10).

The Board of Supervisors amended Administrative Code Section 21C.7(c)(1) on January 4, 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. For the occupational categories added at the request of the Board of Supervisors, information on these two components is summarized on the first page of each relevant attachment (please see Attachments 5 through 10).

For ease of reference, also included is an alphabetical list of the occupations covered in these various Wage Determinations (please see Attachment 11).

It is recommended that the Civil Service Commission certify the State Department of Industrial Relations Director's General Prevailing Wage Determination Report and Employee 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,

Donna Levitt

Donna Levitt
Manager
Office of Labor Standards Enforcement

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-2-2011-2
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: September 30, 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 the State of California

		Employer Payments					Straight-Time		Overtime Hourly Rate		
CLASSIFICATION (Journeyperson)	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	$41.26	$8.57	[b]$10.43	[b]$4.93	$0.75	$0.29	8	$66.23	[c]$94.54	[c]$94.54	$122.85
[a] AREA 2 Boilermaker-Blacksmith	$42.42	$8.57	[b]$15.75	[b]$4.00	$1.25	$0.34	8	$72.33	[c]$103.415	[c]$103.415	$134.50
[a] AREA 3 Boilermaker-Blacksmith	$38.60	$8.57	[b]$14.40	[b]$3.37	$1.25	$0.34	8	$66.53	[c]$94.715	[c]$94.715	$122.90

# 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] 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.

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 containing 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: # IRON WORKER

DETERMINATION: C-20-X-1-2011-2
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research for specific rates at (415) 703-4774.

LOCALITY: All localities within the State of California

		Employer Payments						Straight-Time	Overtime Hourly Rate		
CLASSIFICATION (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	[b]Daily 1 1/2X	[b]Saturday 1 1/2X	Sunday/ Holiday
Iron Worker (Ornamental, Reinforcing, Structural)	$33.00	7.88	7.96	[a] 3.92	0.72	4.255	8	57.735	74.235	74.235	90.735
Fence Erector	$26.58	5.80	5.44	[a]2.62	0.51	1.465	8	42.415	55.705	55.705	68.995

# 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 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/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-3-2011-1
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: May 31, 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.

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 (Journeyperson)	Basic Hourly Rate	Employer Payments: Health and Welfare	Pension	Training	Other Payments	Straight-Time: Hours	Total Hourly Rate	Overtime Hourly Rate: Daily 2X	Saturday 2X	Sunday and Holiday
# Lineman, Cable Splicer	$47.87	4.75	[a] 7.68	[b] 0.35	0.55	8	62.63	112.29	112.29	112.29
## Powderman	42.75	4.75	[a] 6.94	[b] 0.32	0.49	8	56.53	100.89	100.89	100.89
## Groundman	29.25	4.75	[a] 6.90	[b] 0.21	0.34	8	42.33	72.67	72.67	72.67

DETERMINATION: C-61-X-4-2008-1
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 new rates after 10 days from the expiration date, if no subsequent determination is issued.
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 (Journeyperson)	Basic Hourly Rate	Employer Payments: Health and Welfare	Pension	Vacation/ Holiday	Straight-Time: Hours	Total Hourly Rate	Overtime Hourly Rate: Daily 1½X	Saturday 1½X	Sunday/ Holiday 1½X
## Pole Restoration Journeyman	$22.09	4.75	[a] 0.60	0.59	8	28.69	40.065	40.065	40.065
After 1 year	$22.09	4.75	[a] 0.60	1.01	8	29.11	40.485	40.485	40.485
After 3 years	$22.09	4.75	[a] 0.60	1.44	8	29.54	40.915	40.915	40.915
After 6 years	$22.09	4.75	[a] 0.60	1.86	8	29.96	41.335	41.335	41.335
## Senior Technician [c]	14.49	4.75	[a] 0.60	0.39	8	20.66	28.12	28.12	28.12
After 1 year	14.49	4.75	[a] 0.60	0.67	8	20.94	28.40	28.40	28.40
After 3 years	14.49	4.75	[a] 0.60	0.95	8	21.22	28.68	28.68	28.68
After 6 years	14.49	4.75	[a] 0.60	1.23	8	21.50	28.96	28.96	28.96
## Pole Treatment Journeyman	19.44	4.75	[a] 0.60	0.52	8	25.89	35.90	35.90	35.90
After 1 year	19.44	4.75	[a] 0.60	0.89	8	26.26	36.27	36.27	36.27
After 3 years	19.44	4.75	[a] 0.60	1.27	8	26.64	36.65	36.65	36.65
After 6 years	19.44	4.75	[a] 0.60	1.64	8	27.01	37.02	37.02	37.02
## Pole Restoration and Treatment [c]									
Technician (First 6 months)	10.73	4.75	[a] 0.60	0.29	8	16.69	22.215	22.215	22.215
Technician (6-12 months)	11.06	4.75	[a] 0.60	0.30	8	17.04	22.735	22.735	22.735
Technician (Thereafter)	11.40	4.75	[a] 0.60	0.53	8	17.62	23.49	23.49	23.49

# 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.

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] 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/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-1-2003-2
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.

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

[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-1-2003-2A
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.

		Employer Payments				Straight-Time		Overtime Hourly Rate	
Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holidays	Training	Hours	Total Hourly Rate	1 1/2X[a]	Holiday 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.

		Employer Payments				Straight-Time		Overtime Hourly Rate	
Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holidays	Training	Hours	Total Hourly Rate	1 1/2X[a]	Holiday 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-10-2001-1
ISSUE DATE: August 22, 2001
EXPIRATION DATE OF DETERMINATION: October 1, 2001* 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 Del Norte, Inyo, Mono and San Bernardino, and Santa Barbara Counties.

Classification (Journeyperson)	Step[a]	Basic Hourly Rate	Employer Payments: Health and Welfare[e]	Pension	Vacation[b] and Holiday	Training	Straight-Time: Hours	Total Hourly Rate	Overtime Hourly Rate: 1 1/2X[c]	2X[d]
Telephone Installation Worker	1	$9.97	$0.06	-	$0.84	-	8	$10.87	$15.855	$20.84
	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

[a] The time interval between steps is six months.
[b] Rates 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.
[c] Rate 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.
[d] Rate applies to all hours which exceed 55 hours weekly.
[e] Includes 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/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. Travel and/or subsistence requirements for each craft, classification or type of worker may be obtained from 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: ## TREE TRIMMER (HIGH VOLTAGE LINE CLEARANCE)

DETERMINATION: C-TT-2011-1
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: December 31, 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: Amador, Calaveras, Fresno, Kings, Sacramento, San Joaquin, Stanislaus, and Tulare Counties (REF: 61-1245-15)

CRAFT/CLASSIFICATION		Basic Hourly Rate	Employer Payments: Health and Welfare	Pension	Vacation	Holiday	Straight-Time: Hours	Total Hourly Rate	Overtime: Daily[a] 1 1/2X	Daily 2X
Climber		21.10	4.75	0.66[b]	0.41[c]	0.57	8	27.49	32.60[aa]	43.47
Groundperson	First 6 months	13.50	4.75	0.42	0.26	0.36	8	19.29	20.86[aa]	27.81
Groundperson	After 6 months	14.47	4.75	0.45[d]	0.28[e]	0.39	8	20.34	22.36[aa]	29.81

DETERMINATION: C-TT-2011-1A
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: December 31, 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: Kern, Lake, Madera, Mariposa, Merced, and Tuolumne Counties (REF: 61-1245-18)

Climber		21.10	4.75	0.66[f]	0.41[g]	0.57	8	27.49	32.60[aa]	43.47
Groundperson	First 6 months	13.50	4.75	0.42	0.26	0.36	8	19.29	20.86[aa]	27.81
Groundperson	After 6 months	14.47	4.75	0.45[h]	0.28[i]	0.39	8	20.34	22.36[aa]	29.81

DETERMINATION: C-TT-2011-1B
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: December 31, 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: Butte, Colusa, Sutter, and Yuba Counties (REF: 61-1245-16)

Climber		21.40	4.75	0.67[j]	0.41[k]	0.58	8	27.81	33.06[aa]	44.08
Groundperson	First 6 months	12.13	4.75	0.38	0.23	0.33	8	17.82	18.74[aa]	24.99
Groundperson	After 6 months	14.56	4.75	0.46[l]	0.28[m]	0.39	8	20.44	22.50[aa]	29.99

DETERMINATION: C-TT-2011-1C
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: January 3, 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 the new rates after 10 days from the expiration date, if no subsequent determination is issued.
LOCALITY: Alpine, El Dorado, Nevada, and Placer Counties (REF: 61-1245-12)

Climber		21.65	4.75	0.68[n]	1.08[o]	-	8	28.16	33.45[aa]	44.60
Groundperson	First 6 months	13.86	4.75	0.44	0.69	-	8	19.74	21.41[aa]	28.55
Groundperson	After 6 months	14.87	4.75	0.47[p]	0.74[q]	-	8	20.83	22.97[aa]	30.63

Footnotes listed on page 2F
(Recognized Holidays and Travel and Subsistence Payment footnotes listed on page 2G-1)

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-2012-1D
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: March 31, 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 the new rates after 10 days from the expiration date, if no subsequent determination is issued.
LOCALITY: Santa Clara, San Francisco, and San Mateo Counties (REF: 61-1245-18)

CRAFT/CLASSIFICATION		Basic Hourly Rate	Employer Payments: Health and Welfare	Pension	Vacation	Holiday	Straight-Time: Hours	Total Hourly Rate	Overtime: Daily[a] 1 1/2X	Daily 2X
Climber		22.01	4.75	0.69[r]	0.42[s]	0.59	8	28.47	34.01[aa]	45.34
Groundperson	First 6 months	14.12	4.75	0.44	0.27	0.38	8	19.97	21.82[aa]	29.09
Groundperson	After 6 months	15.09	4.75	0.47[t]	0.29[u]	0.41	8	21.01	23.31[aa]	31.09

DETERMINATION: C-TT-2011-1E
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: January 3, 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 the new rates after 10 days from the expiration date, if no subsequent determination is issued.
LOCALITY: Alameda and Contra Costa Counties (REF: 61-1245-12)

Climber		21.65	4.75	0.68[v]	1.08[w]	-	8	28.16	33.45[aa]	44.60
Groundperson	First 6 months	13.86	4.75	0.44	0.69	-	8	19.74	21.41[aa]	28.55
Groundperson	After 6 months	14.87	4.75	0.47[x]	0.74[y]	-	8	20.83	22.97[aa]	30.63

DETERMINATION: C-TT-2011-1F
ISSUE DATE: February 22, 2011
EXPIRATION DATE OF DETERMINATION: January 3, 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 the new rates after 10 days from the expiration date, if no subsequent determination is issued.
LOCALITY: Del Norte, Humboldt, Marin, Mendocino, Napa, and Sonoma Counties (REF: 61-1245-12)

Climber		20.96	4.75	0.66[z]	1.05[ab]	-	8	27.42	32.38[aa]	43.18
Groundperson	First 6 months	13.41	4.75	0.42	0.67	-	8	19.25	20.72[aa]	27.62
Groundperson	After 6 months	14.39	4.75	0.45[ac]	0.72[ad]	-	8	20.31	22.23[aa]	29.64

DETERMINATION: C-TT-2011-1G
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: January 3, 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 the new rates after 10 days from the expiration date, if no subsequent determination is issued.
LOCALITY: Glenn, Lassen, Modoc, Shasta, Siskiyou, Tehama, and Trinity Counties (REF: 61-1245-12)

Climber		21.56	4.75	0.68[ae]	1.08[af]	-	8	28.07	33.31[aa]	44.41
Groundperson	First 6 months	12.22	4.75	0.38	0.61	-	8	17.96	18.88[aa]	25.17
Groundperson	After 6 months	14.99	4.75	0.47[ag]	0.75[ah]	-	8	20.96	23.16[aa]	30.88

Footnotes listed on page 2F
(Recognized Holidays and Travel and Subsistence Payment footnotes listed on page 2G-1)

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-2011-1H
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: December 31, 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: Plumas, Sierra, Solano, and Yolo Counties (REF: 61-1245-16)

CRAFT/CLASSIFICATION		Basic Hourly Rate	Employer Payments: Health and Welfare	Pension	Vacation	Holiday	Straight-Time: Hours	Total Hourly Rate	Overtime: Daily[a] 1 1/2X	Daily 2X
Climber		21.48	4.75	0.67[ai]	0.41[aj]	0.58	8	27.89	33.19[aa]	44.25
Groundperson	First 6 months	13.75	4.75	0.43	0.26	0.37	8	19.56	21.24[aa]	28.33
Groundperson	After 6 months	14.75	4.75	0.46[ak]	0.28[al]	0.40	8	20.64	22.79[aa]	30.39

DETERMINATION: C-TT-2012-1I
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: March 31, 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 the new rates after 10 days from the expiration date, if no subsequent determination is issued.
LOCALITY: Monterey, San Benito, San Luis Obispo, and Santa Cruz Counties (REF: 61-1245-12)

Climber		22.53	4.75	0.71[am]	1.13[an]	-	8	29.12	34.81[aa]	46.41
Groundperson	First 6 months	14.47	4.75	0.46	0.72	-	8	20.40	22.36[aa]	29.81
Groundperson	After 6 months	15.49	4.75	0.49[ao]	0.77[ap]	-	8	21.50	23.93[aa]	31.91

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] $0.67 after 3 years of service; $0.69 after 10 years.
[c] $0.81 after 3 years of service; $1.22 after 10 years.
[d] $0.46 after 3 years of service; $0.47 after 10 years.
[e] $0.56 after 3 years of service; $0.84 after 10 years.
[f] $0.67 after 3 years of service; $0.69 after 10 years.
[g] $0.81 after 3 years of service; $1.22 after 10 years.
[h] $0.46 after 3 years of service; $0.47 after 10 years.
[i] $0.56 after 3 years of service; $0.84 after 10 years.
[j] $0.68 after 3 years of service; $0.70 after 10 years.
[k] $0.82 after 3 years of service; $1.24 after 10 years.
[l] $0.47 after 3 years of service; $0.47 after 10 years.
[m] $0.56 after 3 years of service; $0.84 after 10 years.
[n] $0.70 after 1 year of service; $0.71 after 9 years.
[o] $1.58 after 1 year of service; $2.09 after 9 years.
[p] $0.48 after 1 year of service; $0.49 after 9 years.
[q] $1.09 after 1 year of service; $1.43 after 9 years.
[r] $0.70 after 3 years of service; $0.72 after 10 years.
[s] $0.85 after 3 years of service; $1.27 after 10 years.
[t] $0.48 after 3 years of service; $0.49 after 10 years.
[u] $0.58 after 3 years of service; $0.87 after 10 years.
[v] $0.70 after 1 year of service; $0.71 after 9 years.
[w] $1.58 after 1 year of service; $2.09 after 9 years.
[x] $0.48 after 1 year of service; $0.49 after 9 years.
[y] $1.09 after 1 year of service; $1.43 after 9 years.
[z] $0.67 after 1 year of service; $0.69 after 9 years.
[aa] Rate also applies to Holidays.
[ab] $1.53 after 1 year of service; $2.02 after 9 years.
[ac] $0.46 after 1 year of service; $0.47 after 9 years.
[ad] $1.05 after 1 year of service; $1.39 after 9 years.
[ae] $0.69 after 1 year of service; $0.71 after 9 years.
[af] $1.57 after 1 year of service; $2.08 after 9 years.
[ag] $0.48 after 1 year of service; $0.49 after 9 years.
[ah] $1.09 after 1 year of service; $1.45 after 9 years.
[ai] $0.69 after 3 years of service; $0.70 after 10 years.
[aj] $0.83 after 3 years of service; $1.24 after 10 years.
[ak] $0.47 after 3 years of service; $0.48 after 10 years.
[al] $0.57 after 3 years of service; $0.85 after 10 years.
[am] $0.73 after 1 year of service; $0.74 after 9 years.
[an] $1.64 after 1 year of service; $2.17 after 9 years.
[ao] $0.50 after 1 year of service; $0.51 after 9 years.
[ap] $1.13 after 1 year of service; $1.49 after 9 years.

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	Basic Hourly Rate	Employer Payments: Health and Welfare	Pension	Vacation and Holiday	Training	Straight-Time: Hours	Total Hourly Rate	Overtime: 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-2012-1
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: December 29, 2012** 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 Division of Labor Statistics and Research for specific rates at (415) 703-4774.

LOCALITY: All localities within Imperial County

Tree Trimmer									
1st year Climber	14.15	1.12	-	0.87	-	8	16.14	23.215	30.29
2nd year Climber	16.82	1.12	-	1.36	-	8	19.30	27.71	36.12
3rd year Climber	18.54	1.12	-	1.50	-	8	21.16	30.43	39.70
Thereafter Climber	19.17	1.12	-	1.55[ee]	-	8	21.84	31.425	41.01
Trimmer Trainee									
Step 1 (0-6 Months)	11.61	1.12	-	0.71	-	8	13.44	19.245	25.05
Step 2 (7-18 Months)	12.14	1.12	-	0.75[kk]	-	8	14.01	20.08	26.15
Groundman	10.86	1.12	-	0.67[ff]	-	8	12.65	18.08	23.51

DETERMINATION: C-TT-61-47-3-2010-1
ISSUE DATE: February 22, 2010
EXPIRATION DATE OF DETERMINATION: January 1, 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 Inyo, Los Angeles, Mono, Orange, Riverside, San Bernardino, Santa Barbara, and Ventura Counties.

Tree Trimmer	Step 1[gg]	11.85	3.59	0.18	0.55	-	8	16.17	22.10[hh]	28.02
	Step 2	12.10	3.59	0.18	0.56	-	8	16.43	22.48[hh]	28.53
	Step 3	12.88	3.59	0.19	0.59	-	8	17.25	23.69[hh]	30.13
	Step 4	13.39	3.59	0.20	0.62	-	8	17.80	24.50[hh]	31.19
	Step 5	14.00	3.59	0.21	0.65[ii]	-	8	18.45	25.45[hh]	32.45
Tree Trimmer Trainee										
Step 1 (0-6 Months)		10.75	3.59	0.16	0.50	-	8	15.00	20.38[hh]	25.75
Step 2 (7-18 Months)		11.50	3.59	0.17	0.53	-	8	15.79	21.54[hh]	27.29
Groundman		10.35	3.59	0.16	0.48[jj]	-	8	14.58	19.75[hh]	24.93

Footnotes listed on page 2G-1

(Recognized Holidays and Travel and Subsistence Payment footnotes listed on page 2G-1)

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] $1.92 after 6 years of service at this level.
[ff] $0.88 after 1 year at this level; $1.09 after 8 years at this level.
[gg] 12 months per step.
[hh] Rates apply to the first 4 daily overtime hours 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.
[ii] $1.18 after 9 years of service
[jj] $0.68 after 1 year of service; $0.88 after 9 years of service.
[kk] $0.98 after 1 year at this level; $1.21 after 7 years at this level.

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: # 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate			
CLASSIFICATION (Journeyperson)	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-8-2008-1
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 ten days from the expiration date if no subsequent determination is issued.
LOCALITY: All localities within Del Norte, Modoc and Siskiyou counties.

		Employer Payments				Straight-Time		Overtime Hourly Rate		
CLASSIFICATION (Journeyperson)	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	$36.13	4.75	[a]5.60	[b]0.32	[c]0.10	8	47.98	[d]66.79	[e]66.79	85.60
Cable Splicer	40.47	4.75	[a]5.60	[b]0.35	[c]0.11	8	52.49	[d]73.565	[e]73.565	94.64
Line Equipment Man	31.07	4.75	[a]3.85	[b]0.27	[c]0.09	8	40.96	[d]57.145	[e]57.145	73.305
Powderman, Jackhammer Man	27.10	4.75	[a]3.85	[b]0.24	[c]0.08	8	36.83	[d]50.94	[e]50.94	65.05
Groundman	25.29	4.75	[a]3.85	[b]0.22	[c]0.07	8	34.94	[d]48.11	[e]48.11	61.28
Pole Sprayer Trainee										
First six months	30.96	4.75	[a]3.85	[b]0.27	[c]0.09	8	40.85	[d]56.97	[e]56.97	73.085
Second six months	32.44	4.75	[a]3.85	[b]0.28	[c]0.09	8	42.38	[d]59.28	[e]59.28	76.17
Third six months	33.53	4.75	[a]3.85	[b]0.29	[c]0.09	8	43.52	[d]60.985	[e]60.985	78.44

# 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] In addition, an amount equal to 3% of the Basic Hourly Rate is added to the total hourly rate and overtime hourly rate for the National Employees Benefit Board.

[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/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-2011-1
Issue Date: August 22, 2011
Expiration date of determination: July 31, 2012** 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 Division of Labor Statistics and Research for specific rates at (415) 703-4774.
Localities: All localities within Alameda, Contra Costa, Mendocino, and Solano Counties. (REF: 232-81-1)

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	$30.06	$7.00	$3.85	$3.10	$0.45	$0.35	8.0[a]	$44.81	$59.84[(b)]	$59.84[(b)]	$74.87

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

[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/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-2008-1A
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 Amador, El Dorado, Placer, and Yuba Counties. (REF: 830-232-15)

		Employer Payments[a]					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	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
Placer and Yuba Counties											
# Metal Roofing Systems Installer	$21.11	$5.79	$3.00	$3.74	$0.20	$0.05	8.0	$33.89	$44.44	$44.44[b]	$55.00

# 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] 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/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-2008-1B
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 Butte and Lassen Counties. (REF: 830-232-16)

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (1½ X)
# Metal Roofing Systems Installer	$24.74	-	$8.00	-	$0.25	-	8.0	$32.99	$45.36[a]	$45.36[a]	$45.36[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.
[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/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-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)

		Employer Payments[a]					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	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/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-2008-1D
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 Fresno, Marin, Sacramento, San Joaquin, Sonoma, and Yolo Counties. (REF: 830-232-18)

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	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
Marin and Sonoma Counties:											
# Metal Roofing Systems Installer	$24.65	$5.79	$3.00	$3.11	$0.20	$0.25	8.0[b]	$37.00	$49.325	$49.325	$61.65
Sacramento and Yolo Counties:											
# Metal Roofing Systems Installer	$21.11	$5.79	$3.00	$3.74	$0.20	$0.05	8.0	$33.89	$44.44	$44.44[c]	$55.00
San Joaquin County:											
# Metal Roofing Systems Installer	$18.81	$5.35	$2.80	$3.48	$0.20	-	8.0	$30.64	$40.045	$40.045[c]	$49.45

# 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] Included in straight-time hourly rate.

[b] 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] 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/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-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)

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	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/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-2012-1F
Issue Date: February 22, 2012
Expiration date of determination: June 30, 2012** 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 Division of Labor Statistics and Research for specific rates at (415) 703-4774.

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

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily[b] (1½ X)	Saturday[b] (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	$41.55[a]	$7.87	$10.50	-	$1.12	$0.47	8.0	$61.51	$82.28	$82.28	$103.06

# 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 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.

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-2012-1G
Issue Date: February 22, 2012
Expiration date of determination: June 30, 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 the new rates after ten days after the expiration date if no subsequent determination is issued.
Localities: All localities within Monterey County. (REF: 166-104-10)

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	$38.00	$12.43	$14.15[b]	c	$1.66	$0.42	8.0	$66.66	$86.60[d]	$86.60[d]	$106.54

# 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] An amount equal to 3% of wages and employee benefits (excluding training) is added for National SASMI Fund (Wage Stabilization Plan). This amount is factored into overtime hourly rate.

[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.

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-2011-2I
Issue Date: August 22, 2011
Expiration date of determination: June 30, 2012** 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 Division of Labor Statistics and Research for specific rates at (415) 703-4774.

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

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	$33.55[a]	$7.87[b]	$10.09[c]	-	$0.73[d]	$0.49[e]	8.0[f]	$52.73	$69.50[g]	$69.50[g]	$86.28[g]

# 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 Working Dues.

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

[c] Includes amount for 401K Plan.

[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/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-2012-1J
Issue Date: February 22, 2012
Expiration date of determination: June 30, 2013* 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 San Francisco, San Mateo and Santa Clara Counties. (REF: 166-104-1)

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	$48.85[a]	$12.61	$17.32	[b]	$1.21	$1.15	8.0[c]	$81.14	$105.56[d]	$105.56[d]	$129.99

# 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 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.

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-2011-2K
Issue Date: August 22, 2011
Expiration date of determination: June 30, 2012** 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 Division of Labor Statistics and Research for specific rates at (415) 703-4774.
Localities: All localities within Santa Barbara County. (REF: 20-X-1)

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	$33.00	$7.88	$7.96	$3.92[a]	$0.72	$4.255	8.0	$57.735	$74.235	$74.235[b]	$90.735

# 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 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/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-2011-2L
Issue Date: August 22, 2011
Expiration date of determination: June 30, 2012** 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 Division of Labor Statistics and Research for specific rates at (415) 703-4774.
Localities: All localities within Siskiyou County. (REF: 23-31-1)

		Employer Payments					Straight-Time		Overtime Hourly Rate				
	Basic Hourly	Health and		Vacation And				Total Hourly	Daily		Saturday[e]		Sunday/ Holiday
Classification	Rate	Welfare	Pension	Holiday	Training	Other	Hours	Rate	(1½ X)	(2 X)	(1½ X)	(2X)	(2 X)
# Metal Roofing Systems Installer	$30.27	$9.70[a]	$8.40	$3.96[b]	$0.63	$2.29[c]	8.0	$55.25	$70.385[d]	$85.52	$70.385[f]	$85.52	$85.52[g]

# 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 an amount for UBC Health & Safety Fund and National Apprenticeship Fund.

[b] Includes an amount per hour worked for Work Fees. The vacation amount is $2.40 per hour worked.

[c] Includes amounts for Annuity Trust Fund, Industry Advancement, and Work Preservation.

[d] 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.

[e] 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.

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

[g] 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/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-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)

		Employer Payments [a]					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	$32.84[b]	$7.43	$7.22	[c]	$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-2010-1N
Issue Date: February 22, 2010
Expiration date of determination: August 31, 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 Tulare County. (REF: 232-27-1)

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	$27.65[a]	$3.75	$4.15	[b]	$0.15	-	8.0	$35.70	$49.52	$49.52	$63.35

# 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 for Vacation/Holiday and Dues Check Off.

[b] Included in Straight-Time 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/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-2008-1O
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)

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	$30.29[a]	$6.60	$5.75[b]	[c]	$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/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-265-2011-1
Issue Date: August 22, 2011
Expiration date of determination: July 31, 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 the new rates after 10 days from the expiration date, if no subsequent determination is issued.

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

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
Ready Mix Driver	$25.65	$8.41	$5.75	$2.25	-	-	8.0	$42.06	$54.89	$54.89	$67.71

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-830-261-5-2009-1
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

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	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	$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/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-261-150-53-2009-2
Issue Date: August 22, 2009
Expiration date of determination: June 30, 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 Butte, Colusa, El Dorado, Placer, Sacramento, Sutter, Yolo and Yuba Counties.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
Driver: Mixer Truck	$26.50	$6.89[a]	$8.97[b]	[c]	-	-	8.0	$42.36	$55.61	$55.61	$68.86

[a] Health and Welfare is applicable for workers who have worked at least eighty (80) hours in the previous calendar month. Contribution applies to all work until $1195 is paid for the month.
[b] An amount ($4.66) shall be paid for all hours worked up to 173 hours per month.
[c] $0.92 after 30 days of service with the employer
$1.43 after 1 year of service with the employer
$1.94 after 2 years of service with the employer
$2.45 after 5 years of service with the employer
$2.96 after 15 years of service with the employer
$3.47 after 25 years of service with the 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/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-261-624-17-2009-1
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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	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	$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/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-830-261-4-2009-1
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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	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	$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/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-830-261-2-2009-1
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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	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	$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-261-36-95-2010-1
Issue Date: February 22, 2010
Expiration date of determination: August 28, 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 and San Diego Counties.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Sunday/ Holiday (2 X)
Mixer Driver	$25.05	$4.75[a]	$3.10	$1.25[b]	-	-	8.0	$34.15	$46.68[c]	$59.20

[a] The contribution applies to all hours until $823.00 is paid for the month.
[b] $1.73 after one year of service
$2.22 after 7 years of service.
$2.70 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/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-830-261-12-2009-1
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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	Basic Hourly Rate	Health And Welfare[a]	Pension	Vacation And Holiday	Training	Other	Hours	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-258-2009-2
Issue Date: August 22, 2009
Expiration date of determination: June 30, 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 Los Angeles, Orange and Ventura Counties.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday[d]	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday/ Holiday (1½ X)	Sunday[e] (2 X)
Ready Mix Driver[a]	$21.25	$4.60[b]	$3.44	$0.41[c]	-	-	8.0	$29.70	$40.33	$40.33	$50.95

[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 $796.50 is paid for the month.
[c] $0.98 after 4 months of service
$1.39 after 1 year of service
$1.80 after 7 years of service
$2.21 after 14 years of service
[d] Includes $0.57 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/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-830-261-3-2009-1
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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	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	$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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	Basic Hourly Rate	Health And Welfare[a]	Pension	Vacation And Holiday[b]	Training	Other	Hours	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/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-830-261-11-2009-1
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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	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	$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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	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	$19.14	$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.

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

[a]Includes an amount ($0.03) for supplemental dues check off.
[b]The 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.
[e]Rate 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	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/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-830-261-5-2009-1
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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	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

[a] The 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.
[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-830-261-10-2009-1
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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	Basic Hourly Rate	Health And Welfare[a]	Pension	Vacation And Holiday[b]	Training	Other	Hours	Total Hourly Rate	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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	Basic Hourly Rate	Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification	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-3-16-1-2011-2
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: July 31, 2012** 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 Division of Labor Statistics and Research for specific rates at (415) 703-4774.

Classification (Journeyperson)	Basic Hourly Rate	Employer Payments: Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Straight-Time: Hours	Total Hourly Rate	Overtime Hourly Rate: 1-1/2X	2X
AREA 1										
Mechanic	[a]$53.05	$9.53	$7.06[b]	c	$0.65	[d]$0.23	8	$70.52	[e]$97.045	[f]$123.57
AREA 2										
Mechanic	[a]$41.40	$9.53	$7.06[b]	c	$0.65	[d]$0.23	8	$58.87	[e]$79.57	[f]$100.27

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-3-16-3-2012-1
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: December 31, 2012** 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 Division of Labor Statistics and Research for specific rates at (415) 703-4774.

LOCALITY: Mono and all Northern California Counties

Hazardous Material Handler Mechanic	[g]30.53	5.51	1.25	[c]	-	[h]0.13	8	37.42	[i]52.685	[j]67.95

# 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 and for vacation.
[b] After 10 years of service in the industry, there will be a $1.90 re-allocation from Basic Hourly Rate to Pension. After 15 years of service, there will be an additional $1.00 re-allocation ($2.90 total) from Basic Hourly Rate to Pension. After 20 years of service, there will be an additional $3.50 re-allocation ($6.40 total) from Basic Hourly Rate to Pension. Overtime rates will be affected.
[c] Included in 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] $176.62 (Area 1) and $141.67 (Area 2) per hour for work on Labor Day.
[g] Includes amount witheld 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.

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/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: #CARPENTER AND RELATED TRADES

DETERMINATION: NC-23-31-1-2011-3
ISSUE DATE: August 22, 2011

EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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: Health and Welfare[c]	Pension	Vacation/ Holiday[d]	Training	Other Payments[e]	Straight – Time: Hours	Total Hourly Rate	Overtime Hourly Rate: Daily 1 1/2X[f]	Daily 2X	Saturday[g] 1 1/2X	Saturday[g] 2X	Sunday and Holiday[j]
[b]Area 1													
Carpenter	$37.50	$9.70	$8.40	$3.96	$0.63	$2.29	8	$62.480	$81.230	$99.980	$81.230	$99.980	$99.980
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$37.65	$9.70	$8.40	$3.96	$0.63	$2.29	8	$62.630	$81.455	$100.280	$81.455	$100.280	$100.280
[b]Area 2													
Carpenter	$31.62	$9.70	$8.40	$3.96	$0.63	$2.29	8	$56.600	$72.410	$88.220	$72.410	$88.220	$88.220
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$31.77	$9.70	$8.40	$3.96	$0.63	$2.29	8	$56.750	$72.635	$88.520	$72.635	$88.520	$88.520
[b]Area 3[j]													
Carpenter	$31.62	$9.70	$8.40	$3.96	$0.63	$2.29	8	$56.600	$72.410	$88.220	$72.410	$88.220	$88.220
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$31.77	$9.70	$8.40	$3.96	$0.63	$2.29	8	$56.750	$72.635	$88.520	$72.635	$88.520	$88.520
[b]Area 4[j]													
Carpenter	$30.27	$9.70	$8.40	$3.96	$0.63	$2.29	8	$55.250	$70.385	$85.520	$70.385	$85.520	$85.520
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$30.42	$9.70	$8.40	$3.96	$0.63	$2.29	8	$55.400	$70.610	$85.820	$70.610	$85.820	$85.820

DETERMINATION: NC-23-31-1-2011-3A
ISSUE DATE: August 22, 2011

EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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: Health and Welfare[c]	Pension	Vacation/ Holiday[d]	Training	Other Payments[e]	Straight – Time: Hours	Total Hourly Rate	Overtime Hourly Rate: Daily 1 1/2X[f]	Daily 2X	Saturday[g] 1 1/2X	Saturday[g] 2X	Sunday and Holiday[j]
Bridge Builder/Highway Carpenter	$37.50	$9.70	$8.40	$3.96	$0.63	$2.29	8.0	$62.480	$81.230	$99.980	$81.230	$99.980	$99.980

Footnote and Millwright listed on page 34A

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

DETERMINATION: NC-23-31-1-2011-3B
ISSUE DATE: August 22, 2011

EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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[c]	Pension	Vacation/ Holiday[d]	Training	Other Payments[h]	Hours	Total Hourly Rate	Daily		Saturday[a]		Sunday and Holiday[i]
									1 1/2X[f]	2X	1 1/2X[g]	2X	
[b]Area 1													
Millwright	$37.60	$9.70	$8.40	$4.05	$0.63	$3.80	8	$64.180	$82.980	$101.780	$82.980	$101.780	$101.780
[b]Area 2													
Millwright	$54.12	$9.70	$8.40	$4.05	$0.63	$3.80	8	$60.700	$77.760	$94.820	$77.760	$94.820	$94.820
[b]Area 3[j]													
Millwright	$34.12	$9.70	$8.40	$4.05	$0.63	$3.80	8	$60.700	$77.760	$94.820	$77.760	$94.820	$94.820
[b]Area 4[j]													
Millwright	$32.77	$9.70	$8.40	$4.05	$0.63	$3.80	8	$59.350	$75.735	$92.120	$75.735	$92.120	$92.120

DETERMINATION: NC-23-31-1-2011-3, NC-23-31-1-2011-3A and NC-23-31-1-2011-3B

# 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] 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.
[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] Includes an amount for UBC Health & Safety Fund and National Apprenticeship fund.
[d] Includes an amount per hour worked for Work Fees. The Vacation amount is $2.40 per hour worked for Carpenter; $2.30 per hour worked for Millwright.
[e] Annuity Trust Fund, Industry Advancement, and Work Preservation.
[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, and Work Preservation.
[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/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. Travel and/or subsistence requirements for each craft, classification or type of worker may be obtained from the Prevailing Wage Unit at (415) 703-4774. 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 provisions 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: #CARPENTER AND RELATED TRADES (SECOND SHIFT)*

DETERMINATION: NC-23-31-1-2011-3
ISSUE DATE: August 22, 2011

EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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: Health and Welfare[d]	Pension	Vacation/ Holiday[e]	Training	Other Payments[f]	Straight – Time: Hours[g]	Total Hourly Rate	Overtime Hourly Rate[a]: Daily 1 1/2X[h]	Daily 2X	Saturday[b] 1 1/2X[i]	Saturday[b] 2X	Sunday and Holiday[k]
[c]**Area 1**													
Carpenter	$40.00	$9.70	$8.40	$3.96	$0.63	$2.29	7.5	$64.980	$81.230	$99.980	$81.230	$99.980	$99.980
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$40.16	$9.70	$8.40	$3.96	$0.63	$2.29	7.5	$65.140	$81.455	$100.280	$81.455	$100.280	$100.280
[c]**Area 2**													
Carpenter	$33.73	$9.70	$8.40	$3.96	$0.63	$2.29	7.5	$58.710	$72.410	$88.220	$72.410	$88.220	$88.220
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$33.89	$9.70	$8.40	$3.96	$0.63	$2.29	7.5	$58.870	$72.635	$88.520	$72.635	$88.520	$88.520
[c]**Area 3**[l]													
Carpenter	$33.73	$9.70	$8.40	$3.96	$0.63	$2.29	7.5	$58.710	$72.410	$88.220	$72.410	$88.220	$88.220
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$33.89	$9.70	$8.40	$3.96	$0.63	$2.29	7.5	$58.870	$72.635	$88.520	$72.635	$88.520	$88.520
[c]**Area 4**[l]													
Carpenter	$32.29	$9.70	$8.40	$3.96	$0.63	$2.29	7.5	$57.270	$70.385	$85.520	$70.385	$85.520	$85.520
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$32.45	$9.70	$8.40	$3.96	$0.63	$2.29	7.5	$57.430	$70.610	$85.820	$70.610	$85.820	$85.820

DETERMINATION: NC-23-31-1-2011-3A
ISSUE DATE: August 22, 2011

EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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: Health and Welfare[d]	Pension	Vacation/ Holiday[e]	Training	Other Payments[f]	Straight – Time: Hours[g]	Total Hourly Rate	Overtime Hourly Rate[a]: Daily 1 1/2X[h]	Daily 2X	Saturday[b] 1 1/2X[i]	Saturday[b] 2X	Sunday and Holiday[k]
Bridge Builder/Highway Carpenter	$40.00	$9.70	$8.40	$3.96	$0.63	$2.29	7.5	$64.980	$81.230	$99.980	$81.230	$99.980	$99.980

Continued on page 34C

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

DETERMINATION: NC-23-31-1-2011-3B
ISSUE DATE: August 22, 2011

EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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[a]				
		Health and Welfare[d]	Pension	Vacation/ Holiday[e]	Training	Other Payments[f]	Hours[g]	Total Hourly Rate	Daily		Saturday[b]		Sunday and Holiday[k]
									1 1/2X[h]	2X	1 1/2X[i]	2X	
[c]Area 1													
Millwright	$40.11	$9.70	$8.40	$4.05	$0.63	$3.80	7.5	$66.690	$82.980	$101.780	$82.980	$101.780	$101.780
[c]Area 2													
Millwright	$36.39	$9.70	$8.40	$4.05	$0.63	$3.80	7.5	$62.970	$77.760	$94.820	$77.760	$94.820	$94.820
[c]Area 3[l]													
Millwright	$36.39	$9.70	$8.40	$4.05	$0.63	$3.80	7.5	$62.970	$77.760	$94.820	$77.760	$94.820	$94.820
[c]Area 4[l]													
Millwright	$34.95	$9.70	$8.40	$4.05	$0.63	$3.80	7.5	$61.530	$75.735	$92.120	$75.735	$92.120	$92.120

DETERMINATION: NC-23-31-1-2011-3, NC-23-31-1-2011-3A and NC-23-31-1-2011-3B (FOR SECOND AND THIRD SHIFTS)

# 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

* 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] 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.

[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] Includes an amount for UBC Health & Safety Fund and National Apprenticeship fund.

[e] Includes an amount per hour worked for Work Fees. The Vacation amount is $2.40 per hour worked for Carpenter; $2.30 per hour worked for Millwright.

[f] Annuity Trust Fund, Industry Advancement, and Work Preservation.

[g] Daily overtime applies after 7 ½ 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, 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.

[l] 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/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. Travel and/or subsistence requirements for each craft, classification or type of worker may be obtained from the Prevailing Wage Unit at (415) 703-4774. 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 provisions 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: #CARPENTER AND RELATED TRADES (THIRD SHIFT)*

DETERMINATION: NC-23-31-1-2011-3
ISSUE DATE: August 22, 2011

EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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[a]				
		Health and Welfare[d]	Pension	Vacation/ Holiday[e]	Training	Other Payments[f]	Hours[g]	Total Hourly Rate	Daily		Saturday[b]		Sunday and Holiday[k]
									1 1/2X[h]	2X	1 1/2X[i]	2X	
[c]Area 1													
Carpenter	$42.86	$9.70	$8.40	$3.96	$0.63	$2.29	7	$67.840	$81.230	$99.980	$81.230	$99.980	$99.980
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$43.03	$9.70	$8.40	$3.96	$0.63	$2.29	7	$68.010	$81.455	$100.280	$81.455	$100.280	$100.280
[c]Area 2													
Carpenter	$36.14	$9.70	$8.40	$3.96	$0.63	$2.29	7	$61.120	$72.410	$88.220	$72.410	$88.220	$88.220
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$36.31	$9.70	$8.40	$3.96	$0.63	$2.29	7	$61.290	$72.635	$88.520	$72.635	$88.520	$88.520
[c]Area 3[l]													
Carpenter	$36.14	$9.70	$8.40	$3.96	$0.63	$2.29	7	$61.120	$72.410	$88.220	$72.410	$88.220	$88.220
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$36.31	$9.70	$8.40	$3.96	$0.63	$2.29	7	$61.290	$72.635	$88.520	$72.635	$88.520	$88.520
[c]Area 4[l]													
Carpenter	$34.59	$9.70	$8.40	$3.96	$0.63	$2.29	7	$59.570	$70.385	$85.520	$70.385	$85.520	$85.520
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold and Steel Shoring Erector	$34.77	$9.70	$8.40	$3.96	$0.63	$2.29	7	$59.750	$70.610	$85.820	$70.610	$85.820	$85.820

Footnotes listed on page 34C

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

DETERMINATION: NC-23-31-1-2011-3A
ISSUE DATE: August 22, 2011

EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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: Health and Welfare[d]	Pension	Vacation/ Holiday[e]	Training	Other Payments[f]	Straight – Time: Hours[g]	Total Hourly Rate	Overtime Hourly Rate[a]: Daily 1 1/2X[h]	Saturday[b] 2X	Saturday[b] 1 1/2X[i]	2X	Sunday and Holiday[k]
Bridge Builder/Highway Carpenter	$42.86	$9.70	$8.40	$3.96	$0.63	$2.29	7	$67.840	$81.230	$99.980	$81.230	$99.980	$99.980

DETERMINATION: NC-23-31-1-2011-3B
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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: Health and Welfare[d]	Pension	Vacation/ Holiday[e]	Training	Other Payments[j]	Straight – Time: Hours[g]	Total Hourly Rate	Overtime Hourly Rate[a]: Daily 1 1/2X[h]	Saturday[b] 2X	Saturday[b] 1 1/2X[i]	2X	Sunday and Holiday[k]
[c]**Area 1**													
Millwright	$42.97	$9.70	$8.40	$4.05	$0.63	$3.80	7	$69.550	$82.980	$101.780	$82.980	$101.780	$101.780
[c]**Area 2**													
Millwright	$38.99	$9.70	$8.40	$4.05	$0.63	$3.80	7	$65.570	$77.760	$94.820	$77.760	$94.820	$94.820
[c]**Area 3**[l]													
Millwright	$38.99	$9.70	$8.40	$4.05	$0.63	$3.80	7	$65.570	$77.760	$94.820	$77.760	$94.820	$94.820
[c]**Area 4**[l]													
Millwright	$37.45	$9.70	$8.40	$4.05	$0.63	$3.80	7	$64.030	$75.735	$92.120	$75.735	$92.120	$92.120

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-23-31-15-2012-1
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification (Journeyperson)	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	$29.78	$8.85	$4.83	$2.90	-	$0.22	8	$46.58	$61.47	$61.47	$76.36
Lead Installer	25.56	8.85	4.83	2.90	-	0.22	8	42.36	55.14	55.14	67.92
Installer I	22.11	8.85	4.33	2.90	-	0.22	8	38.41	49.465	49.465	60.52
Installer II	18.68	8.85	4.33	2.90	-	0.22	8	34.98	44.32	44.32	53.66
[a] AREA 2											
Master Installer	26.06	8.85	4.83	2.90	-	0.22	8	42.86	55.89	55.89	68.92
Lead Installer	22.43	8.85	4.83	2.90	-	0.22	8	39.23	50.445	50.445	61.66
staller I	19.46	8.85	4.33	2.90		0.22	8	35.76	45.49	45.49	55.22
taller II	16.51	8.85	4.33	2.90	-	0.22	8	32.81	41.065	41.065	49.32
[a] AREA 3											
Master Installer	24.73	8.85	4.83	2.90	-	0.22	8	41.53	53.895	53.895	66.26
Lead Installer	21.31	8.85	4.83	2.90	-	0.22	8	38.11	48.765	48.765	59.42
Installer I	18.51	8.85	4.33	2.90	-	0.22	8	34.81	44.065	44.065	53.32
Installer II	15.74	8.85	4.33	2.90	-	0.22	8	32.04	39.91	39.91	47.78

[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 Division of Labor Statistics and Research at 415-703-4774.

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: #DRYWALL INSTALLER/LATHER (CARPENTER)

DETERMINATION: NC-31-X-16-2012-1
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
CLASSIFICATION (Journeyperson)	Basic Hourly Rate	Health and Welfare[e]	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	$37.50	$9.70	[g]$11.05	$3.96	$0.57	$0.48	8	$63.26	[h]$82.01	[h]$82.01	$100.76
Stocker, Scrapper[i]	18.75	9.55	[g]5.08	3.96	-	-	8	37.55	[h]46.715	[h]46.715	56.09
Stocker, Scrapper	18.75	9.55	0.93	3.96	-	-	8	33.19	[h]42.565	[h]42.565	51.94
[b] **Area 2**											
Drywall Installer/ Lather	31.62	9.70	[g]11.05	3.96	0.57	0.48	8	57.38	[h]73.19	[h]73.19	89.00
Stocker, Scrapper[i]	15.81	9.55	[g]5.08	3.96	-	-	8	34.40	[h]42.305	[h]42.305	50.21
Stocker, Scrapper	15.81	9.55	0.93	3.96	-	-	8	30.25	[h]38.155	[h]38.155	46.06
[c] **Area 3**											
Drywall Installer/ Lather	32.12	9.70	[g]11.05	3.96	0.57	0.48	8	57.88	[h]73.94	[h]73.94	90.00
Stocker, Scrapper[i]	16.06	9.55	[g]5.08	3.96	-	-	8	34.65	[h]42.68	[h]42.68	50.71
Stocker, Scrapper	16.06	9.55	0.93	3.96	-	-	8	30.50	[h]38.53	[h]38.53	46.56
[d] **Area 4**											
Drywall Installer/ Lather	30.77	9.70	[g]11.05	3.96	0.57	0.48	8	56.53	[h]71.915	[h]71.915	87.30
Stocker, Scrapper[i]	15.39	9.55	[g]5.08	3.96	-	-	8	33.98	[h]41.675	[h]41.675	49.37
Stocker, Scrapper	15.39	9.55	0.93	3.96	-	-	8	29.83	[h]37.525	[h]37.525	45.22

#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] **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 Dorado[j], Placer[j], Sacramento, San Joaquin, and Yolo Counties.
[d] **Area 4** - Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado[j], 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] Includes an amount for UBC health and safety fund for Drywall Installer/Lather only.
[f] Includes an amount for Work Fees
[g] Includes an amount for Annuity Trust Fund.
[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] Employed by the same contractor for 2000 hours (consecutively or cumulatively).
[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/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 subsistence provisions for the current determinations on the Internet at http://www.dir.ca.gov/DLSR/PWD. Travel and subsistence provisions 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: # PILE DRIVER (CARPENTER)

DETERMINATION: NC-23-31-11-2012-1
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification (Journeyperson)	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	$36.75[g]	[a]9.70	[b]12.50	[c]5.16	0.68	0.15	8	64.94	[d]83.315	[d]83.315	101.69
Diver (wet) up to 50 ft depth [e, f]	82.86	[a]9.70	[b]12.50	[c]5.16	0.68	0.15	8	111.05	[d]152.48	[d]152.48	193.91
Diver's Tender [e]	40.43	[a]9.70	[b]12.50	[c]5.16	0.68	0.15	8	68.62	[d]88.835	[d]88.835	109.05
Assistant Tender	36.75	[a]9.70	[b]12.50	[c]5.16	0.68	0.15	8	64.94	[d]83.315	[d]83.315	101.69
Diver (stand-by)	41.43	[a]9.70	[b]12.50	[c]5.16	0.68	0.15	8	69.62	[d]90.335	[d]90.335	111.05

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 Prevailing Wage Unit at (415) 703-4774.

# 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 UBC Health & Safety Fund.

[b] Includes an amount per hour for Annuity Trust Fund.

[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.

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

[f] For specific rates over 50 ft depth, contact the Division of Labor Statistics and Research.

[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/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: #ELEVATOR CONSTRUCTOR

DETERMINATION: NC-62-X-1-2012-1
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: July 8, 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.

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.

		Employer Payments				Straight-Time		Overtime Hourly Rate		
Classification (Journeyperson)	Basic 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	$57.29	11.025	11.96	3.44	0.55	0.30	8	84.565	113.210	113.210	141.855[b]
Mechanic (Employed in industry more than 5 years)	57.29	11.025	11.96	4.58	0.55	0.30	8	85.705	114.350	114.350	142.995[b]
Helper[c]	40.10	11.025	11.96	2.41	0.55	0.30	8	66.345	86.395	86.395	106.445[b]
Helper (Employed in industry more than 5 years)	40.10	11.025	11.96	3.21	0.55	0.30	8	67.145	87.195	87.195	107.245[b]

#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] Applies to that portion of these counties north of the Tehachapi Line. For more information contact the Division of Labor Statistics and Research.
[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 Division of Labor Statistics and Research.
[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/DLSR/PWD. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND 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 subsistence provisions for the current determinations on the Internet at http://www.dir.ca.gov/DLSR/PWD. Travel and/or subsistence requirements for each craft, classification or type of worker may be obtained from 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: # OPERATING ENGINEER (HEAVY AND HIGHWAY WORK)

DETERMINATION: NC-23-63-1-2011-1
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

			Employer Payments					Straight-Time			Overtime Hourly Rate			
Classification (Journeyperson)	Basic Hourly Rate		Health and Welfare	Pension	Vacation and Holiday[e]	Training	Other Payments	Hours[f]	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	$37.77	$39.77	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.62	$64.62	$81.51	$84.51	$100.39	$104.39
Group 2	$36.24	$38.24	$11.58	$8.26	$3.66	$0.62	$0.73	8	$61.09	$63.09	$79.21	$82.21	$97.33	$101.33
Group 3	$34.76	$36.76	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.61	$61.61	$76.99	$79.99	$94.37	$98.37
Group 4	$33.38	$35.38	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.23	$60.23	$74.92	$77.92	$91.61	$95.61
Group 5	$32.11	$34.11	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.96	$58.96	$73.02	$76.02	$89.07	$93.07
Group 6	$30.79	$32.79	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.64	$57.64	$71.04	$74.04	$86.43	$90.43
Group 7	$29.65	$31.65	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.50	$56.50	$69.33	$72.33	$84.15	$88.15
Group 8	$28.51	$30.51	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.36	$55.36	$67.62	$70.62	$81.87	$85.87
Group 8-A	$26.30	$28.30	$11.58	$8.26	$3.66	$0.62	$0.73	8	$51.15	$53.15	$64.30	$67.30	$77.45	$81.45
Group 1-A	$38.65	$40.65	$11.58	$8.26	$3.66	$0.62	$0.73	8	$63.50	$65.50	$82.83	$85.83	$102.15	$106.15
Truck Crane Assistant to Engineer	$31.68	$33.68	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.53	$58.53	$72.37	$75.37	$88.21	$92.21
Assistant to Engineer	$29.39	$31.39	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.24	$56.24	$68.94	$71.94	$83.63	$87.63
Group 2-A	$36.89	$38.89	$11.58	$8.26	$3.66	$0.62	$0.73	8	$61.74	$63.74	$80.19	$83.19	$98.63	$102.63
Truck Crane Assistant to Engineer	$31.42	$33.42	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.27	$58.27	$71.98	$74.98	$87.69	$91.69
Assistant to Engineer	$29.18	$31.18	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.03	$56.03	$68.62	$71.62	$83.21	$87.21
Group 3-A	$35.15	$37.15	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.00	$62.00	$77.58	$80.58	$95.15	$99.15
Truck Crane Assistant to Engineer	$31.18	$33.18	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.03	$58.03	$71.62	$74.62	$87.21	$91.21
Hydraulic	$30.79	$32.79	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.64	$57.64	$71.04	$74.04	$86.43	$90.43
Assistant to Engineer	$28.90	$30.90	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.75	$55.75	$68.20	$71.20	$82.65	$86.65
Group 4-A	$32.11	$34.11	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.96	$58.96	$73.02	$76.02	$89.07	$93.07

# Indicates an apprenticeable craft. Effective as of 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.

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

[b] **AREA 1** - Alameda, Contra Costa, Butte, 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, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

[c] **AREA 2** - Del Norte and Modoc, and portions of Alpine, Amador, Calaveras, Colusa, El Dorado, Fresno, Glenn, Humboldt, Kings, 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/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: # OPERATING ENGINEER (HEAVY AND HIGHWAY WORK)
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2011-1
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

			Employer Payments					Straight-Time			Overtime Hourly Rate			
Classification (Journeyperson)	Basic Hourly Rate		Health and Welfare	Pension	Vacation and Holiday[e]	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	$42.10	$44.10	$11.58	$8.26	$3.66	$0.62	$0.73	8	$66.95	$68.95	$88.00	$91.00	$109.05	$113.05
Group 2	$40.37	$42.37	$11.58	$8.26	$3.66	$0.62	$0.73	8	$65.22	$67.22	$85.41	$88.41	$105.59	$109.59
Group 3	$38.71	$40.71	$11.58	$8.26	$3.66	$0.62	$0.73	8	$63.56	$65.56	$82.92	$85.92	$102.27	$106.27
Group 4	$37.15	$39.15	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.00	$64.00	$80.58	$83.58	$99.15	$103.15
Group 5	$35.73	$37.73	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.58	$62.58	$78.45	$81.45	$96.31	$100.31
Group 6	$34.23	$36.23	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.08	$61.08	$76.20	$79.20	$93.31	$97.31
Group 7	$32.95	$34.95	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.80	$59.80	$74.28	$77.28	$90.75	$94.75
Group 8	$31.68	$33.68	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.53	$58.53	$72.37	$75.37	$88.21	$92.21
Group 8-A	$29.17	$31.17	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.02	$56.02	$68.61	$71.61	$83.19	$87.19
Group 1-A	$43.08	$45.08	$11.58	$8.26	$3.66	$0.62	$0.73	8	$67.93	$69.93	$89.47	$92.47	$111.01	$115.01
Truck Crane Assistant to Engineer	$35.25	$37.25	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.10	$62.10	$77.73	$80.73	$95.35	$99.35
Assistant to Engineer	$32.66	$34.66	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.51	$59.51	$73.84	$76.84	$90.17	$94.17
Group 2-A	$41.09	$43.09	$11.58	$8.26	$3.66	$0.62	$0.73	8	$65.94	$67.94	$86.49	$89.49	$107.03	$111.03
Truck Crane Assistant to Engineer	$34.96	$36.96	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.81	$61.81	$77.29	$80.29	$94.77	$98.77
Assistant to Engineer	$32.43	$34.43	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.28	$59.28	$73.50	$76.50	$89.71	$93.71
Group 3-A	$39.13	$41.13	$11.58	$8.26	$3.66	$0.62	$0.73	8	$63.98	$65.98	$83.55	$86.55	$103.11	$107.11
Truck Crane Assistant to Engineer	$34.69	$36.69	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.54	$61.54	$76.89	$79.89	$94.23	$98.23
Hydraulic	$34.23	$36.23	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.08	$61.08	$76.20	$79.20	$93.31	$97.31
Assistant to Engineer	$32.12	$34.12	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.97	$58.97	$73.03	$76.03	$89.09	$93.09
Group 4-A	$35.73	$37.73	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.58	$62.58	$78.45	$81.45	$96.31	$100.31

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DETERMINATION: NC-23-63-1-2011-1

CLASSIFICATIONS

GROUP 1
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
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
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 Burm, 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
Drilling Equipment Texoma 600, Hughes 200 series or similar up to and including 30 ft. m.r.c.
Drill Doctor
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
Drilling Equipment, 20 ft and under m.r.c.
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
Partsman (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)
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 8
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
Mixermobile
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-23-63-1-2011-1

GROUP 8-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)

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 21, 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 Southeast corner of Township 24S, Range 10E,
Thence Easterly to the Southeast 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 1E,
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.

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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: # OPERATING ENGINEER (BUILDING CONSTRUCTION)

DETERMINATION: NC-23-63-1-2011-1A
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

			Employer Payments					Straight-Time			Overtime Hourly Rate			
Classification (Journeyperson)	Basic Hourly Rate		Health and Welfare	Pension	Vacation and Holiday[e]	Training	Other Payments	Hours[f]	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	$36.35	$38.35	$11.58	$8.26	$3.66	$0.62	$0.73	8	$61.20	$63.20	$79.38	$82.38	$97.55	$101.55
Group 2	$34.90	$36.90	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.75	$61.75	$77.20	$80.20	$94.65	$98.65
Group 3	$33.50	$35.50	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.35	$60.35	$75.10	$78.10	$91.85	$95.85
Group 4	$32.17	$34.17	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.02	$59.02	$73.11	$76.11	$89.19	$93.19
Group 5	$30.96	$32.96	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.81	$57.81	$71.29	$74.29	$86.77	$90.77
Group 6	$29.69	$31.69	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.54	$56.54	$69.39	$72.39	$84.23	$88.23
Group 7	$28.60	$30.60	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.45	$55.45	$67.75	$70.75	$82.05	$86.05
Group 8	$27.52	$29.52	$11.58	$8.26	$3.66	$0.62	$0.73	8	$52.37	$54.37	$66.13	$69.13	$79.89	$83.89
Group 8-A	$25.40	$27.40	$11.58	$8.26	$3.66	$0.62	$0.73	8	$50.25	$52.25	$62.95	$65.95	$75.65	$79.65
Group 1-A	$37.20	$39.20	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.05	$64.05	$80.65	$83.65	$99.25	$103.25
Truck Crane Assistant to Engineer	$30.54	$32.54	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.39	$57.39	$70.66	$73.66	$85.93	$89.93
Assistant to Engineer	$28.37	$30.37	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.22	$55.22	$67.41	$70.41	$81.59	$85.59
Group 2-A	$35.51	$37.51	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.36	$62.36	$78.12	$81.12	$95.87	$99.87
Truck Crane Assistant to Engineer	$30.30	$32.30	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.15	$57.15	$70.30	$73.30	$85.45	$89.45
Assistant to Engineer	$28.15	$30.15	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.00	$55.00	$67.08	$70.08	$81.15	$85.15
Group 3-A	$33.87	$35.87	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.72	$60.72	$75.66	$78.66	$92.59	$96.59
Truck Crane Assistant to Engineer	$30.06	$32.06	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.91	$56.91	$69.94	$72.94	$84.97	$88.97
Hydraulic	$29.69	$31.69	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.54	$56.54	$69.39	$72.39	$84.23	$88.23
Assistant to Engineer	$27.90	$29.90	$11.58	$8.26	$3.66	$0.62	$0.73	8	$52.75	$54.75	$66.70	$69.70	$80.65	$84.65
Group 4-A	$30.96	$32.96	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.81	$57.81	$71.29	$74.29	$86.77	$90.77

# Indicates an apprenticeable craft. Effective as of 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

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

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

[c] **AREA 2** - Del Norte and Modoc, and portions of Alpine, Amador, Calaveras, Colusa, El Dorado, Fresno, Glenn, Humboldt, Kings, 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/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: # OPERATING ENGINEER (BUILDING CONSTRUCTION)
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2011-1A
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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 (Journeyperson)	Basic Hourly Rate		Employer Payments: Health and Welfare	Pension	Vacation and Holiday[e]	Training	Other Payments	Hours	Straight-Time: Total Hourly Rate		Overtime 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	$40.50	$42.50	$11.58	$8.26	$3.66	$0.62	$0.73	8	$65.35	$67.35	$85.60	$88.60	$105.85	$109.85
Group 2	$38.86	$40.86	$11.58	$8.26	$3.66	$0.62	$0.73	8	$63.71	$65.71	$83.14	$86.14	$102.57	$106.57
Group 3	$37.30	$39.30	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.15	$64.15	$80.80	$83.80	$99.45	$103.45
Group 4	$35.78	$37.78	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.63	$62.63	$78.52	$81.52	$96.41	$100.41
Group 5	$34.43	$36.43	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.28	$61.28	$76.50	$79.50	$93.71	$97.71
Group 6	$32.99	$34.99	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.84	$59.84	$74.34	$77.34	$90.83	$94.83
Group 7	$31.78	$33.78	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.63	$58.63	$72.52	$75.52	$88.41	$92.41
Group 8	$30.57	$32.57	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.42	$57.42	$70.71	$73.71	$85.99	$89.99
Group 8-A	$28.18	$30.18	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.03	$55.03	$67.12	$70.12	$81.21	$85.21
Group 1-A	$41.46	$43.46	$11.58	$8.26	$3.66	$0.62	$0.73	8	$66.31	$68.31	$87.04	$90.04	$107.77	$111.77
Truck Crane Assistant to Engineer	$33.97	$35.97	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.82	$60.82	$75.81	$78.81	$92.79	$96.79
Assistant to Engineer	$31.51	$33.51	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.36	$58.36	$72.12	$75.12	$87.87	$91.87
Group 2-A	$39.55	$41.55	$11.58	$8.26	$3.66	$0.62	$0.73	8	$64.40	$66.40	$84.18	$87.18	$103.95	$107.95
Truck Crane Assistant to Engineer	$33.70	$35.70	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.55	$60.55	$75.40	$78.40	$92.25	$96.25
Assistant to Engineer	$31.27	$33.27	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.12	$58.12	$71.76	$74.76	$87.39	$91.39
Group 3-A	$37.69	$39.69	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.54	$64.54	$81.39	$84.39	$100.23	$104.23
Truck Crane Assistant to Engineer	$33.43	$35.43	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.28	$60.28	$75.00	$78.00	$91.71	$95.71
Hydraulic Assistant to Engineer	$32.99	$34.99	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.84	$59.84	$74.34	$77.34	$90.83	$94.83
Group 4-A	$30.99	$32.99	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.84	$57.84	$71.34	$74.34	$86.83	$90.83
	$34.43	$36.43	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.28	$61.28	$76.50	$79.50	$93.71	$97.71

# Indicates an apprenticeable craft. Effective as of 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.

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

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

[c] **AREA 2** - Del Norte and Modoc, and portions of Alpine, Amador, Calaveras, Colusa, El Dorado, Fresno, Glenn, Humboldt, Kings, 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/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: #STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-BUILDING CONSTRUCTION)

DETERMINATION: NC-23-63-1-2011-1D1
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

			Employer Payments				Straight-Time		Overtime Hourly Rate		
Classification[b] (Journeyperson)	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 1	$38.14	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.99	$82.06	$82.06	$101.13
Truck Crane Assistant to Engineer	$31.15	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.00	$71.58	$71.58	$87.15
Assistant to Engineer	$29.01	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.86	$68.37	$68.37	$82.87
Group 2	$36.43	$11.58	$8.26	$3.66	$0.62	$0.73	8	$61.28	$79.50	$79.50	$97.71
Truck Crane Assistant to Engineer	$30.93	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.78	$71.25	$71.25	$86.71
Assistant to Engineer	$28.76	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.61	$67.99	$67.99	$82.37
Group 3	$35.04	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.89	$77.41	$77.41	$94.93
Truck Crane Assistant to Engineer	$30.68	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.53	$70.87	$70.87	$86.21
Hydraulic	$30.30	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.15	$70.30	$70.30	$85.45
Assistant to Engineer	$28.53	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.38	$67.65	$67.65	$81.91
Group 4	$33.11	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.96	$74.52	$74.52	$91.07
Group 5	$31.86	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.71	$72.64	$72.64	$88.57

# Indicates an apprenticeable craft. Effective as of 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.

[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/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: #STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-BUILDING CONSTRUCTION)
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2011-1D1
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification[b] (Journeyperson)	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 1	$42.51	$11.58	$8.26	$3.66	$0.62	$0.73	8	$67.36	$88.62	$88.62	$109.87
Truck Crane Assistant to Engineer	$34.65	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.50	$76.83	$76.83	$94.15
Assistant to Engineer	$32.23	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.08	$73.20	$73.20	$89.31
Group 2	$40.59	$11.58	$8.26	$3.66	$0.62	$0.73	8	$65.44	$85.74	$85.74	$106.03
Truck Crane Assistant to Engineer	$34.39	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.24	$76.44	$76.44	$93.63
Assistant to Engineer	$31.96	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.81	$72.79	$72.79	$88.77
Group 3	$39.01	$11.58	$8.26	$3.66	$0.62	$0.73	8	$63.86	$83.37	$83.37	$102.87
Truck Crane Assistant to Engineer	$34.11	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.96	$76.02	$76.02	$93.07
Hydraulic	$33.70	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.55	$75.40	$75.40	$92.25
Assistant to Engineer	$31.68	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.53	$72.37	$72.37	$88.21
Group 4	$36.86	$11.58	$8.26	$3.66	$0.62	$0.73	8	$61.71	$80.14	$80.14	$98.57
Group 5	$35.44	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.29	$78.01	$78.01	$95.73

# Indicates an apprenticeable craft. Effective as of 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.

[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/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 W . E DETERMINATION MADE BY THE DIRECTOI 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

DETERMINATION: NC-63-3-75-2011-2

ISSUE DATE: August 22, 2011

EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 Division of Labor Statistics and Research 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: Health and Welfare	Pension	Vacation and Holiday[f]	Training	Other Payments	Straight-Time Hours	Straight-Time Total Hourly Rate		Overtime 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]	Area 1[b]	Area 2[c]	Area 1[b]	Area 2[c]	Area 1[b]	Area 2[c]
Group I	$28.64	30.64	11.58	7.98	3.46	0.61	[d] 0.78	8	53.05	55.05	67.37	70.37	67.37	70.37	81.69	85.69
Group II	25.04	27.04	11.58	7.98	3.46	0.61	[d] 0.78	8	49.45	51.45	61.97	64.97	61.97	64.97	74.49	78.49
Group III	20.43	22.43	11.58	7.98	3.46	0.61	[d] 0.78	8	44.84	46.84	55.055	58.055	55.055	58.055	65.27	69.27
Group IV[g]	17.72	19.72	11.58	7.98	3.46	0.61	[d] 0.78	8	42.13	44.13	50.99	53.99	50.99	53.99	59.85	63.85

# 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] For classifications within each group, see below.

[b] **AREA 1** - Alameda, Butte, Contra Costa, 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, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties.

[c] **AREA 2** - Del Norte and Modoc, and portions of Alpine, Amador, Calaveras, Colusa, El Dorado, Fresno, Glenn, Humboldt, Kings, 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 Annuity Fund $0.40, Contract Administration Fund $0.20, Industry Stabilization Fund $0.06, Preservation Fund $0.10, and Industry Promotion Fund $0.02.

[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.

[f] Includes an amount for Supplemental Dues.

[g] Group IV receives no predetermined increases.

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.

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 31 Horsepower

Group IV

Assistant Landscape Utility Operator

GENERAL PREVAILING W. .E DETERMINATION MADE BY THE DIRECTOR .f 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-63-3-75-2011-2

ISSUE DATE: August 22, 2011

EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 Division of Labor Statistics and Research 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: Health and Welfare	Pension	Vacation and Holiday[f]	Training	Other Payments	Straight-Time Hours	Total Hourly Rate		Overtime 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	$32.05	34.05	11.58	7.98	3.46	0.61	[d] 0.78	8	56.46	58.46	72.485	75.485	72.485	75.485	88.51	92.51
Group II	28.00	30.00	11.58	7.98	3.46	0.61	[d] 0.78	8	52.41	54.41	66.41	69.41	66.41	69.41	80.41	84.41
Group III	22.81	24.81	11.58	7.98	3.46	0.61	[d] 0.78	8	47.22	49.22	58.625	61.625	58.625	61.625	70.03	74.03
Group IV[g]	19.91	21.91	11.58	7.98	3.46	0.61	[d] 0.78	8	44.32	46.32	54.275	57.275	54.275	57.275	64.23	68.23

# 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] For classifications within each group, see below.

[b] **AREA 1** - Alameda, Butte, Contra Costa, 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, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties.

[c] **AREA 2** - Del Norte and Modoc, and portions of Alpine, Amador, Calaveras, Colusa, El Dorado, Fresno, Glenn, Humboldt, Kings, 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 Annuity Fund $0.40, Contract Administration Fund $0.20, Industry Stabilization Fund $0.06, Preservation Fund $0.10, and Industry Promotion Fund $0.02.

[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.

[f] Includes an amount for Supplemental Dues.

[g] Group IV receives no predetermined increases.

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.

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 31 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-63-3-12-2011-2
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate					
Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension [e]	Vacation and Holiday [d]	Training	Other Payments	Hours	Total Hourly Rate	Daily[fg] 1 1/2X		Saturday[fg] 1 1/2X		Sunday and Holiday 2X	
Classification Group[a] First Shift	Area 1[b]	Area 2[c]						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	$38.94	40.94	11.58	9.27	4.55	0.08	0.25	8	64.67	66.67	84.14	87.14	84.14	87.14	103.61	107.61
Group 2	33.98	35.98	11.58	9.27	4.55	0.08	0.25	8	59.71	61.71	76.70	79.70	76.70	79.70	93.69	97.69
Group 3	32.86	34.86	11.58	9.27	4.55	0.08	0.25	8	58.59	60.59	75.02	78.02	75.02	78.02	91.45	95.45
Group 4	29.56	31.56	11.58	9.27	4.55	0.08	0.25	8	55.29	57.29	70.07	73.07	70.07	73.07	84.85	88.85
Second Shift	Area 1[b]	Area 2[c]						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	$43.25	45.25	11.58	9.27	4.55	0.08	0.25	8	68.98	70.98	90.605	93.605	90.605	93.605	112.23	116.23
Group 2	37.67	39.67	11.58	9.27	4.55	0.08	0.25	8	63.40	65.40	82.235	85.235	82.235	85.235	101.07	105.07
Group 3	36.41	38.41	11.58	9.27	4.55	0.08	0.25	8	62.14	64.14	80.345	83.345	80.345	83.345	98.55	102.55
Group 4	32.70	34.70	11.58	9.27	4.55	0.08	0.25	8	58.43	60.43	74.78	77.78	74.78	77.78	91.13	95.13

# 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] For classifications within each group, see below.

[b] **AREA 1** - Alameda, Contra Costa, Butte, 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, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

[c] **AREA 2** - Del Norte and Modoc, and portions of Alpine, Amador, Calaveras, Colusa, El Dorado, Fresno, Glenn, Humboldt, Kings, 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] 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

Leverman / Operator
Day Mate (Captain)
Chief Engineer

GROUP 2

Dredge Dozer
HDR/Welder

GROUP 3

Booster Pump Operator
Deck Engineer
Deck Mate
Dredge Tender
Welder
Winch Man Oiler
Watch Engineer Oiler

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 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: TRAFFIC CONTROL/LANE CLOSURE (LABORER)

DETERMINATION: NC-23-102-13-2011-2
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 30, 2012*. Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research (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, 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: Health[f] and Welfare	Pension[a]	Vacation and Holiday[b]	Training	Other Payments	Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate: Daily 1 1/2X	Saturday[c] 1 1/2X	Sunday And Holiday
[d] **AREA 1**											
Traffic Control Person I	27.19	6.54	7.55	2.48	0.34	0.19	8	44.29	57.885	57.885	71.48
Traffic Control Person II Delineating Device Application (Installation of Temporary/Permanent Signs, Markers, Delineators And Crash Cushions)	24.69	6.54	7.55	2.48	0.34	0.19	8	41.79	54.135	54.135	66.48
Flag Person	26.89	6.54	7.55	2.48	0.34	0.19	8	43.99	57.435	57.435	70.88
[d] **AREA 2**											
Traffic Control Person I	26.19	6.54	7.55	2.48	0.34	0.19	8	43.29	56.385	56.385	69.48
Traffic Control Person II Delineating Device Application (Installation of Temporary/Permanent Signs, Markers, Delineators And Crash Cushions)	23.69	6.54	7.55	2.48	0.34	0.19	8	40.79	52.635	52.635	64.48
Flag Person	25.89	6.54	7.55	2.48	0.34	0.19	8	42.99	55.935	55.935	68.88

DETERMINATION: NC- 23-102-13-2011-2A
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 30, 2012*. Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research (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, 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.

Entry Level Trainee[e] (1st 2000 hours)	16.57	6.54	7.55	2.48	0.34	0.19	8	33.67	41.955	41.955	50.24

a Includes an amount for the Annuity Trust Fund.
b Includes an amount ($0.82) for Supplemental Dues
c Saturdays in the same workweek may be worked at straight-time if job is shut down during the normal workweek 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 An individual employer may employ (1) Entry Level Trainee for every journeyman Laborer.
f Includes an amount ($0.30) for Retiree Health & Welfare

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: #STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)

DETERMINATION: NC-23-63-1-2011-1D
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification (Journeyperson)	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 1	$39.62	$11.58	$8.26	$3.66	$0.62	$0.73	8	$64.47	$84.28	$84.28	$104.09
Truck Crane Assistant to Engineer	$32.30	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.15	$73.30	$73.30	$89.45
Assistant to Engineer	$30.07	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.92	$69.96	$69.96	$84.99
Group 2	$37.85	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.70	$81.63	$81.63	$100.55
Truck Crane Assistant to Engineer	$32.08	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.93	$72.97	$72.97	$89.01
Assistant to Engineer	$29.80	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.65	$69.55	$69.55	$84.45
Group 3	$36.37	$11.58	$8.26	$3.66	$0.62	$0.73	8	$61.22	$79.41	$79.41	$97.59
Truck Crane Assistant to Engineer	$31.81	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.66	$72.57	$72.57	$88.47
Hydraulic	$31.42	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.27	$71.98	$71.98	$87.69
Assistant to Engineer	$29.58	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.43	$69.22	$69.22	$84.01
Group 4	$34.35	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.20	$76.38	$76.38	$93.55
Group 5	$33.05	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.90	$74.43	$74.43	$90.95

# Indicates an apprenticeable craft. Effective as of 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.

[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 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/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: #STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2011-1D
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	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 1	$44.17	$11.58	$8.26	$3.66	$0.62	$0.73	8	$69.02	$91.11	$91.11	$113.19
Truck Crane Assistant to Engineer	$35.94	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.79	$78.76	$78.76	$96.73
Assistant to Engineer	$33.42	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.27	$74.98	$74.98	$91.69
Group 2	$42.19	$11.58	$8.26	$3.66	$0.62	$0.73	8	$67.04	$88.14	$88.14	$109.23
Truck Crane Assistant to Engineer	$35.69	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.54	$78.39	$78.39	$96.23
Assistant to Engineer	$33.14	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.99	$74.56	$74.56	$91.13
Group 3	$40.51	$11.58	$8.26	$3.66	$0.62	$0.73	8	$65.36	$85.62	$85.62	$105.87
Truck Crane Assistant to Engineer	$35.39	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.24	$77.94	$77.94	$95.63
Hydraulic	$34.96	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.81	$77.29	$77.29	$94.77
Assistant to Engineer	$32.88	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.73	$74.17	$74.17	$90.61
Group 4	$38.25	$11.58	$8.26	$3.66	$0.62	$0.73	8	$63.10	$82.23	$82.23	$101.35
Group 5	$36.78	$11.58	$8.26	$3.66	$0.62	$0.73	8	$61.63	$80.02	$80.02	$98.41

# Indicates an apprenticeable craft. Effective as of 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.

[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 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/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: LIGHT FIXTURE MAINTENANCE

DETERMINATION: NC-61-X-6-2011-2
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research for specific rates at (415) 703-4774.

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

		Employer Payments				Straight-Time		Overtime Hourly Rate		
Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension[a]	Vacation and Holiday	Training	Hours	Total Hourly Rate	Daily 1 1/2X	6th & 7th Workday 1 1/2X	Holiday 2X
Fixture Washer: Start	$ 18.03	$7.85	$.54	$.62	--	8	$27.04	$36.325	$36.325	$45.61
3 – 6 Months	19.85	7.85	.60	.69	--	8	28.99	39.215	39.215	49.44
6 Months or More	21.03	7.85	.63	.73	--	8	30.24	41.070	41.070	51.90
Serviceman										
0 – 12 Months	23.10	7.85	.69	.80	--	8	32.44	44.335	44.335	56.23
12 Months or More	24.46	7.85	.73	.85	--	8	33.89	46.485	46.485	59.08

[a] 3% of the Basic Hourly Rate for the National Employees Benefit Fund which is factored at the applicable overtime multiplier.

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: #PILE DRIVER (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)

DETERMINATION: NC-23-63-1-2011-1B
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification (Journeyperson)	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 1	$38.99	$11.58	$8.26	$3.66	$0.62	$0.73	8	$63.84	$83.34	$83.34	$102.83
Truck Crane Assistant to Engineer	$32.01	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.86	$72.87	$72.87	$88.87
Assistant to Engineer	$29.73	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.58	$69.45	$69.45	$84.31
Group 2	$37.17	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.02	$80.61	$80.61	$99.19
Truck Crane Assistant to Engineer	$31.76	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.61	$72.49	$72.49	$88.37
Assistant to Engineer	$29.46	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.31	$69.04	$69.04	$83.77
Group 3	$35.49	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.34	$78.09	$78.09	$95.83
Truck Crane Assistant to Engineer	$31.47	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.32	$72.06	$72.06	$87.79
Assistant to Engineer	$29.24	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.09	$68.71	$68.71	$83.33
Group 4	$33.72	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.57	$75.43	$75.43	$92.29
Group 6	$31.08	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.93	$71.47	$71.47	$87.01
Group 8	$28.85	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.70	$68.13	$68.13	$82.55

¥ Indicates an apprenticeable craft. Effective as of 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.

[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 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 8
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 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 o each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at nttp://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: #PILE DRIVER (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2011-1B
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification (Journeyperson)	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 1	$43.46	$11.58	$8.26	$3.66	$0.62	$0.73	8	$68.31	$90.04	$90.04	$111.77
Truck Crane Assistant to Engineer	$35.61	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.46	$78.27	$78.27	$96.07
Assistant to Engineer	$33.04	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.89	$74.41	$74.41	$90.93
Group 2	$41.41	$11.58	$8.26	$3.66	$0.62	$0.73	8	$66.26	$86.97	$86.97	$107.67
Truck Crane Assistant to Engineer	$35.34	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.19	$77.86	$77.86	$95.53
Assistant to Engineer	$32.74	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.59	$73.96	$73.96	$90.33
Group 3	$39.53	$11.58	$8.26	$3.66	$0.62	$0.73	8	$64.38	$84.15	$84.15	$103.91
Truck Crane Assistant to Engineer	$35.01	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.86	$77.37	$77.37	$94.87
Assistant to Engineer	$32.50	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.35	$73.60	$73.60	$89.85
Group 4	$37.53	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.38	$81.15	$81.15	$99.91
Group 6	$34.56	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.41	$76.69	$76.69	$93.97
Group 8	$32.06	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.91	$72.94	$72.94	$88.97

# Indicates an apprenticeable craft. Effective as of 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.

[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 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 8
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/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: #PILE DRIVER (OPERATING ENGINEER-BUILDING CONSTRUCTION)

DETERMINATION: NC-23-63-1-2011-1B1
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification[b] (Journeyperson)	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 1	$37.51	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.36	$81.12	$81.12	$99.87
Truck Crane Assistant to Engineer	$30.86	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.71	$71.14	$71.14	$86.57
Assistant to Engineer	$28.69	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.54	$67.89	$67.89	$82.23
Group 2	$35.80	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.65	$78.55	$78.55	$96.45
Truck Crane Assistant to Engineer	$30.63	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.48	$70.80	$70.80	$86.11
Assistant to Engineer	$28.44	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.29	$67.51	$67.51	$81.73
Group 3	$34.19	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.04	$76.14	$76.14	$93.23
Truck Crane Assistant to Engineer	$30.36	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.21	$70.39	$70.39	$85.57
Assistant to Engineer	$28.21	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.06	$67.17	$67.17	$81.27
Group 4	$32.49	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.34	$73.59	$73.59	$89.83
Group 6	$29.99	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.84	$69.84	$69.84	$84.83
Group 8	$27.85	$11.58	$8.26	$3.66	$0.62	$0.73	8	$52.70	$66.63	$66.63	$80.55

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[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/DLSR/PWD. Holiday provisions 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: #PILE DRIVER (OPERATING ENGINEER-BUILDING CONSTRUCTION)
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2011-1B1
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

			Employer Payments				Straight-Time		Overtime Hourly Rate		
Classification[b] (Journeyperson)	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 1	$41.80	$11.58	$8.26	$3.66	$0.62	$0.73	8	$66.65	$87.55	$87.55	$108.45
Truck Crane Assistant to Engineer	$34.32	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.17	$76.33	$76.33	$93.49
Assistant to Engineer	$31.88	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.73	$72.67	$72.67	$88.61
Group 2	$39.86	$11.58	$8.26	$3.66	$0.62	$0.73	8	$64.71	$84.64	$84.64	$104.57
Truck Crane Assistant to Engineer	$34.07	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.92	$75.96	$75.96	$92.99
Assistant to Engineer	$31.60	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.45	$72.25	$72.25	$88.05
Group 3	$38.07	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.92	$81.96	$81.96	$100.99
Truck Crane Assistant to Engineer	$33.76	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.61	$75.49	$75.49	$92.37
Assistant to Engineer	$31.33	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.18	$71.85	$71.85	$87.51
Group 4	$36.14	$11.58	$8.26	$3.66	$0.62	$0.73	8	$60.99	$79.06	$79.06	$97.13
Group 6	$33.33	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.18	$74.85	$74.85	$91.51
Group 8	$30.94	$11.58	$8.26	$3.66	$0.62	$0.73	8	$55.79	$71.26	$71.26	$86.73

# Indicates an apprenticeable craft. Effective as of 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.

[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/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: #LABORER AND RELATED CLASSIFICATIONS

DETERMINATION: NC-23-102-1-2011-2
ISSUE DATE: AUGUST 22, 2011
EXPIRATION DATE OF DETERMINATION: JUNE 30, 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 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, 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] (Journeyperson)	Basic Hourly Rate[b]	Employer Payments: Health and Welfare	Pension	Vacation and Holiday	Training	Other Payments	Straight-Time Hours[a]	Total Hourly Rate	Overtime Hourly Rate: Daily 1 1/2X	Saturday[b] 1 1/2X	Sunday/ Holiday 2X
AREA 1[c]											
Construction Specialist	27.84	6.54	7.55	2.48	0.34	0.13	8	44.88	58.80	58.80	72.72
Group 1; Group 1(B)[f]	27.14	6.54	7.55	2.48	0.34	0.13	8	44.18	57.75	57.75	71.32
Group 1 (A)	27.36	6.54	7.55	2.48	0.34	0.13	8	44.40	58.08	58.08	71.76
Group 1 (C)	27.19	6.54	7.55	2.48	0.34	0.13	8	44.23	57.83	57.83	71.42
Group 1 (E)	27.69	6.54	7.55	2.48	0.34	0.13	8	44.73	58.58	58.58	72.42
Group 1 (F-1)	27.72	6.54	7.55	2.48	0.34	0.13	8	44.76	58.62	58.62	72.48
Group 1 (F-2)	26.74	6.54	7.55	2.48	0.34	0.13	8	43.78	57.15	57.15	70.52
Group 1 (G)	27.34	6.54	7.55	2.48	0.34	0.13	8	44.38	58.05	58.05	71.72
Group 2	26.99	6.54	7.55	2.48	0.34	0.13	8	44.03	57.53	57.53	71.02
Group 3; Group 3(A)	26.89	6.54	7.55	2.48	0.34	0.13	8	43.93	57.38	57.38	70.82
Group 4; Group 6(B)	20.58	6.54	7.55	2.48	0.34	0.13	8	37.62	47.91[d]	47.91[d]	58.20[d]
Group 5[e]	12.90	6.54	7.55	2.48	0.34	0.13	8	29.94	36.39	36.39	42.84
Group 6	28.10	6.54	7.55	2.48	0.34	0.13	8	45.14	59.19	59.19	73.24
Group 6 (A)	27.60	6.54	7.55	2.48	0.34	0.13	8	44.64	58.44	58.44	72.24
Group 6 (C)	27.01	6.54	7.55	2.48	0.34	0.13	8	44.05	57.56	57.56	71.06
Group 7 – Stage 1 (1st 6 months)	18.82	6.54	7.55	2.48	0.34	0.13	8	35.86	45.27	45.27	54.68
Stage 2 (2nd 6 months)	21.51	6.54	7.55	2.48	0.34	0.13	8	38.55	49.31	49.31	60.06
Stage 3 (3rd 6 months)	24.20	6.54	7.55	2.48	0.34	0.13	8	41.24	53.34	53.34	65.44
AREA 2[c]											
Construction Specialist	26.84	6.54	7.55	2.48	0.34	0.13	8	43.88	57.30	57.30	70.72
Group 1; Group 1(B)[f]	26.14	6.54	7.55	2.48	0.34	0.13	8	43.18	56.25	56.25	69.32
Group 1 (A)	26.36	6.54	7.55	2.48	0.34	0.13	8	43.40	56.58	56.58	69.76
Group 1 (C)	26.19	6.54	7.55	2.48	0.34	0.13	8	43.23	56.33	56.33	69.42
Group 1 (E)	26.69	6.54	7.55	2.48	0.34	0.13	8	43.73	57.08	57.08	70.42
Group 1 (F-1)	26.72	6.54	7.55	2.48	0.34	0.13	8	43.76	57.12	57.12	70.48
Group 1 (F-2)	25.74	6.54	7.55	2.48	0.34	0.13	8	42.78	55.65	55.65	68.52
Group 2	25.99	6.54	7.55	2.48	0.34	0.13	8	43.03	56.03	56.03	69.02
Group 3; Group 3(A)	25.89	6.54	7.55	2.48	0.34	0.13	8	42.93	55.88	55.88	68.82
Group 4; Group 6(B)	19.58	6.54	7.55	2.48	0.34	0.13	8	36.62	46.41[d]	46.41[d]	56.20[d]
Group 5[e]	12.90	6.54	7.55	2.48	0.34	0.13	8	29.94	36.39	36.39	42.84
Group 6	27.10	6.54	7.55	2.48	0.34	0.13	8	44.14	57.69	57.69	71.24
Group 6 (A)	26.60	6.54	7.55	2.48	0.34	0.13	8	43.64	56.94	56.94	70.24
Group 6 (C)	26.01	6.54	7.55	2.48	0.34	0.13	8	43.05	56.06	56.06	69.06
Group 7 – Stage 1 (1st 6 months)	18.12	6.54	7.55	2.48	0.34	0.13	8	35.16	44.22	44.22	53.28
Stage 2 (2nd 6 months)	20.71	6.54	7.55	2.48	0.34	0.13	8	37.75	48.11	48.11	58.46
Stage 3 (3rd 6 months)	23.30	6.54	7.55	2.48	0.34	0.13	8	40.34	51.99	51.99	63.64

PLEASE GO TO PAGE 50 FOR CLASSIFICATIONS WITHIN EACH GROUP

# 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 GROUP 1(D) - MAINTENANCE OR REPAIR TRACKMEN AND ROAD BEDS AND ALL EMPLOYEES PERFORMING WORK COVERED BY THIS CLASSIFICATION SHALL RECEIVE $0.25 PER 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 AN INDIVIDUAL EMPLOYER MAY EMPLOY TWO ENTRY LEVEL LABORERS FOR EVERY FOUR (4) REGULAR LABORERS ON EACH JOB OR PROJECT. ENTRY LEVEL LABORERS RECEIVE NO PREDETERMINED INCREASES. THIS RATIO OF ENTRY LEVEL LABORERS TO REGULAR LABORERS APPLIES ONLY TO WORK ON THE SAME JOB SITE.

f GROUP 1(B) RECEIVES AN ADDITIONAL AMOUNT EACH DAY. SEE PAGE 50 FOR DETAILS.

g WHEN THREE SHIFTS ARE EMPLOYED FOR FIVE (5) OR MORE CONSECUTIVE DAYS, SEVEN AND ONE-HALF (7 ½) 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.

h 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/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 DETERMINATION ON THE INTERNET AT HTTP://WWW.DIR.CA.GOV/DLSR/PWD.

DETERMINATION: NC-23-102-1-2011-2 and NC-23-102-1-2011-2A

CONSTRUCTION SPECIALIST
ASPHALT IRONERS AND RAKERS
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
MULTIPLE UNIT DRILLS
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 ½ 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
ROTOTILLER
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
GARDENER-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
HIGH SCALERS (INCLUDING DRILLING OF SAME)
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 RECENLTY 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 GUNITING OR SHOT CRETE

GROUP 1 (F-2)
ALIGNER HELPER OF WIRE WINDING MACHINE IN CONNECTION WITH GUNITING 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 AND GENERAL LABORERS
DUMPMAN, LOAD SPOTTER
FLAGPERSON
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)
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)

GROUP 3 (A) -- SEE GROUP 3 RATES
COMPOSITE CREW PERSON (OPERATION OF VEHICLES, WHEN IN CONJUNCTION WITH LABORER'S DUTIES)

GROUP 4
FINAL CLEANUP ON BUILDING CONSTRUCTION PROJECTS PRIOR TO OCCUPANCY ONLY.
CLEANING AND WASHING WINDOWS (NEW CONSTRUCTION ONLY), SERVICE LANDSCAPE LABORERS (SUCH AS GARDENER, HORTICULTURE, MOWING, TRIMMING, REPLANTING, WATERING DURING PLANT ESTABLISHMENT PERIOD) ON NEW CONSTRUTION
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 5
ENTRY LEVEL LABORERS (2000 HOURS). NOTE: ENTRY LEVEL LABORERS RECEIVE NO PREDETERMINED INCREASES

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-23-102-1-2011-2A
ISSUE DATE: AUGUST 22, 2011
EXPIRATION DATE OF DETERMINATION: JUNE 30, 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 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, 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification[a] (Journeyperson)	Basic Hourly Rate[g]	Health and Welfare	Pension	Vacation and Holiday	Training Payments	Other	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday[b] 1 1/2X	Sunday/ Holiday 2X
AREA 1[c]											
Construction Specialist	30.84	6.54	7.55	2.48	0.34	0.13	8	47.88	63.30	63.30	78.72
Group 1; Group 1(B)[f]	30.14	6.54	7.55	2.48	0.34	0.13	8	47.18	62.25	62.25	77.32
Group 1 (A)	30.36	6.54	7.55	2.48	0.34	0.13	8	47.40	62.58	62.58	77.76
Group 1 (C)	30.19	6.54	7.55	2.48	0.34	0.13	8	47.23	62.33	62.33	77.42
Group 1 (E)	30.69	6.54	7.55	2.48	0.34	0.13	8	47.73	63.08	63.08	78.42
Group 1 (F-1)	30.72	6.54	7.55	2.48	0.34	0.13	8	47.76	63.12	63.12	78.48
Group 1 (F-2)	29.74	6.54	7.55	2.48	0.34	0.13	8	46.78	61.65	61.65	76.52
Group 1 (G)	30.34	6.54	7.55	2.48	0.34	0.13	8	47.38	62.55	62.55	77.72
Group 2	29.99	6.54	7.55	2.48	0.34	0.13	8	47.03	62.03	62.03	77.02
Group 3; Group 3(A)	29.89	6.54	7.55	2.48	0.34	0.13	8	46.93	61.88	61.88	76.82
Group 4; Group 6(B)	23.58	6.54	7.55	2.48	0.34	0.13	8	40.62	52.41[d]	52.41[d]	64.20[d]
Group 5[e]	15.90	6.54	7.55	2.48	0.34	0.13	8	32.94	40.89	40.89	48.84
Group 6	31.10	6.54	7.55	2.48	0.34	0.13	8	48.14	63.69	63.69	79.24
Group 6 (A)	30.60	6.54	7.55	2.48	0.34	0.13	8	47.64	62.94	62.94	78.24
Group 6 (C)	30.01	6.54	7.55	2.48	0.34	0.13	8	47.05	62.06	62.06	77.06
Group 7 – Stage 1 (1st 6 months)	21.82	6.54	7.55	2.48	0.34	0.13	8	38.86	49.77	49.77	60.68
Stage 2 (2nd 6 months)	24.51	6.54	7.55	2.48	0.34	0.13	8	41.55	53.81	53.81	66.06
Stage 3 (3rd 6 months)	27.20	6.54	7.55	2.48	0.34	0.13	8	44.24	57.84	57.84	71.44
AREA 2[c]											
Construction Specialist	29.69	6.54	7.55	2.48	0.34	0.13	8	46.73	61.58	61.58	76.42
Group 1; Group 1(B)[f]	28.99	6.54	7.55	2.48	0.34	0.13	8	46.03	60.53	60.53	75.02
Group 1 (A)	29.21	6.54	7.55	2.48	0.34	0.13	8	46.25	60.86	60.86	75.46
Group 1 (C)	29.04	6.54	7.55	2.48	0.34	0.13	8	46.08	60.60	60.60	75.12
Group 1 (E)	29.54	6.54	7.55	2.48	0.34	0.13	8	46.58	61.35	61.35	76.12
Group 1 (F-1)	29.57	6.54	7.55	2.48	0.34	0.13	8	46.61	61.40	61.40	76.18
Group 1 (F-2)	28.59	6.54	7.55	2.48	0.34	0.13	8	45.63	59.93	59.93	74.22
Group 2	28.84	6.54	7.55	2.48	0.34	0.13	8	45.88	60.30	60.30	74.72
Group 3; Group 3(A)	28.74	6.54	7.55	2.48	0.34	0.13	8	45.78	60.15	60.15	74.52
Group 4; Group 6(B)	22.43	6.54	7.55	2.48	0.34	0.13	8	39.47	50.69[d]	50.69[d]	61.90[d]
Group 5[e]	15.75	6.54	7.55	2.48	0.34	0.13	8	32.79	40.67	40.67	48.54
Group 6	29.95	6.54	7.55	2.48	0.34	0.13	8	46.99	61.97	61.97	76.94
Group 6 (A)	29.45	6.54	7.55	2.48	0.34	0.13	8	46.49	61.22	61.22	75.94
Group 6 (C)	28.86	6.54	7.55	2.48	0.34	0.13	8	45.90	60.33	60.33	74.76
Group 7 – Stage 1 (1st 6 months)	20.97	6.54	7.55	2.48	0.34	0.13	8	38.01	48.50	48.50	58.98
Stage 2 (2nd 6 months)	23.56	6.54	7.55	2.48	0.34	0.13	8	40.60	52.38	52.38	64.16
Stage 3 (3rd 6 months)	26.15	6.54	7.55	2.48	0.34	0.13	8	43.19	56.27	56.27	69.34

PLEASE GO TO PAGE 50 FOR CLASSIFICATIONS WITHIN EACH GROUP

# 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 GROUP 1(D) - MAINTENANCE OR REPAIR TRACKMEN AND ROAD BEDS AND ALL EMPLOYEES PERFORMING WORK COVERED BY THIS CLASSIFICATION SHALL RECEIVE $0.25 PER 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 AN INDIVIDUAL EMPLOYER MAY EMPLOY TWO ENTRY LEVEL LABORERS FOR EVERY FOUR (4) REGULAR LABORERS ON EACH JOB OR PROJECT. ENTRY LEVEL LABORERS RECEIVE NO PREDETERMINED INCREASES. THIS RATIO OF ENTRY LEVEL LABORERS TO REGULAR LABORERS APPLIES ONLY TO WORK ON THE SAME JOB SITE.

f GROUP 1(B) RECEIVES AN ADDITIONAL AMOUNT EACH DAY. SEE PAGE 50 FOR DETAILS.

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 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/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 DETERMINATION ON THE INTERNET AT HTTP://WWW.DIR.CA.GOV/DLSR/PWD.

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)

DETERMINATION: NC-23-102-11-2011-2
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 30, 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 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, 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: Health and Welfare	Pension	Vacation/ Holiday[a]	Training	Other Payments[b]	Straight-Time Hours[c]	Total Hourly Rate	Overtime Hourly Rate: Daily 1 1/2X	Saturday[d] 1 1/2X	Sunday and Holiday
Diamond driller, groundman, gunite or shotcrete nozzleman	$33.35	6.54	7.55	2.48	0.80	0.13	8	50.85	67.525	67.525	84.20
Rodman, shaft work and raise (below actual or excavated ground level)	$33.12	6.54	7.55	2.48	0.80	0.13	8	50.62	67.18	67.18	83.74
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)	$32.87	6.54	7.55	2.48	0.80	0.13	8	50.37	66.805	66.805	83.24
Steel form raiser and setter, timberman, retimberman (wood or steel or substitute materials), tugger, cabletender, chucktender, powderman-primer house	$32.87	6.54	7.55	2.48	0.80	0.13	8	50.37	66.805	66.805	83.24
Vibratorman, pavement breaker, bull gang-mucker, trackman, concrete crew-including rodding and spreading	$32.42	6.54	7.55	2.48	0.80	0.13	8	49.92	66.13	66.13	82.34
Dumpman (any method), grout crew, reboundman, swamper/brakeman, watchman	$31.88	6.54	7.55	2.48	0.80	0.13	8	49.38	65.32	65.32	81.26

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 Division of Labor Statistics and Research at (415) 703-4774.

[a] Includes an amount for supplemental dues.
[b] Amount is for Contract Administration Fund $0.08 and Industry Stabilization Fund $0.05.
[c] 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.
[d] 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/DLSR/PWD. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND 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: TUNNEL WORKER (LABORER) (Special Single and Second Shift)

DETERMINATION: NC-23-102-11-2011-1A
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 30, 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 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, 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday[a]	Training	Other Payments[b]	Hours[c]	Total Hourly Rate	Daily 1 1/2X	Saturday[d] 1 1/2X	Sunday and Holiday
Diamond driller, groundman, gunite or shotcrete nozzleman	$36.35	6.54	7.55	2.48	0.80	0.13	8	53.85	72.025	72.025	90.20
Rodman, shaft work and raise (below actual or excavated ground level)	$36.12	6.54	7.55	2.48	0.80	0.13	8	53.62	71.68	71.68	89.74
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)	$35.87	6.54	7.55	2.48	0.80	0.13	8	53.37	71.305	71.305	89.24
Steel form raiser and setter, timberman, retimberman (wood or steel or substitute materials), tugger, cabletender, chucktender, powderman-primer house	$35.87	6.54	7.55	2.48	0.80	0.13	8	53.37	71.305	71.305	89.24
Vibratorman, pavement breaker, bull gang-mucker, trackman, concrete crew-including rodding and spreading	$35.42	6.54	7.55	2.48	0.80	0.13	8	52.92	70.63	70.63	88.34
Dumpman (any method), grout crew, reboundman, swamper/brakeman, watchman	$34.88	6.54	7.55	2.48	0.80	0.13	8	52.38	69.82	69.82	87.26

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 Division of Labor Statistics and Research at (415) 703-4774.

[a] Includes an amount for supplemental dues.
[b] Amount is for Contract Administration Fund $0.08 and Industry Stabilization Fund $0.05.
[c] 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.
[d] 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/DLSR/PWD. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND 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: PARKING AND HIGHWAY IMPROVEMENT PAINTER (PAINTER)

DETERMINATION: NC-200-X-17-2011-2
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 30, 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 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.

		Employer Payments				Straight-Time		Overtime Hourly Rate		
CLASSIFICATION	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday [b]	Training and Other	Hours	Total Hourly Rate	Daily 1 1/2X	Daily 2X	Holiday 2X
Striper; Layout and application of painted traffic stripes; hot thermo plastic; tape traffic stripes	[a]31.35	7.50	4.05	-	0.10	8	43.00	[c]58.675	74.35	74.35
Parking Lots, Gamecourts, Playgrounds	[a]26.65	7.50	4.05	-	0.10	8	38.30	[c]51.625	64.95	64.95
Trainee for above classifications										
Step 1 (First 2,000 Hours)	[a]18.81	7.50	2.43	-	0.10	8	28.84	[c]38.245	47.65	47.65
Step 2 (Second 2,000 Hours)	[a]20.38	7.50	2.63	-	0.10	8	30.61	[c]40.800	50.99	50.99
Step 3 (Third 2,000 Hours)	[a]21.95	7.50	2.84	-	0.10	8	32.39	[c]43.365	54.34	54.34
Protective Coating, Resurfacing, Pavement Sealing, Including Repair When Done in Conjunction With Pavement Sealing	[a]26.96	7.50	4.05	-	0.10	8	38.61	[c]52.09	65.57	65.57

[a] Includes an amount withheld for Dues Check-Off.
[b] 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. Vacation/Holiday amounts for Trainees: First 2,000 Hours ($1.15), Second 2,000 Hours ($1.24), Third 2,000 Hours ($1.34).
[c] 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.

JOURNEYMAN TO TRAINEE RATIO: The number of painter trainees shall not exceed 1 painter trainee for each painter Journeyperson. When there is a two-person crew, one employee may be a Journeyperson and the other a Trainee; however, in no event shall a Trainee perform work without the supervision of a Journeyperson.

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: SLURRY SEAL WORKER

DETERMINATION: NC-830-X-69-2000-1
ISSUE DATE: February 22, 2000
EXPIRATION DATE OF DETERMINATION: April 1, 2000* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research (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.

		Employer Payments				Straight-Time		Overtime Hourly Rates		
Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday	Training	Hours	Total Hourly Rate	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	8.62	1.72	.90	[a].91	-	8	12.15	[b]16.46	20.77	20.77

[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/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: ASBESTOS REMOVAL WORKER (LABORER)

DETERMINATION: NC-102-67-1-2012-1
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: November 30, 2012** 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 Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate	
Classification (Journeyperson)	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	24.87	5.54	4.44	2.02	0.40	0.15	8	37.42	49.855	62.29
Asbestos Removal Specialist I	21.74	5.54	0.51	2.21	0.40	0.15	8	30.55	41.42	52.29
Asbestos Removal Worker	18.68	5.54	-----	2.21	0.40	0.15	8	26.98	36.32	45.66

DETERMINATION: NC-102-67-1-2011-1A
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: November 30, 2013* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research (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, 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]	36.25	5.54	-----	1.85	0.40	0.15	8	44.19	62.315	80.44
Lead Removal Worker[e]	35.25	5.54	-----	1.85	0.40	0.15	8	43.19	60.815	78.44

[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)

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 nformation, 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/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: # CEMENT MASON

DETERMINATION: NC-23-203-1-2011-1
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 Division of Labor Statistics and Research 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.

		Employer Payments				Straight-Time		Overtime Hourly Rate		
CLASSIFICATION (JOURNEYPERSON)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday[a] 1 1/2X	Sunday and Holiday
Cement Mason	$28.65	7.55	7.20	5.14[b]	0.47	8	49.01	63.335	63.335[c]	77.66
Mastic Magnesite Gypsum, Epoxy, Polyester, Resin and all composition masons, swing or slip form scaffolds	$29.40	7.55	7.20	5.14[b]	0.47	8	49.76	64.46	64.46	79.16

# 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] 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.

[b] Includes an amount for supplemental dues.

[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/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: #BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER

DETERMINATION: NC-63-3-9-2012-1
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: June 30, 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 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
CLASSIFICATION (JOURNEYPERSON)	Basic 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	$40.86	11.58	6.93	2.65	0.28	0.21	8	62.51	82.94	82.94	103.37
Group 2	38.86	11.58	6.93	2.65	0.28	0.21	8	60.51	79.94	79.94	99.37
Group 3	32.72	11.58	6.93	2.65	0.28	0.21	8	54.37	70.73	70.73	87.09
Group 4	27.49	11.58	6.93	2.65	0.28	0.21	8	49.14	62.885	62.885	76.63

# 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] 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:

Group 1	Group 2	Group 3	Group 4
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	NDT Level One	Caltrans Test Methods	Torque Testing

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. 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. 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: #BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER (SECOND SHIFT)

DETERMINATION: NC-63-3-9-2012-1
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: June 30, 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 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
CLASSIFICATION (JOURNEYPERSON)	Basic 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	$45.97	11.58	6.93	2.65	0.28	0.21	8	67.62	90.605	90.605	113.59
Group 2	43.72	11.58	6.93	2.65	0.28	0.21	8	65.37	87.23	87.23	109.09
Group 3	36.81	11.58	6.93	2.65	0.28	0.21	8	58.46	76.865	76.865	95.27
Group 4	30.93	11.58	6.93	2.65	0.28	0.21	8	52.58	68.045	68.045	83.51

# 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] 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:

Group 1	Group 2	Group 3	Group 4
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	NDT Level One	Caltrans Test Methods	Torque Testing

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. 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. 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: TEAMSTER (APPLIES ONLY TO WORK ON THE CONSTRUCTION SITE)

DETERMINATION: NC-23-261-1-2011-2
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification[g] (Journeyperson)	Basic 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	$27.13	$12.54	$5.20	$2.15	$0.80	[a]$0.48	8	$48.30	$61.865	$61.865	$75.43
Group 2	27.43	12.54	5.20	2.15	0.80	[a]0.48	8	48.60	62.315	62.315	76.03
Group 3	27.73	12.54	5.20	2.15	0.80	[a]0.48	8	48.90	62.765	62.765	76.63
Group 4	28.08	12.54	5.20	2.15	0.80	[a]0.48	8	49.25	63.29	63.29	77.33
Group 5	28.43	12.54	5.20	2.15	0.80	[a]0.48	8	49.60	63.815	63.815	78.03
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 – 1st 1000 Hours											
[e] Step II – 2nd 1000 Hours											
[f] Step III – 3rd 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.
[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/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.

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 over 7500 gals
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-23-261-1-2011-2A
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 30, 2012** 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 Division of Labor Statistics and Research 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.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification[g] (Journeyperson)	Basic 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	$29.13	$12.54	$5.20	$2.15	$0.80	[a] $0.48	8	$50.30	$64.865	$64.865	$79.43
Group 2	29.43	12.54	5.20	2.00	0.75	0.48	8	50.60	65.315	65.315	80.03
Group 3	29.73	12.54	5.20	2.00	0.75	0.48	8	50.90	65.765	65.765	80.63
Group 4	30.08	12.54	5.20	2.00	0.75	0.48	8	51.25	66.29	66.29	81.33
Group 5	30.43	12.54	5.20	2.00	0.75	0.48	8	51.60	66.815	66.815	82.03
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 – 1st 1000 Hours											
[e] Step II – 2nd 1000 Hours											
[f] Step III – 3rd 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.
[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/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

CRAFT: ## LANDSCAPE MAINTENANCE LABORER

DETERMINATION: NC-LML-2008-1
ISSUE DATE: February 22, 2008
EXPIRATION DATE OF DETERMINATION: December 31, 2008* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

		Employer Payments					Straight -Time	Overtime	
LOCALITY:	Basic Hourly Rate	Health and Welfare	Pension	Vacation	Holiday	Training	Hours	Total Hourly Rate	1 1/2x
Alameda	8.00	0.43	-	[a] 0.14	0.24	-	8	[b] 8.81	[b] 12.81
Alpine, El Dorado	8.00	-	-	0.12	0.14	-	8	8.26	12.26
	8.00	-	-	0.14	0.16	-	8	8.30	12.30
Amador	8.00	-	-	0.16	0.06	-	8	8.22	12.22
Butte, Glenn, and Plumas	8.00	0.16	-	[c] 0.13	0.05	-	8	[b] 8.34	[b] 12.34
Calaveras	8.00	-	-	0.10	0.12	-	8	8.22	12.22
Colusa and Sutter	8.00	-	-	0.12	0.14	-	8	8.26	12.26
	8.00	-	-	0.14	0.16	-	8	8.30	12.30
Contra Costa	10.00	-	-	-	0.12	-	8	10.12	15.12
Del Norte and Humboldt	8.00	-	-	0.25	0.07	-	8	8.32	12.32
Fresno	8.00	-	-	0.11	-	-	8	8.11	12.11
	8.00	-	-	[d] 0.19	0.19	-	8	[b] 8.38	[b] 12.38
Kings	8.00	-	-	[e] 0.25	0.25	-	8	[b] 8.50	[b] 12.50
Lake and Mendocino	8.00	-	-	[f] 0.13	0.03	-	8	[b] 8.16	[b] 12.16
	8.00	-	-	[g] 0.14	0.03	-	8	[b] 8.17	[b] 12.17
Lassen, Modoc, Shasta, Siskiyou and Trinity	8.00	-	-	0.31	0.09	-	8	8.40	12.40
Madera, Mariposa and Merced	8.00	-	-	0.115	0.115	-	8	8.23	12.23
Marin	10.00	-	-	-	0.12	-	8	10.12	15.12
Monterey	8.00	-	-	0.14	0.22	-	8	8.36	12.36
	8.00	-	-	0.16	0.25	-	8	8.41	12.41
Napa	8.00	-	-	[q] 0.11	0.14	-	8	8.25	12.25
Nevada and Sierra	8.00	-	-	0.16	0.19	-	8	8.35	12.35
Placer	8.00	-	-	0.12	0.14	-	8	8.26	12.26
Sacramento	8.00	-	-	0.16	-	-	8	8.16	12.16
	8.00	-	-	0.15	-	-	8	8.15	12.15
San Benito	8.00	-	-	[h] 0.15	0.18	-	8	[b] 8.33	[b] 12.33
San Francisco	9.00	-	-	0.17	0.17	-	8	9.34	13.84
San Joaquin	8.00	0.37	-	[i] 0.12	0.12	-	8	[b] 8.61	[b] 12.61
San Mateo	8.00	0.43	-	[j] 0.12	0.14	-	8	[b] 8.69	[b] 12.69
	8.00	-	-	[k] 0.13	0.17	-	8	[b] 8.30	[b] 12.30
Santa Clara	8.00	0.03	-	[l] 0.13	0.18	-	8	[b] 8.34	[b] 12.34
Santa Cruz	8.00	-	-	0.16	-	-	8	8.16	12.16
	8.00	-	-	0.19	-	-	8	8.19	12.19
Solano	8.00	-	-	-	0.07	-	8	8.07	12.07
Sonoma	8.00	-	-	[m] 0.13	0.16	-	8	[b] 8.29	[b] 12.29
	8.00	0.38	-	[n] 0.15	0.19	-	8	[b] 8.72	[b] 12.72
Stanislaus and Tuolumne	8.00	-	-	0.115	0.14	-	8	8.255	12.255
	8.00	-	-	[o] 0.13	0.11	-	8	[b] 8.24	[b] 12.24
Tehama	8.00	-	-	0.12	0.19	-	8	8.31	12.31
Tulare	8.00	0.69	-	[p] 0.12	-	-	8	[b] 8.81	[b] 12.81
Yolo	8.00	-	-	-	0.14	-	8	8.14	12.14
	8.00	-	-	-	0.19	-	8	8.19	12.19
Yuba	8.00	-	-	0.14	0.16	-	8	8.30	12.30

Craft is not apprenticeable
NOTE: If there are two rates, the first rate is for routine work, the second rate is for complex work.

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.
$0.25 after 7 years of service.
$0.38 after 3 years of service.
e. $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.

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 subsistence provisions for the current determinations on the Internet at http://www.dir.ca.gov/DLSR/PWD. Travel and subsistence provisions 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: # TUNNEL/UNDERGROUND (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)

DETERMINATION: NC-23-63-1-2011-1C
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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: Health and Welfare	Pension	Vacation and Holiday[c]	Training	Other Payments	Straight-Time: Hours[e]	Total Hourly Rate		Overtime Hourly Rate: Daily/ Saturday[d] 1 1/2X		Sunday and Holiday 2X	
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	$36.24	$38.24	$11.58	$8.26	$3.66	$0.62	$0.73	8	$61.09	$63.09	$79.21	$82.21	$97.33	$101.33
Group 1	$33.77	$35.77	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.62	$60.62	$75.51	$78.51	$92.39	$96.39
Group 2	$32.51	$34.51	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.36	$59.36	$73.62	$76.62	$89.87	$93.87
Group 3	$31.18	$33.18	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.03	$58.03	$71.62	$74.62	$87.21	$91.21
Group 4	$30.04	$32.04	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.89	$56.89	$69.91	$72.91	$84.93	$88.93
Group 5	$28.90	$30.90	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.75	$55.75	$68.20	$71.20	$82.65	$86.65
Shafts Stopes & Raises														
Group 1-A	$36.34	$38.34	$11.58	$8.26	$3.66	$0.62	$0.73	8	$61.19	$63.19	$79.36	$82.36	$97.53	$101.53
Group 1	$33.87	$35.87	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.72	$60.72	$75.66	$78.66	$92.59	$96.59
Group 2	$32.61	$34.61	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.46	$59.46	$73.77	$76.77	$90.07	$94.07
Group 3	$31.28	$33.28	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.13	$58.13	$71.77	$74.77	$87.41	$91.41
Group 4	$30.14	$32.14	$11.58	$8.26	$3.66	$0.62	$0.73	8	$54.99	$56.99	$70.06	$73.06	$85.13	$89.13
Group 5	$29.00	$31.00	$11.58	$8.26	$3.66	$0.62	$0.73	8	$53.85	$55.85	$68.35	$71.35	$82.85	$86.85

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. Effective as of 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.

[a] **AREA 1** - Alameda, Contra Costa, Butte, 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, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

[b] **AREA 2** - Del Norte and Modoc, and portions of Alpine, Amador, Calaveras, Colusa, El Dorado, Fresno, Glenn, Humboldt, Kings, 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/DLSR/PWD. Holiday provisions 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: # TUNNEL/UNDERGROUND (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2011-1C
ISSUE DATE: August 22, 2011
EXPIRATION DATE OF DETERMINATION: June 24, 2012** 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 into now. Contact the Division of Labor Statistics and Research 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.

			Employer Payments						Straight-Time		Overtime Hourly Rate			
Classification (Journeyperson)	Basic Hourly Rate		Health and Welfare	Pension	Vacation and Holiday[c]	Training	Other Payments	Hours	Total Hourly Rate		Daily/ Saturday[d] 1 1/2X		Sunday and Holiday 2X	
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	$40.37	$42.37	$11.58	$8.26	$3.66	$0.62	$0.73	8	$65.22	$67.22	$85.41	$88.41	$105.59	$109.59
Group 1	$37.58	$39.58	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.43	$64.43	$81.22	$84.22	$100.01	$104.01
Group 2	$36.17	$38.17	$11.58	$8.26	$3.66	$0.62	$0.73	8	$61.02	$63.02	$79.11	$82.11	$97.19	$101.19
Group 3	$34.69	$36.69	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.54	$61.54	$76.89	$79.89	$94.23	$98.23
Group 4	$33.39	$35.39	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.24	$60.24	$74.94	$77.94	$91.63	$95.63
Group 5	$32.12	$34.12	$11.58	$8.26	$3.66	$0.62	$0.73	8	$56.97	$58.97	$73.03	$76.03	$89.09	$93.09
Shafts Stopes & Raises														
Group 1-A	$40.48	$42.48	$11.58	$8.26	$3.66	$0.62	$0.73	8	$65.33	$67.33	$85.57	$88.57	$105.81	$109.81
Group 1	$37.69	$39.69	$11.58	$8.26	$3.66	$0.62	$0.73	8	$62.54	$64.54	$81.39	$84.39	$100.23	$104.23
Group 2	$36.28	$38.28	$11.58	$8.26	$3.66	$0.62	$0.73	8	$61.13	$63.13	$79.27	$82.27	$97.41	$101.41
Group 3	$34.80	$36.80	$11.58	$8.26	$3.66	$0.62	$0.73	8	$59.65	$61.65	$77.05	$80.05	$94.45	$98.45
Group 4	$33.50	$35.50	$11.58	$8.26	$3.66	$0.62	$0.73	8	$58.35	$60.35	$75.10	$78.10	$91.85	$95.85
Group 5	$32.23	$34.23	$11.58	$8.26	$3.66	$0.62	$0.73	8	$57.08	$59.08	$73.20	$76.20	$89.31	$93.31

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

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Attachment 3

Prevailing Wage Determination

San Francisco – Subtrades

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-2012-1

		CRAFT (JOURNEY LEVEL)	ISSUE DATE	EXPIRATION DATE	EMPLOYER PAYMENTS: BASIC HOURLY RATE	HEALTH AND WELFARE	PENSION	VACATION/ HOLIDAY	TRAINING	OTHER PAYMENTS	STRAIGHT-TIME: HOURS	TOTAL HOURLY RATE	OVERTIME HOURLY RATE: DAILY	SATURDAY	SUNDAY AND HOLIDAY
#		**BRICKLAYER, BLOCKLAYER:**													
		BRICKLAYER, BLOCKLAYER, STONEMASON	8/22/2011	04/30/2012**	A 36.450	9.690	11.510	B 3.400	0.800	C 0.900	D 8.0	62.750	E 82.680	E 82.680	102.600
		POINTER, CLEANER, CAULKER, WATERPROOFER	2/22/2012	06/30/2012*	A 38.510	9.690	8.830	F -	0.800	0.700	D 8.0	58.530	77.780	G 77.780	97.040
#		**BRICK TENDER**	8/22/2011	04/30/2012**	A 31.500	8.580	9.750	F -	0.340	-	8.0	50.170	H 65.920	H 65.920	81.670
#		**CARPET, LINOLEUM,**													
		SOFT FLOOR LAYER	2/22/2012	12/31/2012**	A 44.820	9.700	7.550	I -	0.530	0.340	8.0	62.940	J 85.350	J 85.350	107.760
		FLOOR COVERING HANDLER AFTER 3 YEARS	2/22/2012	12/31/2012**	A 22.390	9.700	3.780	I -	0.050	0.340	8.0	36.260	J 47.450	J 47.450	58.650
		FLOOR COVERING HANDLER LESS THAN 3 YEARS	2/22/2012	12/31/2012**	A 17.900	9.700	3.020	I -	0.050	0.340	8.0	31.010	J 39.960	J 39.960	48.910
		FLOOR COVERING HANDLER TRAINEE, FIRST 3 MONTHS	2/22/2012	12/31/2012**	A 14.310	9.700	2.420	I -	0.050	0.340	8.0	26.820	J 33.970	J 33.970	41.130
		FLOOR COVERING HANDLER TRAINEE, SECOND 3 MONTHS	2/22/2012	12/31/2012**	A 16.110	9.700	2.720	I -	0.050	0.340	8.0	28.920	J 36.980	J 36.980	45.030
#		**ELECTRICIAN:**													
		COMM & SYSTEM INSTALLER	2/22/2011	11/20/2011*	29.870	7.850	K 4.000	-	1.100	L 0.210	8.0	44.080	M 59.530	M 59.530	74.990
		COMM & SYSTEM TECH.	2/22/2011	11/20/2011*	34.010	7.850	K 4.000	-	1.100	L 0.210	8.0	48.360	M 65.880	M 65.880	83.390
		INSIDE WIREMAN	8/22/2011	05/31/2012**	53.050	11.630	K 10.420	F -	0.795	0.320	N 7.0	77.810	O 105.130	P 132.450	132.450
		CABLE SPLICER	8/22/2011	05/31/2012**	59.680	11.630	K 10.420	F -	0.795	0.320	N 7.0	84.640	O 115.370	P 146.110	146.110
#		**FIELD SURVEYOR:**													
	Q	CHIEF OF PARTY	2/22/2012	02/28/2013**	37.190	11.580	R 8.720	S 3.320	0.720	0.160	8.0	61.690	T 80.280	T 80.280	98.880
	Q	INSTRUMENTMAN	2/22/2012	02/28/2013**	34.100	11.580	R 8.720	S 3.320	0.720	0.160	8.0	58.600	T 75.650	T 75.650	92.700
	Q	CHAINMAN/RODMAN	2/22/2012	02/28/2013**	31.220	11.580	R 8.720	S 3.320	0.720	0.160	8.0	55.720	T 71.330	T 71.330	86.940
#		**GLAZIER**	2/22/2012	12/31/2012**	A 41.880	9.700	U 10.640	-	0.500	V 0.380	8.0	63.100	W 84.040	104.980	104.980
#	X	**MARBLE FINISHER**	8/22/2008	07/31/2009*	Y 28.020	8.720	2.950	I -	0.450	0.200	8.0	40.340	Z 54.350	68.360	68.360
#	X	**MARBLE MASON**	8/22/2008	07/31/2009*	Y 39.220	8.720	9.310	I -	0.550	0.210	8.0	58.010	Z 77.620	97.230	97.230
#		**PAINTER:**													
		BRUSH AND SPRAY	2/22/2012	12/31/2012**	AA 36.660	9.700	R 9.720	I -	0.410	0.380	D 8.0	56.870	75.200	AB 75.200	93.530
		INDUSTRIAL PAINTER	2/22/2012	12/31/2012**	AA 36.910	9.700	R 9.720	I -	0.410	0.380	D 8.0	57.120	75.570	AB 75.570	94.030
		SANDBLASTER, STEAM CLEANER, WATERBLASTER	2/22/2012	12/31/2012**	AA 37.160	9.700	R 9.720	I -	0.410	0.380	D 8.0	57.370	75.950	AB 75.950	94.530
		EXOTIC MATERIALS	2/22/2012	12/31/2012**	AA 37.410	9.700	R 9.720	I -	0.410	0.380	D 8.0	57.620	76.320	AB 76.320	95.030
		PAPERHANGER/WALLCOVERING	2/22/2013	12/31/2012**	AA 37.660	9.700	R 9.720	I -	0.410	0.380	D 8.0	57.870	76.700	AB 76.700	95.530
		TAPER	2/22/2012	12/31/2012**	AC 40.320	9.700	9.580	AD -	0.360	0.290	8.0	60.250	76.960	D 76.960	AB 93.660
	AE	TAPER CLEAN-UP	2/22/2012	12/31/2012*	AF 16.100	9.700	-	-	-	-	8.0	25.800	33.360	D 33.360	AB 40.920
#		**PLASTERER**	8/22/2011	06/30/2012**	AG 33.130	14.650	9.340	F -	0.650	0.780	D 8.0	58.550	AH 75.110	AH 75.110	91.680

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FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

LOCALITY: SAN FRANCISCO COUNTY
DETERMINATION: SFR-2012-1

	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
	PLASTER TENDER	2/22/2012	06/30/2012*	AC 32.030	7.470	9.300	F -	0.160	0.450	8.0	49.410	AI 63.420	AI 63.420	77.440
	TRAINEE 1-500 HOURS	2/22/2012	06/30/2012*	AC 16.020	7.470	9.300	F -	0.160	0.450	8.0	33.400	AI 40.110	AI 40.110	46.820
	TRAINEE 501-1000 HOURS	2/22/2012	06/30/2012*	AC 17.620	7.470	9.300	F -	0.160	0.450	8.0	35.000	AI 42.510	AI 42.510	50.020
	TRAINEE 1001-1500 HOURS	2/22/2012	06/30/2012*	AC 19.220	7.470	9.300	F -	0.160	0.450	8.0	36.600	AI 44.910	AI 44.910	53.220
	TRAINEE 1501-2000 HOURS	2/22/2012	06/30/2012*	AC 22.420	7.470	9.300	F -	0.160	0.450	8.0	39.800	AI 49.710	AI 49.710	59.620
	TRAINEE 2001-2500 HOURS	2/22/2012	06/30/2012*	AC 25.620	7.470	9.300	F -	0.160	0.450	8.0	43.000	AI 54.510	AI 54.510	66.020
	TRAINEE 2501-3000 HOURS	2/22/2012	06/30/2012*	AC 28.830	7.470	9.300	F -	0.160	0.450	8.0	46.210	AI 59.330	AI 59.330	72.4
#	**PLUMBER:**													
	PLUMBER, STEAMFITTER, REFRIGERATION FITTER (HVAC)	8/22/2011	06/30/2012*	AJ 57.750	14.160	18.280	F -	5.650	AK 2.100	7.0	97.940	AL 126.820	AM 126.820	155.690
	PLUMBING SERVICE AND REPAIR	8/22/2011	06/30/2012*	AJ 49.090	14.040	17.140	F -	4.780	AK 1.700	8.0	86.750	AN 111.290	G 111.290	135.840
	AIR CONDITIONING & REFRIGERATION/HVAC - SERVICE WORK	8/22/2011	06/30/2012*	AJ 57.750	14.160	18.280	F -	5.650	AK 2.100	8.0	97.940	AN 126.820	G 126.820	155.690
	LANDSCAPE/IRRIGATION PIPEFITTER	8/22/2011	06/30/2012*	A 49.090	12.140	13.640	F -	2.170	0.750	8.0	77.790	102.340	AO 102.340	126.880
	UNDERGROUND/UTILITY PIPEFITTER	8/22/2011	06/30/2012*	A 49.090	12.140	13.640	F -	2.170	0.750	8.0	77.790	102.340	AO 102.340	126.880
	SPRINKLER FITTER (FIRE PROTECTION AND FIRE CONTROL SYSTEMS)	2/22/2012	07/29/2012**	A 50.840	8.770	13.350	F -	1.100	1.600	8.0	75.660	101.080	101.080	126.500
#	**ROOFER**	8/22/2011	07/31/2012**	30.120	7.000	4.200	3.210	0.450	0.450	8.0	45.430	AP 60.490	AP 60.490	75.550
	BITUMASTIC, ENAMELER, PIPE WRAPPER, COAL TAR PITCH BUILD-UP	8/22/2011	07/31/2012**	32.120	7.000	4.200	3.210	0.450	0.450	8.0	47.430	AP 63.490	AP 63.490	79.550
	MASTIC WORKER, KETTLEMAN (2 KETTLES WITHOUT PUMPS)	8/22/2011	07/31/2012**	30.370	7.000	4.200	3.210	0.450	0.450	8.0	45.680	AP 60.860	AP 60.860	76.050
#	**SHEET METAL WORKER**	2/22/2012	06/30/2013*	AA 48.850	12.610	17.320	F -	1.210	1.150	7.0	81.140	AQ 105.560	AQ 105.560	129.990
	TOTAL SHEET METAL CONTRACT OF $200,000 OR LESS	2/22/2012	06/30/2013*	AA 44.470	12.610	17.020	F -	1.210	1.150	8.0	76.460	AR 98.690	AR 98.690	120.930
	SERVICE MECHANIC (TOTAL SHEET METAL CONTRACT OF $200,000 OR LESS)	2/22/2012	06/30/2013*	AA 31.810	12.240	10.990	F -	1.210	1.150	8.0	57.400	AS 73.310	AS 73.310	89.210
	SERVICE TECHNICIAN (TOTAL SHEET METAL CONTRACT OF $200,000 OR LESS)	2/22/2012	06/30/2013*	AA 27.670	12.240	7.660	F -	1.210	1.150	8.0	49.930	AS 63.760	AS 63.760	77.600
	AIR CONDITIONING SPECIALIST (TOTAL SHEET METAL CONTRACT OF $200,000 OR LESS)	2/22/2012	06/30/2013*	AA 24.450	12.240	3.240	F -	1.190	1.150	8.0	42.270	AR 54.500	AR 54.500	66.720
	METAL DECK & SIDING	8/22/2011	06/30/2012*	AA 32.430	13.030	15.330	F -	0.300	-	8.0	61.090	AR 77.310	AR 77.310	93.520
#	**TERRAZZO WORKER**	8/22/2011	06/30/2012**	AC 39.800	9.690	12.110	F -	0.800	0.650	7.0	63.050	AT 80.300	AT 80.300	97.560
	TERRAZZO FINISHER	8/22/2011	06/30/2012**	AC 31.420	9.690	4.060	F -	0.800	0.650	7.0	46.620	AT 60.500	AT 60.500	74.380
#	**TILE FINISHER**	8/22/2011	03/31/2012**	A 20.740	8.530	3.380	0.700	0.400	0.630	8.0	34.380	44.750	D 44.750	55.120
	RED CIRCLED FINISHER	8/22/2011	03/31/2012*	A 26.500	8.530	3.610	1.300	0.300	0.530	8.0	40.770	54.020	D 54.020	67.270
#	**TILE SETTER**	8/22/2011	03/31/2012**	A 36.260	8.530	4.610	2.350	0.590	0.870	8.0	53.210	71.340	D 71.340	89.470

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DETERMINATION: SFR-2012-1

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
WATER WELL DRILLER	8/22/1998	12/31/1998*	12.700	3.200	0.780	AU 0.630	-	-	8.0	17.310	AV 23.660	AV 23.660	AV 23.660
PUMP INSTALLER	8/22/1998	12/31/1998*	12.700	3.200	0.780	AU 0.630	-	-	8.0	17.310	AV 23.660	AV 23.660	AV 23.660
HELPER	8/22/1998	12/31/1998*	10.380	3.200	0.780	AW 0.520	-	-	8.0	14.880	AV 20.070	AV 20.070	AV 20.070

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LOCALITY: SAN FRANCISCO COUNTY

DETERMINATION: SFR-2012-1

* EFFECTIVE UNTIL SUPERSEDED BY NEW DETERMINATION ISSUED BY THE DIRECTOR OF INDUSTRIAL RELATIONS. CONTACT DIVISION OF LABOR STATISTICS AND RESEARCH (415) 703-4774 FOR NEW RATES AFTER 10 DAYS FROM 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 DIVISION OF LABOR STATISTICS AND RESEARCH FOR SPECIFIC RATES (415) 703-4774.

\# 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

& 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 AMOUNT INCLUDED IN FACTORING OVERTIME RATES.

C INCLUDES AMOUNT FOR INDUSTRY PROMOTION FUND AND AN AMOUNT FOR INTERNATIONAL MASONRY INSTITUTE (IMI).

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.

N 8 HOURS OF WORK IF MULTIPLE SHIFT IS WORKED.

O RATE APPLIES TO THE FIRST 2 OVERTIME HOURS; ALL OTHER TIME IS PAID AT THE SATURDAY OVERTIME HOURLY RATE.

P SEVEN HOURS ON SATURDAY MAY BE WORKED AT THE DAILY OVERTIME RATE PROVIDED NO OVERTIME HOUR IS WORKED DURING THE WEEK.

Q 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.

R INCLUDES AN AMOUNT PER HOUR WORKED FOR ANNUITY TRUST FUND.

S INCLUDES AN AMOUNT PER HOUR WORKED FOR SUPPLEMENTAL DUES.

T RATE APPLIES TO THE FIRST 4 DAILY OT HOURS AND THE FIRST 12 OT HOURS ON SATURDAY. ALL OTHER OT IS PAID AT 2X.

U INCLUDES AN AMOUNT PER HOUR WORKED FOR IUPAT, IARP, AND RETIREE PENSION.

V INCLUDES AMOUNTS FOR INDUSTRY FUND, WORK PRESERVATION FUND, AND LABOR MANAGEMENT COOPERATION INITIATIVE

W 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.

X EMPLOYEES WORKING ON ANY SUSPENDED PLATFORM/SCAFFOLD SHALL BE PAID AN ADDITIONAL $15.00 PER DAY ABOVE THE WAGE RATE.

Y INCLUDES AN AMOUNT FOR DUES CHECK-OFF AND VACATION/HOLIDAY WHICH ARE FACTORED INTO OVERTIME RATES.

Z RATE APPLIES TO FIRST OVERTIME HOUR ONLY; ALL OTHER OVERTIME IS PAID AT THE DOUBLE TIME RATE.

AA INCLUDES AMOUNT FOR VAC/HOL AND DUES CHECK OFF.

AB DESIGNATED DAYS OFF SHALL BE PAID AT THE SATURDAY OVERTIME RATE; PLEASE REFER TO THE HOLIDAY PROVISIONS FOR A LIST OF DESIGNATED DAYS OFF.

AC INCLUDES AN AMOUNT FOR VACATION/DUES CHECK OFF WHICH IS NOT FACTORED IN THE OVERTIME RATES.

AD INCLUDED IN STRAIGHT-TIME HOURLY RATE WHICH IS NOT FACTORED IN THE OVERTIME RATES.

AE PLEASE NOTE THAT THE TAPER CLEAN-UP APPLIES ONLY TO THE TAPER CLASSIFICATION.

AF INCLUDES AN AMOUNT WITHHELD FOR DUES CHECK OFF WHICH IS NOT FACTORED IN OVERTIME AND HOLIDAY WAGE RATES.

AG INCLUDES AMOUNT WITHHELD FOR DUES CHECK OFF. EMPLOYEES OPERATING AND WORKING BEHIND PLASTER GUNS SHALL RECEIVE AN ADDITIONAL $4.00 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.

AH 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.

AI 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.

AJ INCLUDES AN AMOUNT FOR VACATION/HOLIDAY.

AK INCLUDES FUNDS FOR SUB/JURY DUTY, CRAFT, CONTRACT ADMINISTRATION/HIRING HALL, JURISDICTIONAL PROTECTION AND SCHOLARSHIP.

AL 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.

AM THE FIRST 9 HOURS WORKED ON SATURDAY SHALL BE PAID AT TIME AND ONE-HALF.

AN RATE APPLIES TO THE FIRST 2 OVERTIME HOURS ONLY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.

AO RATE APPLIES TO THE FIRST 8 HOURS WORKED; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.

AP 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. SATURDAYS IN THE SAME WORKWEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORKWEEK DUE TO INCLEMENT WEATHER.

AQ 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.

AR 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.

AS 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.

AT RATE APPLIES TO THE FIRST 3 OVERTIME HOURS MONDAY THROUGH FRIDAY AND THE FIRST 8 HOURS WORKED ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY/HOLIDAY OVERTIME RATE.

AU RATE APPLIES TO FIRST YEAR OF EMPLOYMENT ONLY; $0.88 AFTER 2 YEARS OF EMPLOYMENT.

AV 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.

AW 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/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 @ HTTP://WWW.DIR.CA.GOV/DLSR/PWD. TRAVEL AND/OR SUBSISTENCE REQUIREMENTS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED FROM THE PREVAILING WAGE UNIT AT (415) 703-4774.

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FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

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DETERMINATION: SFR-2012-1

	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	8/22/2011	04/30/2012**	5/1/2012	$2.25 A												
	BRICK TENDER	8/22/2011	04/30/2012**	5/1/2012	$1.70 A												
	CARPET, LINOLEUM,																
	SOFT FLOOR LAYER	2/22/2012	12/31/2012**	1/1/2013	$0.25 B	1/1/2014	$0.25 B										
	FLOOR COVERING HANDLER AFTER 3 YEARS	2/22/2012	12/31/2012**	1/1/2013	$0.13 C	1/1/2014	$0.13 C										
	FLOOR COVERING HANDLER LESS THAN 3 YEARS	2/22/2012	12/31/2012**	1/1/2013	$0.10 D	1/1/2014	$0.10 D										
	FLOOR COVERING HANDLER TRAINEE, FIRST 3 MONTHS	2/22/2012	12/31/2012**	1/1/2013	$0.08 E	1/1/2014	$0.08 E										
	FLOOR COVERING HANDLER TRAINEE, SECOND 3 MONTHS	2/22/2012	12/31/2012**	1/1/2013	$0.09 F	1/1/2014	$0.09 F										
	ELECTRICIAN:																
	INSIDE WIREMAN	8/22/2011	05/31/2012**	6/1/2012	$2.60 A	6/1/2013	$3.65 A										
	CABLE SPLICER	8/22/2011	05/31/2012**	6/1/2012	$2.60 A	6/1/2013	$3.65 A										
	FIELD SURVEYOR:																
G	CHIEF OF PARTY	2/22/2012	02/28/2013**	3/1/2013	$0.94 A	3/1/2014	$1.45 A										
G	INSTRUMENTMAN	2/22/2012	02/28/2013**	3/1/2013	$0.94 A	3/1/2014	$1.45 A										
G	CHAINMAN/RODMAN	2/22/2012	02/28/2013**	3/1/2013	$0.94 A	3/1/2014	$1.45 A										
	GLAZIER	2/22/2012	12/31/2012**	1/1/2013	$1.50 A	1/1/2014	$1.50 A										
	PAINTER:																
	BRUSH AND SPRAY	2/22/2012	12/31/2012**	1/1/2013	$1.25 A	1/1/2014	$1.50 A										
	INDUSTRIAL PAINTER	2/22/2012	12/31/2012**	1/1/2013	$1.25 A	1/1/2014	$1.50 A										
	SANDBLASTER, STEAM CLEANER, WATERBLASTER	2/22/2012	12/31/2012**	1/1/2013	$1.25 A	1/1/2014	$1.50 A										
	EXOTIC MATERIALS	2/22/2012	12/31/2012**	1/1/2013	$1.25 A	1/1/2014	$1.50 A										
	PAPERHANGER/WALLCOVERING	2/22/2013	12/31/2012**	1/1/2013	$1.25 A	1/1/2014	$1.50 A										
	TAPER	2/22/2012	12/31/2012**	1/1/2013	$0.48 H	1/1/2014	$0.48 H										
	PLASTERER	8/22/2011	06/30/2012**	7/1/2012	$0.94 I												
	PLUMBER:																
	SPRINKLER FITTER (FIRE PROTECTION AND FIRE CONTROL SYSTEMS)	2/22/2012	07/29/2012**	7/30/2012	$0.80 A	1/1/2013	$0.97 A	7/29/2013	$0.76 A								
	ROOFER	8/22/2011	07/31/2012**	8/1/2012	$1.00 J	8/1/2013	$1.49 K	8/1/2014	$1.50 L								
	BITUMASTIC, ENAMELER, PIPE WRAPPER, COAL TAR PITCH BUILD UP	8/22/2011	07/31/2012**	8/1/2012	$1.00 J	8/1/2013	$1.49 K	8/1/2014	$1.50 L								
	MASTIC WORKER, KETTLEMAN (2 KETTLES WITHOUT PUMPS)	8/22/2011	07/31/2012**	8/1/2012	$1.00 J	8/1/2013	$1.49 K	8/1/2014	$1.50 L								
	TERRAZZO WORKER	8/22/2011	06/30/2012**	7/1/2012	$2.25 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

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

LOCALITY: SAN FRANCISCO COUNTY

DETERMINATION: SFR-2012-1

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
TERRAZZO FINISHER	8/22/2011	06/30/2012**	7/1/2012	$2.25 A												
TILE FINISHER	8/22/2011	03/31/2012**	4/1/2012	$0.36 A	4/1/2013	$0.50 A										
TILE SETTER	8/22/2011	03/31/2012**	4/1/2012	$0.55 A	4/1/2013	$0.75 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-2012-1

A THE PREDETERMINED INCREASE SHOWN IS TO BE ALLOCATED TO WAGES AND/OR EMPLOYER PAYMENTS. PLEASE CONTACT THE DIVISION OF LABOR STATISTICS AND RESEARCH 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 $0.25 TO PENSION

C $0.13 TO PENSION.

D $0.10 TO PENSION.

E $0.08 TO PENSION.

F $0.09 TO PENSION.

G 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.

H $0.48 TO PENSION.

I $0.94 TO PENSION

J $0.40 TO PENSION AND $0.60 TO WAGES AND/OR EMPLOYER PAYMENTS.

K $0.40 TO PENSION AND $1.09 ALLOCATED TO WAGES AND/OR EMPLOYER PAYMENTS.

L $0.40 TO PENSION AND $1.10 ALLOCATED TO WAGES AND/OR EMPLOYER PAYMENTS.

Attachment 4

Prevailing Wage Determination

Important Notices from
The State of California
Department of Industrial Relations

STATE OF CALIFORNIA Gray Davis, *GOVERNOR*

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

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.

STATE OF CALIFORNIA GRAY DAVIS, *GOVERNOR*

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

Chuck Cake
Chief Deputy Director

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

RECEIVED
Department of Industrial Relations
FEB 06 2002
Div. of Labor Statistics & Research
Chief's Office

cc: Don Doser, Local 3 Business Manager
Dean Dye, Director - Testing & Inspection Division
and Technical Engineers Division

REC:mer
opeiu-3-afl-cio(3)

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.

WM. C. WAGGONER
Business Manager
and
General Vice-President

INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL 12

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.

150 EAST CORSON STREET • P.O. BOX 7109 • PASADENA CA 91109-7209 • TELEPHONE (626) 799-9900

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

Fred C. Young, Financial Secretary
I. U. O. E., Local Union No. 12

FCY:smc
cc: David Lanham, Contract Compliance

STATE OF CALIFORNIA GRAY DAVIS, *GOVERNOR*

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.

STATE OF CALIFORNIA GRAY DAVIS, *GOVERNOR*
DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR
San Francisco, CA 94102
455 Golden Gate Avenue, 10th Floor

ADDRESS REPLY TO:
P.O. Box 420603
San Francisco 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

STATE OF CALIFORNIA
GRAY DAVIS, *GOVERNOR*

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

March 5, 2003

IMPORTANT NOTICE TO AWARDING BODIES AND OTHER INTERESTED PARTIES CONCERNING BURGLAR ALARM AND FIRE ALARM INSTALLATION

Dear Public Official/Other Interested Parties:

This notice provides clarification and updates the June 27, 2002, Important Notice regarding the applicable rate of pay for work involving the installation of burglar and fire alarms.

In the following counties, the minimum rate of pay for **burglar alarm** installation would be that of the craft/classification of Electrician/Comm & System Installer: Los Angeles and Orange.

In the following counties, the minimum rate of pay for **fire alarm** installation would be that of the craft/classification of Electrician/Comm & System Installer: Contra Costa, Orange, and Santa Clara.

In Imperial and San Diego Counties only, the minimum rate of pay for **burglar alarm** and **fire alarm** installation would be that of the craft/classification of Electrician/Sound & Signal Technician.

Please note that the minimum rate of pay for all conduit installation associated with either 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 classifications referenced above. The scope of work for each of these classifications is posted on the Internet at http://www.dir.ca.gov/DLSR. 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

For questions on burglar alarm and/or fire alarm installation in any county not addressed above or in the Important Notice issued June 27, 2002, please send a written request to the above address. Please note that type of work/rate of pay determinations are issued on a project-by-project basis. Requests should include all relevant documents including but not limited to the contract, financial documents, plans, specifications, as well as contact information for the Awarding Body.

These changes apply to public works projects advertised for bid on or after March 15, 2003.

Sincerely,

Chuck Cake

Chuck Cake
Acting Director

STATE OF CALIFORNIA Gray Davis, *GOVERNOR*

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

June 27, 2002

IMPORTANT NOTICE TO AWARDING BODIES AND OTHER INTERESTED PARTIES CONCERNING BURGLAR ALARM AND FIRE ALARM INSTALLATION

Dear Public Official/Other Interested Parties:

This notice provides clarification regarding the applicable classifications for work involving the installation of burglar alarms and fire alarms.

Burglar alarm installation is performed at the minimum rate of pay of the Electrician determination for Inside Wireman in the following counties: Alpine, Amador, Butte, Colusa, El Dorado, Glenn, Lassen, Mariposa, Merced, Nevada, Placer, Plumas, Sacramento, San Luis Obispo, Shasta, Sierra, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo and Yuba.

Burglar alarm installation is performed at the minimum rate of pay of the Electrician determination for Comm & System Installer in the following counties: Contra Costa, Del Norte, Fresno, Humboldt, Imperial, Inyo, Kings, Lake, Madera, Marin, Mendocino, Mono, Monterey[a], San Benito[a], San Bernardino, San Diego, San Francisco, Santa Barbara, Santa Clara, Santa Cruz[a], Sonoma, Tulare and Ventura. **Please note that if the installation of the burglar alarm and fire alarm are integrated, then the classification for the fire alarm installation listed below applies.**

Fire alarm installation is performed at the rate of pay of the Electrician determination for Inside Wireman in the following counties: Alpine, Amador, Butte, Colusa, Contra Costa, Del Norte, El Dorado, Fresno[b], Glenn, Humboldt, Imperial, Inyo, Kern, Kings[b], Lake, Lassen, Los Angeles, Madera[b], Marin, Mariposa, Mendocino, Merced, Mono, Monterey[a], Nevada, Placer, Plumas, Riverside, Sacramento, San Benito[a], San Bernardino, San Diego, San Francisco, San Luis Obispo, Santa Barbara, Santa Clara, Santa Cruz[a], Shasta, Sierra, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare[b], Tuolumne, Ventura, Yolo and Yuba.

Please refer to the county determinations to find the rates for the classifications referenced above. The scope of work for each of these classifications is posted on the Internet at http://www.dir.ca.gov/DLSR. 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

For questions on burglar alarm and/or fire alarm installation in any county not listed above, please send a written request to the above address. Please note that classification determinations are issued on a project-by-project basis. Requests should include all relevant documents including but not limited to the contract, financial documents, plans, specifications, as well as contact information for the Awarding Body.

Sincerely,

Chuck Cake

Chuck Cake
Chief Deputy Director

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[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 Comm and System Installer rate.

[b] Conduit installation and wire pull are 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 and System Installer rate.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

GRAY DAVIS, *GOVERNOR*

ADDRESS REPLY TO:
P.O. Box 420603
San Francisco 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.

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

STATE OF CALIFORNIA
Arnold Schwarzenegger, *Governor*

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

February 25, 2004

IMPORTANT NOTICE TO AWARDING BODIES AND OTHER INTERESTED PARTIES CONCERNING BURGLAR ALARM AND FIRE ALARM INSTALLATION

Dear Public Official/Other Interested Parties:

This notice amends the March 5, 2003, Important Notice regarding the minimum rate of pay for work involving the installation of burglar and fire alarms in **Imperial** and **San Diego** Counties.

The minimum rate of pay for burglar and fire alarm installation would be that of the craft/classification of Electrician/Soundman when performing the following: installing, terminating, operating, assembling, wire pulling, splicing, and installing devices.

The minimum rate of pay for burglar and fire alarm installation would be that of the craft/classification of Electrician/Sound and Signal Technician when performing all other work including but not limited to the following: layout, planning, final checkout, servicing, and maintenance.

Please note that the minimum rate of pay for all conduit installation associated with either 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 classifications referenced above. The scope of work for each of these classifications is posted on the Internet at http://www.dir.ca.gov/DLSR. 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

These changes apply to public works projects advertised for bid on or after March 6, 2004.

STATE OF CALIFORNIA
Arnold Schwarzenegger, *Governor*

DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR
455 Golden Gate Avenue, Tenth Floor
San Francisco, CA 94102
(415) 703-5050

May 3, 2004

IMPORTANT NOTICE

DECISIONS ON APPEAL

TO AWARDING BODIES AND OTHER INTERESTED PARTIES CONCERNING THE APPLICATION AND SCOPE OF PUBLIC WORKS COVERAGE DETERMINATIONS:

PW CASE NO. 2000-027: CUESTA COLLEGE/OFF-SITE FABRICATION OF SHEET METAL

AND

PW CASE NO. 2002-064: CITY OF SAN JOSE/SJSU JOINT LIBRARY PROJECT/ OFF-SITE FABRICATION OF ELECTRICAL COMPONENTS

On March 4, 2003, the Acting Director of the Department of Industrial Relations issued the above-referenced precedential public works coverage determinations concerning public works coverage of off-site fabrication. As a result of the filing of administrative appeals from these determinations pursuant to 8 California Code of Regulations, section 16002.5, the implementation of the public works coverage tests enunciated in the determinations was stayed effective March 4, 2003.

The appeals are decided and, effective immediately, the determinations are withdrawn. The prior precedential public works coverage determinations and decisions on appeal concerning the issues in these determinations control. (See, *Imperial Prison II, South*, PW 92-036 (April 5, 1994) and *San Diego City Schools/Construction of Portable Classrooms*, PW 1999-032 (June 23, 2000).)

John M. Rea
Acting Director

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR
455 Golden Gate Avenue, Tenth Floor
San Francisco, CA 94102
(415) 703-5050

Arnold Schwarzenegger, *Governor*

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

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[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
Office of the Director
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102
Tel: (415) 703-5050 Fax: (415) 703-5059/8

Arnold Schwarzenegger, *Governor*

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603

November 10, 2005

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 **Los Angeles County** would be that of the craft(s)/classification(s) contained in the Southern California Ninth District Sound and Communications Agreement by and between International Brotherhood of Electrical Workers and National Electrical Contractors Association. These craft(s)/classification(s) include the following:

Electrician/Communication and System Installer
Electrician/Communication and System Technician
Electrician/Sound Electrician

These changes apply only prospectively to public works projects advertised for bid on or after November 20, 2005.

To view the current rates and scope of work provisions for these craft(s)/classification(s), please visit our Internet website 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

STATE OF CALIFORNIA
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

Arnold Schwarzenegger, *Governor*

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603

November 22, 2005

SUMMARY OF IMPORTANT NOTICES CONCERNING BURGLAR ALARM AND FIRE ALARM INSTALLATION

Dear Public Official/Other Interested Parties:

The Department has issued four important notices (June 27, 2002, March 5, 2003, February 25, 2004, and November 10, 2005) regarding the prevailing rate of pay for burglar alarm and fire alarm installation. Each important notice has only prospective effect (applies only to projects advertised for bids on or after the tenth day of issuance). The tables on the following two pages provide a summary of the applicable rates of pay by county for burglar and fire alarm installation as contained in each of the important notices issued for these types of work. The information in these tables **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.

California Department of Industrial Relations
Division of Labor Statistics and Research
Prevailing Wage Unit
P.O. Box 420603
San Francisco, CA 94142

Table 1: Burglar Alarm Installation

	Effective Date of Rates [c]		
	7/7/2002 - 3/14/2003	3/15/2003 - 3/5/2004	3/6/2004 - Present
COUNTY			
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: Comm & System Installer	Electrician: Sound & Signal Tech	Electrician: Soundman [b]
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	Project-by-Project Basis	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	Project-by-Project Basis	Electrician: Comm & System 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: Comm & System Installer	Electrician: Sound & Signal Tech	Electrician: Soundman [b]
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: Comm & System 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.

[b] The Soundman rate applies when installing, terminating, operating, assembling, wire pulling, splicing, and installing devices. The Sound & Signal Tech rate applies when performing all other work including but not limited to the following: layout, planning, final checkout, servicing, and maintenance.

[c] Each wage decision reflecting a craft(s)/classification for a given time period remains in effect for each subsequent time period unless superseded by another wage decision.

Table 2: Fire Alarm Installation

	Effective Date of Rates[e]			
	7/7/2002 - 3/14/2003	3/15/2003 - 3/5/2004	3/6/2004 - 11/19/2005	11/20/2005 - Present
COUNTY				
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: Inside Wireman	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: Inside Wireman	Electrician: Sound & Signal Tech	Electrician: Soundman [c]	
Inyo	Electrician: Inside Wireman			
Kern	Electrician: Inside Wireman			
Kings	Electrician: Inside Wireman [a]			
Lake	Electrician: Inside Wireman			
Lassen	Electrician: Inside Wireman			
Los Angeles	Electrician: Inside Wireman			Electrician: Comm & System Installer [d]
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: Inside Wireman			
Monterey	Electrician: Inside Wireman [b]			
Napa	Project-by-Project Basis			
Nevada	Electrician: Inside Wireman			
Orange	Project-by-Project Basis	Electrician: Comm & System 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: Inside Wireman			
San Diego	Electrician: Inside Wireman	Electrician: Sound & Signal Tech	Electrician: Soundman [c]	
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: Inside Wireman	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			
Sutter	Electrician: Inside Wireman			
Tehama	Electrician: Inside Wireman			
Trinity	Electrician: Inside Wireman			
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 Soundman rate applies when installing, terminating, operating, assembling, wire pulling, splicing, and installing devices. The Sound & Signal Tech rate applies when performing all other work including but not limited to the following: layout, planning, final checkout, servicing, and maintenance.

[d] The rates for the craft(s)/classification(s) of Electrician: Comm & System Tech and Electrician: Sound Electrician also apply.

[e] Each wage decision reflecting a craft(s)/classification for a given time period remains in effect for each subsequent time period unless superseded by another wage decision.

STATE OF CALIFORNIA
Arnold Schwarzenegger, *Governor*

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

December 22, 2006

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 $1,000.

Effective on January 1, 2007, the minimum wage in California will increase to seven dollars and fifty cents ($7.50) per hour. Effective on January 1, 2008, the minimum wage in California will increase to eight dollars ($8.00) 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.

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.

STATE OF CALIFORNIA
Arnold Schwarzenegger, *Governor*

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.

STATE OF CALIFORNIA
Arnold Schwarzenegger, *Governor*

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."

STATE OF CALIFORNIA
Arnold Schwarzenegger, *Governor*

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."

STATE OF CALIFORNIA Arnold Schwarzenegger, *Governor*

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

December 27, 2007

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 $1,000.

Effective on January 1, 2008, the minimum wage in California will increase to eight dollars ($8.00) 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.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Labor Statistics and Research
455 Golden Gate Avenue, 9th Floor
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Arnold Schwarzenegger, *Governor*

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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.

Certification Form

I, _____ the undersigned, am
(Name-print)

_____ with the authority to act for and on behalf of
(Position in organization)

_____, certify under penalty of perjury
(Name of organization)

that the records or copies thereof submitted and consisting of

_____ are the originals or true, full and correct copies
(Description, no. of pages)

of the originals.

Date:_____ Signature:_____

STATE OF CALIFORNIA Arnold Schwarzenegger, *Governor*

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October 20, 2008

Clarification of the Notice dated October 8, 2008 for the off-the-site Hauling of Construction Materials

This is a clarification based on questions and comments from industry sources that should help employers and unions better respond to the previously mailed and posted request for data to determine prevailing wage rates for off-the-site hauling of construction materials.

DLSR is requesting information from three sources for off-the-site hauling: a) the construction employers who employ drivers to haul materials to and from the construction site, b) the material suppliers, and c) the trucking companies who haul construction materials.

The following is provided to help clarify the information DLSR has requested:

- A description of the trucks as to type (dump, low boy, transit mixer, etc.) and their size (cubic yards, number of axles*, tonnage, or gross vehicle weight, etc.) that are used as the basis for the different pay rate classifications.
- Provide the actual payroll records that show the peak day of employment for each county (peak day is defined as the single day when the greatest number of workers perform the off-the-site hauling in the last 12 months and the rates these employees were paid).
- The construction site where the deliveries were made or material was picked up will determine the County for counting peak employment.
- Both public and private work are to be combined in submitting data.
- For purposes of this investigation, it is possible that the same employee can be counted two or more times if the employee worked more than one county on the same day.
- Likewise, an employee-driver can be counted two or more times if the driver worked at more than one pay rate classification on the same day.

Note this request for information is only for workers engaged in hauling of construction materials off-the-site of construction. The payroll records must be submitted to support the data provided above. If necessary, the payroll records may be supplemented with written comments to further explain the data.

Confidentiality:

Individual employer or employee wage data or payroll information provided is confidential and will be used for statistical purposes only. Direct testimony given at a public hearing is not confidential

Gregory Govan, Chief
Tel. (415) 703-4780
Fax (415) 703-4771

*Dump truck types may be described by their number of axles include:
3-axle and 4-axle dumps.
5-axle dumps broken out as necessary into:

a.) bottom dumps c.) transfers
b.) end dumps d.) side dumps

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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.

STATE OF CALIFORNIA
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455 Golden Gate Avenue, 10th Floor
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MAILING ADDRESS:
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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 PREVALING 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 PREVALING 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.

STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

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February 22, 2010

NOTICE REGARDING ADVISORY SCOPE OF WORK FOR THE SOUTHERN CALIFORNIA LABORERS' GENERAL PREVALING 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 PREVALING 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 PREVALING 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 PREVALING 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 PREVALING 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.

STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

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February 22, 2010

NOTICE REGARDING ADVISORY SCOPE OF WORK FOR THE SOUTHERN CALIFORNIA PLUMBERS' GENERAL PREVALING 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 PREVALING 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.

STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

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February 22, 2010

NOTICE REGARDING ADVISORY SCOPE OF WORK FOR THE SAN DIEGO AND IMPERIAL GLAZIERS' GENERAL PREVALING 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 PREVALING 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.

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

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.

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

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.

STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

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

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.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
OFFICE OF THE DIRECTOR
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

ARNOLD SCHWARZENEGGER, *GOVERNOR*

ADDRESS REPLY TO:
P.O. Box 420603
San Francisco 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.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

EDMUND G. BROWN JR., *Governor*

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603

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.

STATE OF CALIFORNIA
EDMUND G. BROWN JR., *Governor*

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

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

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

EDMUND G BROWN JR., *Governor*

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

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Labor Statistics and Research
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

Edmund G. Brown Jr., *Governor*

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603

March 5, 2012

IMPORTANT NOTICE TO CD RECIPIENTS, AWARDING BODIES, AND ALL INTERESTED PARTIES REGARDING A CORRECTION TO THE 2012-1 DETERMINATIONS ISSUED ON FEBRUARY 22, 2012 FOR THE FOLLOWING CRAFT/CLASSIFICATIONS: PLUMBER: LANDSCAPE/IRRIGATION TRADESMAN

Dear Public Official/Other Interested Parties:

CRAFT: Plumber
CLASSIFICATION: Landscape/Irrigation Tradesman
DETERMINATION: IMP-2012-1, INY-2012-1, KER-2012-1, LOS-2012-1, MON-2012-1, ORA-2012-1, RIV-2012-1, SBR-2012-1, SDI-2012-1, SLO-2012-1, STB-2012-1, VEN-2012-1

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

The following footnote published for Plumber: Landscape/Irrigation Tradesman in the above referenced determinations and counties has been amended:

"Tradesman shall only be used if the first worker on the job is a Landscape/Irrigation Fitter, second worker must be a Landscape/Irrigation Fitter or apprentice Landscape/Irrigation Fitter. The 3rd and 4th worker may be a Tradesman."

The following language has been added to the above footnote:

"The fifth person on the job must be a Journeyman, the (6) sixth person on the job must be an Apprentice, the (7) seventh person on the job may be a Tradesman, the (8) eighth person on the job may be a Tradesman. The (9) ninth person on the job must be a Journeyman, the (10) tenth person on the job must be an Apprentice, the (11) eleventh person on the job may be a Tradesman, the (12) twelfth person on the job may be a Tradesmen. The classification and order sequence will continue as needed for each job."

- **Footnote "AK"** for Landscape/Irrigation Tradesman is affected in the following county: Mono.
- **Footnote "AL"** for Landscape/Irrigation Tradesman is affected in the following county: San Luis Obispo.
- **Footnote "AN"** for Landscape/Irrigation Tradesman is affected in the following counties: Inyo, Kern, Los Angeles, and Orange.
- **Footnote "AP"** for Landscape/Irrigation Tradesman is affected in the following counties: Imperial, Riverside, and San Diego.
- **Footnote "AQ"** for Landscape/Irrigation Tradesman is affected in the following county: San Bernardino.
- **Footnote "AR"** for Landscape/Irrigation Tradesman is affected in the following county: Santa Barbara.
- **Footnote "AS"** for Landscape/Irrigation Tradesman is affected in the following county: Ventura.

With the exception of this modification, all of the wage rates and other conditions found in the above referenced determinations for the Plumber: Landscape/Irrigation Tradesman remain unchanged.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Labor Statistics and Research
455 Golden Gate Avenue, 9th Floor
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Edmund G. Brown, Jr., *Governor*

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603

March 20, 2012

IMPORTANT NOTICE TO CD RECIPIENTS, AWARDING BODIES & OTHER INTERESTED PARTIES REGARDING A CORRECTION TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

Dear Public Official/Other Interested Parties:

CRAFT: Painter: Drywall Finisher
DETERMINATION: SDI-2012-1
LOCALITY: All localities within San Diego County.

The determination SDI-2012-1 in excel format for the Drywall Finisher classification under the Painter's craft was inadvertently bolded, thus; making it appear to be a separate craft from the Painters and non-apprenticeable.

The Drywall Finisher classification is not a separate craft and is still an apprenticeable classification under the craft of Painter.

To obtain the corrected determination in excel format, please visit our website @ http://www.dir.ca.gov/DLSR/PWD.

STATE OF CALIFORNIA
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455 Golden Gate Avenue, 9th Floor
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Edmund G. Brown, Jr., *Governor*

MAILING ADDRESS:
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San Francisco, CA 94142-0603

March 27, 2012

IMPORTANT NOTICE TO AWARDING BODIES AND INTERESTED PARTIES REGARDING MODIFICATIONS TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

Dear Public Official/ Other Interested Party:

CRAFT/CLASSIFICATION: Bricklayer, Blocklayer: Bricklayer, Blocklayer, Stonemason

DETERMINATIONS: ALA-2008-2, ALP-2008-2, AMA-2008-2, BUT-2008-2, CAL-2008-2, COL-2008-2, CON-2008-2, DEL-2008-2, ELD-2008-2, FRE-2008-2, GLE-2008-2, HUM-2008-2, KIN-2008-2, LAK-2008-2, LAS-2008-2, MAD-2008-2, MAR-2008-2, MAP-2008-2, MEN-2008-2, MER-2008-2, MOD-2008-2, MTY-2008-2, NAP-2008-2, PLA-2008-2, PLU-2008-2, SAC-2008-2, SBE-2008-2, SFR-2008-2, SJO-2008-2, SMA-2008-2, STC-2008-2, STZ-2008-2, SHA-2008-2, SIE-2008-2, SIS-2008-2, SOL-2008-2, SON-2008-2, STA-2008-2, SUT-2008-2, TEH-2008-2, TRI-2008-2, TUO-2008-2, YOL-2008-2, YUB-2008-2

ALA-2009-1, ALP-2009-1, AMA-2009-1, BUT-2009-1, CAL-2009-1, COL-2009-1, CON-2009-1, DEL-2009-1, ELD-2009-1, FRE-2009-1, GLE-2009-1, HUM-2009-1, KIN-2009-1, LAK-2009-1, LAS-2009-1, MAD-2009-1, MAR-2009-1, MAP-2009-1, MEN-2009-1, MER-2009-1, MOD-2009-1, MTY-2009-1, NAP-2009-1, PLA-2009-1, PLU-2009-1, SAC-2009-1, SBE-2009-1, SFR-2009-1, SJO-2009-1, SMA-2009-1, STC-2009-1, STZ-2009-1, SHA-2009-1, SIE-2009-1, SIS-2009-1, SOL-2009-1, SON-2009-1, STA-2009-1, SUT-2009-1, TEH-2009-1, TRI-2009-1, TUO-2009-1, YOL-2009-1, YUB-2009-1

ALA-2009-2, ALP-2009-2, AMA-2009-2, BUT-2009-2, CAL-2009-2, COL-2009-2, CON-2009-2, DEL-2009-2, ELD-2009-2, FRE-2009-2, GLE-2009-2, HUM-2009-2, KIN-2009-2, LAK-2009-2, LAS-2009-2, MAD-2009-2, MAR-2009-2, MAP-2009-2, MEN-2009-2, MER-2009-2, MOD-2009-2, MTY-2009-2, NAP-2009-2, PLA-2009-2, PLU-2009-2, SAC-2009-2, SBE-2009-2, SFR-2009-2, SJO-2009-2, SMA-2009-2, STC-2009-2, STZ-2009-2, SHA-2009-2, SIE-2009-2, SIS-2009-2, SOL-2009-2, SON-2009-2, STA-2009-2, SUT-2009-2, TEH-2009-2, TRI-2009-2, TUO-2009-2, YOL-2009-2, YUB-2009-2

ALA-2010-1, ALP-2010-1, AMA-2010-1, BUT-2010-1, CAL-2010-1, COL-2010-1, CON-2010-1, DEL-2010-1, ELD-2010-1, FRE-2010-1, GLE-2010-1, HUM-2010-1, KIN-2010-1, LAK-2010-1, LAS-2010-1, MAD-2010-1, MAR-2010-1, MAP-2010-1, MEN-2010-1, MER-2010-1, MOD-2010-1, MTY-2010-1, NAP-2010-1, PLA-2010-1, PLU-2010-1, SAC-2010-1, SBE-2010-1, SFR-2010-1, SJO-2010-1, SMA-2010-1, STC-2010-1, STZ-2010-1, SHA-2010-1, SIE-2010-1, SIS-2010-1, SOL-2010-1, SON-2010-1, STA-2010-1, SUT-2010-1, TEH-2010-1, TRI-2010-1, TUO-2010-1, YOL-2010-1, YUB-2010-1,

ALA-2010-2, ALP-2010-2, AMA-2010-2, BUT-2010-2, CAL-2010-2, COL-2010-2, CON-2010-2, DEL-2010-2, ELD-2010-2, FRE-2010-2, GLE-2010-2, HUM-2010-2, KIN-2010-2, LAK-2010-2, LAS-2010-2, MAD-2010-2, MAR-2010-2, MAP-2010-2, MEN-2010-2, MER-2010-2, MOD-2010-2, MTY-2010-2, NAP-2010-2, PLA-2010-2, PLU-2010-2, SAC-2010-2, SBE-2010-2, SFR-2010-2, SJO-2010-2, SMA-2010-2, STC-2010-2, STZ-2010-2, SHA-2010-2, SIE-2010-2, SIS-2010-2, SOL-2010-2, SON-2010-2, STA-2010-2, SUT-2010-2, TEH-2010-2, TRI-2010-2, TUO-2010-2, YOL-2010-2, YUB-2010-2,

ALA-2011-1, ALP-2011-1, AMA-2011-1, BUT-2011-1, CAL-2011-1, COL-2011-1, CON-2011-1, DEL-2011-1, ELD-2011-1, FRE-2011-1, GLE-2011-1, HUM-2011-1, KIN-2011-1, LAK-2011-1, LAS-2011-1, MAD-2011-1, MAR-2011-1, MAP-2011-1, MEN-2011-1, MER-2011-1, MOD-2011-1, MTY-2011-1, NAP-2011-1, PLA-2011-1, PLU-2011-1, SAC-2011-1, SBE-2011-1, SFR-2011-1, SJO-2011-1, SMA-2011-1, STC-2011-1, STZ-2011-1, SHA-2011-1, SIE-2011-1, SIS-2011-1, SOL-2011-1, SON-2011-1, STA-2011-1, SUT-2011-1, TEH-2011-1, TRI-2011-1, TUO-2011-1, YOL-2011-1, YUB-2011-1

ALA-2011-2, ALP-2011-2, AMA-2011-2, BUT-2011-2, CAL-2011-2, COL-2011-2, CON-2011-2, DEL-2011-2, ELD-2011-2, FRE-2011-2, GLE-2011-2, HUM-2011-2, KIN-2011-2, LAK-2011-2, LAS-2011-2, MAD-2011-2, MAR-2011-2, MAP-2011-2, MEN-2011-2, MER-2011-2, MOD-2011-2, MTY-2011-2, NAP-2011-2, PLA-2011-2, PLU-2011-2, SAC-2011-2, SBE-2011-2, SFR-2011-2, SJO-2011-2, SMA-2011-2, STC-2011-2, STZ-2011-2, SHA-2011-2, SIE-2011-2, SIS-2011-2, SOL-2011-2, SON-2011-2, STA-2011-2, SUT-2011-2, TEH-2011-2, TRI-2011-2, TUO-2011-2, YOL-2011-2, YUB-2011-2

ALA-2012-1, ALP-2012-1, AMA-2012-1, BUT-2012-1, CAL-2012-1, COL-2012-1, CON-2012-1, DEL-2012-1, ELD-2012-1, FRE-2012-1, GLE-2012-1, HUM-2012-1, KIN-2012-1, LAK-2012-1, LAS-2012-1, MAD-2012-1, MAR-2012-1, MAP-2012-1, MEN-2012-1, MER-2012-1, MOD-2012-1, MTY-2012-1, NAP-2012-1, PLA-2011-2, PLU-2011-2, SAC-2011-2, SBE-2011-2, SFR-2011-2, SJO-2011-2, SMA-2011-2, STC-2011-2, STZ-2012-1, SHA-2012-1, SIE-2012-1, SIS-20121-, SOL-2012-1, SON-2012-1, STA-2012-1, SUT-2012-1, TEH-2012-1, TRI-2012-1, TUO-2012-1, YOL-2012-1, YUB-2012-1

LOCALITIES: 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, 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.

A portion of the predetermined increases scheduled to take effect on May 1, 2012 has been deferred to May 1, 2013. As noted below, there is no change to the total predetermined amount. The modified schedule for the predetermined increases is as follows:

Alameda, Contra Costa, San Benito, and Santa Clara Counties

- Effective **May 1, 2012**, there will be an increase of $0.75 allocated as follows: $0.50 to Pension and $0.25 to Other Payments.
- Effective **May 1, 2013**, there will be an increase of $1.50 to be allocated as follows: $1.40 to Basic Hourly Rate and $0.10 to Other Payments.

Alpine, Amador, Butte, Calaveras, Colusa, El Dorado, Glenn, Lassen, Modoc, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Stanislaus, Sutter, Tehama, Tuolumne, Yolo, and Yuba Counties

- Effective **May 1, 2012**, there will be an increase of $0.75 allocated as follows: $0.50 to Pension and $0.25 to Other Payments.
- Effective **May 1, 2013**, there will be an increase of $1.50 to be allocated as follows: $1.45 to Basic Hourly Rate and $0.05 to Other payments.

Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Siskiyou, Solano, Sonoma, and Trinity Counties

- Effective **May 1, 2012**, there will be an increase of $1.25 allocated as follows: $1.00 to Pension and $0.25 to Other Payments.
- Effective **May 1, 2013**, there will be an increase of $1.00 to be allocated as follows: $0.90 to Basic Hourly Rate and $0.10 to Other payments.

Fresno, Kings, Madera, Mariposa, and Merced Counties

- Effective **May 1, 2012**, there will be an increase of $0.75 allocated as follows: $0.50 to Pension and $0.25 to Other Payments.
- Effective **May 1, 2013**, there will be an increase of $1.40 to be allocated as follows: $1.35 to Basic Hourly Rate and $0.05 to Other payments.

Monterey and Santa Cruz Counties

- Effective **May 1, 2012**, there will be an increase of $0.75 allocated as follows: $0.50 to Basic Hourly Rate and $0.25 to Other Payments.
- Effective **May 1, 2013**, there will be an increase of $1.50 to be allocated as follows: $1.45 to Basic Hourly Rate and $0.05 to Other payments.

With the exception of these modifications, all of the wage rates and other conditions found in the above referenced determinations remain unchanged.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Labor Statistics and Research
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

EDMUND G. BROWN, JR., *Governor*

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603

April 12, 2012

IMPORTANT NOTICE TO AWARDING BODIES & ALL INTERESTED PARTIES
REGARDING A ***CORRECTION*** TO THE
DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

CRAFT: Sheet Metal Worker
DETERMINATIONS: FRE-2012-1, KIN-2012-1 and MAD-2012-1
LOCALITY: All localities within Fresno, Kings and Madera Counties

The attached pages from the Memorandum of Understanding between the Central Valley Chapter of SMACNA and Sheet Metal Workers' International Association, Local Union 162 were inadvertently omitted from the Holidays Provision and Travel and Subsistence Provision.

With the exception of this correction, all of the wage rates and other conditions found in the above referenced determination remain unchanged.

166-162-2

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
LOCAL UNION NO. 162
2840 EL CENTRO ROAD, SUITE 110
SACRAMENTO, CA 95833
PHONE (916) 922-1133 • FAX (916) 922-2969

RECEIVED
Department of Industrial Relations
JUN 23 2011
Div. of Labor Statistics & Research
Chief's Office

MEMORANDUM OF UNDERSTANDING

by and between

CENTRAL VALLEY CHAPTER OF SMACNA
(Fresno, Madera, and Kings Counties)

and

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION LOCAL 162

The current Collective Bargaining Agreement dated July 1, 2007 through June 30, 2011 ("CBA") by and between Central Valley Chapter of SMACNA ("Employer") and Sheet Metal Workers' International Association, Local Union 162 ("Union") shall be amended pursuant to the following conditions. All other conditions of the current contract, unless altered by this Memorandum of Understanding, shall remain the same. The current CBA shall be extended to June 30, 2014.

Travel past 50 mile radius, reduced from $55.00 to $35.00 per day

Subsistence remains at $50.00 per day or actual reasonably incurred accountable expense beyond 60 miles.

Resolution 78 for 12 months on jobs bid between July 1, 2011 and June 30, 2012.
$0.00 Travel or Subsistence within the counties (Madera, Fresno, Kings)

District Offices

STOCKTON
2441 Station Drive
Stockton, CA 95215
(209) 939-9375

MODESTO
841 Lone Palm Ave., Suite A
Modesto, CA 95351-1532
(209) 523-1323

FRESNO
5410 E. Home Avenue, Suite A
Fresno, CA 93727
(559) 255-0454

Martin Luther King Holiday added to existing holiday schedule.

STATE OF CALIFORNIA EDMUND G. BROWN, JR., *Governor*

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

April 17, 2012

IMPORTANT NOTICE TO AWARDING BODIES & OTHER INTERESTED PARTIES REGARDING THE MODIFICATION 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 craft(s) listed below:

CRAFT: Brick Tender
DETERMINATIONS: ALA-2008-2, ALA-2009-1, ALA-2009-2, ALA-2010-1, ALA-2010-2, ALA-2011-1, ALA-2011-2, ALA-2012-1, CON-2008-2, CON-2009-1, CON-2009-2, CON-2010-1, CON-2010-2, CON-2011-1, CON-2011-2, CON-2012-1, SFR-2008-2, SFR-2009-1, SFR-2009-2, SFR-2010-1, SFR-2010-2, SFR-2011-1, SFR-2011-2, SFR-2012-1, SMA-2008-2, SMA-2009-1, SMA-2009-2, SMA-2010-1, SMA-2010-2, SMA-2011-1, SMA-2011-2, and SMA-2012-1.
LOCALITIES: All localities within Alameda, Contra Costa, San Francisco, and San Mateo Counties.

Part of the predetermined increase scheduled to take effect on May 1, 2012 has been deferred to May 1, 2013. The modified schedule for the predetermined increase is as follows:

- **Effective May 1, 2012,** there will be an increase of $0.70 allocated to Health and Welfare.
- **Effective May 1, 2013,** there will be an increase of $1.00 to be allocated to wages and/or fringe benefits.

With the exception of the modifications stated above, all of the wage rates, overtime rates, and other conditions found in the above referenced determinations remain in effect.

CRAFT: Brick Tender
DETERMINATIONS: STZ-2012-1 and STC-2012-1
LOCALITIES: All localities within Santa Cruz and Santa Clara Counties.

Part of the predetermined increase scheduled to take effect on May 1, 2012 has been deferred to May 1, 2013. The modified schedule for the predetermined increase is as follows:

- **Effective May 1, 2012,** there will be an increase of $0.70 allocated to Health and Welfare. **Effective May 1, 2013,** there will be an increase of $1.00 to be allocated to wages and/or fringe benefits.

With the exception of the modifications stated above, all of the wage rates, overtime rates, and other conditions found in the above referenced determinations remain in effect.

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April 17, 2012

IMPORTANT NOTICE TO AWARDING BODIES AND INTERESTED PARTIES REGARDING A CORRECTION TO THE IMPORTANT NOTICE ISSUED ON MARCH 27, 2012 FOR THE CRAFT/CLASSIFICATION OF BRICKLAYER, BLOCKLAYER: BRICKLAYER, BLOCKLAYER, STONEMASON

Dear Public Official/ Other Interested Party:

CRAFT/CLASSIFICATION: Bricklayer, Blocklayer: Bricklayer, Blocklayer, Stonemason
LOCALITIES: All localities within Fresno, Kings, Madera, Mariposa, and Merced Counties.

The modification notice issued on March 27, 2012 for the above named craft/classification in Fresno, Kings, Madera, Mariposa, and Merced Counties, inadvertently included determinations **FRE-2008-2, KIN-2008-2, MAD-2008-2, MAP-2008-2, MER-2008-2, FRE-2009-1, KIN-2009-1-MAD-2009-1, MAP-2009-1, and MER-2009-1.**

The modification notice issued March 27, 2012 is only applicable to the following determinations:

- FRE-2009-2, KIN-2009-2-MAD-2009-2, MAP-2009-2, and MER-2009-2
- FRE-2010-1, KIN-2010-1-MAD-2010-1, MAP-2010-1, and MER-2010-1
- FRE-2010-2, KIN-2010-2-MAD-2010-2, MAP-2010-2, and MER-2010-2
- FRE-2011-1, KIN-2011-1-MAD-2011-1, MAP-2011-1, and MER-2011-1
- FRE-2011-2, KIN-2011-2-MAD-2011-2, MAP-2011-2, and MER-2011-2
- FRE-2012-1, KIN-2012-1-MAD-2012-1, MAP-2012-1, and MER-2012-1

With the exception of this correction, all of the wage rates and other conditions found in the March 27, 2012 important notice remain unchanged.

STATE OF CALIFORNIA
EDMUND G. BROWN, JR., *Governor*

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San Francisco, CA 94102

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April 23, 2012

IMPORTANT NOTICE TO AWARDING BODIES & ALL INTERESTED PARTIES
REGARDING A ***CORRECTION*** TO THE
DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

CRAFT: Traffic Control/Lane Closure (Laborer)
DETERMINATION: NC-23-102-13-2011-2
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.

The attached page from the Laborers Master Traffic Control/Highway Improvement Agreement between the Associated General Contractors of California and the Northern California District Council of Laborers International Union of North America was inadvertently omitted from the Travel and Subsistence Provision.

With the exception of this correction, all of the wage rates and other conditions found in the above referenced determination remain unchanged.

Section 24 Subsistence

A. TRAFFIC CONTROL

Subsistence shall be according to the Laborers' Master Agreement. In outlying areas according to the subsistence map. Laborers shall be paid twenty-four dollars ($24.00) per day.

STATE OF CALIFORNIA
Edmund G. Brown, Jr., *Governor*

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455 Golden Gate Avenue, 9th Floor
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April 24, 2012

IMPORTANT NOTICE TO AWARDING BODIES & OTHER INTERESTED PARTIES REGARDING A CORRECTION TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

Dear Public Official/Other Interested Parties:

CRAFT: Light Fixture Maintenance
INDEX: 2012-1, 2011-2, 2011-1, 2010-2, and 2010-1
LOCALITY: All localities within Orange County.

The link "**Download all Southern California basic trade determinations (Pages 3-21D)**" inadvertently included Determination SC-61-441-2-2008-1. Determination SC-61-441-2-2008-1 was deleted on October 18, 2009 and was no longer applicable to projects advertised for bids on or after October 18, 2009.

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EDMUND G. BROWN, JR., *Governor*

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April 26, 2012

IMPORTANT NOTICE TO AWARDING BODIES & OTHER INTERESTED PARTIES REGARDING THE MODIFICATION 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 increase for the craft/classification listed below:

CRAFT: Carpet, Linoleum, Resilient Tile Layer
CLASSIFICATION: Material Handler After 6 months (all shifts)
DETERMINATIONS: LOS-2012-1, ORA-2012-1, RIV-2012-1, SBR-2012-1, SLO-2012-1, STB-2012-1, VEN-2012-1
LOCALITIES: All localities within Los Angeles, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura Counties.

The predetermined increase scheduled to take effect on May 1, 2012 has been reduced from $0.36 to $0.33. The predetermined increase is modified as follows:

- **Effective May 1, 2012,** there will be an increase of $0.38 to Training and a $0.05 decrease to Other Payments.

With the exception of the modifications stated above, all of the wage rates, overtime rates, and other conditions found in the above referenced determinations remain in effect.

STATE OF CALIFORNIA
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April 27, 2012

IMPORTANT NOTICE TO AWARDING BODIES AND INTERESTED PARTIES REGARDING A ***CORRECTION*** TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

Dear Public Official/ Other Interested Party:

CRAFT: Drywall Installer/Lather (Carpenter)
CLASSIFICATION: Stocker, Scrapper (Area 1)
DETERMINATION: NC-31-X-16-2012-1
LOCALITIES: All Localities within Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

- The Total Hourly Rate amount for the Stocker, Scrapper [Employed by the same contractor for 2000 hours (consecutively or cumulatively)] classifications is incorrect. The correct Total Hourly Rate amount should be $37.34, instead of $37.55.

With the exception of this correction, all of the wage rates and other conditions found in the above referenced determination remain unchanged.

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San Francisco, CA 94102

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MAILING ADDRESS:
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April 30, 2012

IMPORTANT NOTICE TO AWARDING BODIES AND INTERESTED PARTIES REGARDING A CORRECTION TO THE IMPORTANT NOTICE ISSUED ON MARCH 27, 2012 FOR THE CRAFT/CLASSIFICATION OF BRICKLAYER, BLOCKLAYER: BRICKLAYER, BLOCKLAYER, STONEMASON

Dear Public Official/ Other Interested Party:

CRAFT/CLASSIFICATION: Bricklayer, Blocklayer: Bricklayer, Blocklayer, Stonemason
LOCALITIES: All localities within Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, and Santa Clara Counties.

The Page 2 of 2 of the Important Notice issued on March 27, 2012 inadvertently duplicated the determinations for the above referenced counties.

The correct determinations should be as follows:

PLA-2012-1, PLU-2012-1, SAC-2012-1, SBE-2012-1, SFR-2012-1, SJO-2012-1, SMA-2012-1, and STC-2012-1

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

IMPORTANT NOTICE TO AWARDING BODIES & ALL INTERESTED PARTIES
REGARDING CHANGES TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS
INTERIM DETERMINATION FOR THE CRAFT OF #ASBESTOS WORKER, HEAT AND FROST INSULATOR

DETERMINATION: SC-3-5-1-2012-2
ISSUE DATE: May 3, 2012
EXPIRATION DATE OF DETERMINATION: June 24, 2012**. 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 Division of Labor Statistics and Research at (415) 703-4774.
LOCALITY: All localities within Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara and Ventura Counties.

This interim determination applies only to projects advertised for bids on or after May 13, 2012. This interim determination supersedes General Prevailing Wage Determination SC-3-5-1-2012-1, which was issued on February 22, 2012.

Classification (Journeyperson)	Basic Hourly Rate	Employer Payments: Health And Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Straight-Time: Hours	Total Hourly Rate	Overtime Hourly Rate: Daily 1 1/2x	Daily 2x	Saturday 1 1/2x	Saturday 2x	Sunday and Holiday
Mechanic	[a]31.86	[b]7.54	[i]7.86	2.40	0.64	-	8	50.30	[c]66.23	82.16	[d]66.23	82.16	[e]82.16

DETERMINATION: SC-3-5-3-2012-1
ISSUE DATE: February 22, 2012
EXPIRATION DATE OF DETERMINATION: June 24, 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 the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Hazardous Material Handler Mechanic	[h]17.10	[f]4.29	5.91	-	0.22	-	8	27.52	36.07	-	36.07	-	[g]36.07

[#] 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 5% of employees gross wage for dues/service fee check-off plus $0.25 for supplemental dues.
[b] Occupational Health and Research and Mortuary Fund included in Health and Welfare.
[c] Rate applies to the first 2 overtime hours. Applies to all daily overtime hours on maintenance and asbestos abatement projects.
[d] Rate applies to first 8 hours worked on new construction. Applies to all Saturday hours on maintenance and asbestos abatement projects.
[e] $114.02 per hour for work on Labor Day. For maintenance and asbestos abatement projects, Sundays and observed holidays may be worked at the time and one half rate.
[f] Includes $0.40 for medical monitoring in compliance with industry regulations procedures and $0.12 for Occupational Health Plan
[g] $61.72 per hour for work on Labor Day.
[h] Includes 5% of employees gross wage for dues/service fee check-off plus $0.06 for supplemental dues.
[i] After 5 years of service in the industry, there will be a $0.50 re-allocation from Basic Hourly Rate to Pension. After 15 years of service, there will be an additional $1.00 re-allocation ($1.50 total) from Basic Hourly Rate to Pension. After 20 years of service, there will be an additional $1.00 re-allocation ($2.50 total) from Basic Hourly Rate to Pension. The amount re-allocated is factored into overtime.

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 (415) 703-5191.

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.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

Edmund G. Brown, Jr., *GOVERNOR*

ADDRESS REPLY TO:
P.O. Box 420603
San Francisco CA 94142-0603

PREDETERMINED INCREASE FOR

ASBESTOS WORKER, HEAT AND FROST INSULATOR
MECHANIC
(INTERIM DETERMINATION: SC-3-5-1-2012-2)

IN ALL LOCALITIES WITHIN IMPERIAL, INYO, KERN, LOS ANGELES, ORANGE, RIVERSIDE, SAN BERNARDINO, SAN DIEGO, SAN LUIS OBISPO, SANTA BARBARA, AND VENTURA COUNTIES

This predetermined increase for the above named craft applies only to the current determination for work being performed on public works projects with bid advertisement dates on or after **May 13, 2012**, until this determination is superseded by a new determination or a predetermined increase modification notice becomes effective.

When referencing our prevailing wage determinations, please note that if the prevailing wage rate determination that was in effect on the bid advertisement date of a project has a single asterisk (*) after the expiration date, the rate will be good for the life of the project. However, if a prevailing wage rate determination has double asterisks (**) after the expiration date, the rate must be updated on the following date to reflect the predetermined rate change(s).

ASBESTOS WORKER, HEAT AND FROST INSULATOR: MECHANIC

Determination SC-3-5-1-2012-2 is currently in effect and expires on June 24, 2012**.

Effective June 25, 2012, there will be an increase of $1.00 to be allocated as follows: $0.93 to BHR and $0.07 to Vac/Hol.

Effective June 24, 2013, there will be an increase of $2.00 to be allocated to wages and/or fringes.

There will be no further increases applicable to this determination.

Issued 5/3/2012, Effective 5/13/2012 until superseded.

This page will be updated when wage rate breakdown information becomes available.
Last Updated: May 22, 2012

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455 Golden Gate Avenue, 9th Floor
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Edmund G. Brown, Jr., *Governor*

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May 24, 2012

IMPORTANT NOTICE TO AWARDING BODIES AND OTHER INTERESTED PARTIES REGARDING A MODIFICATION 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)
Sound Technician (All Shifts)

LOCALITY: Santa Barbara County

DETERMINATION: STB-2012-1

The predetermined wage increase effective on **May 28, 2012**, for the classification(s) listed below have been **modified** as follows:

Sound Installer (First Shift) – $0.41 increase allocated to wages and/or fringes.

Sound Technician (First Shift) – $0.42 increase allocated to wages and/or fringes.

The predetermined wage increases effective on **May 28, 2012** for the classification(s) listed below have been **reduced** as follows:

Sound Installer (Second Shift) – from $0.48 to a total increase of $0.45 to be allocated to wages and/or fringes.

Sound Installer (Third Shift) – from $0.53 to a total increase of $0.44 to be allocated to wages and/or fringes.

Sound Technician (Second Shift) – from $0.49 to a total increase of $0.45 to be allocated to wages and/or fringes.

Sound Technician (Third Shift) – from $0.54 to a total increase of $0.45 to be allocated to wages and/or fringes.

With the exception of the modification stated above, all of the predetermined wage increases and effective dates applicable to the above referenced craft/classification and prevailing wage determinations remain unchanged.

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May 31, 2012

IMPORTANT NOTICE TO AWARDING BODIES AND INTERESTED PARTIES REGARDING A ***CORRECTION*** TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

Dear Public Official/ Other Interested Party:

CRAFT: Dredger (Operating Engineer), Operating Engineer (Heavy and Highway Work), Operating Engineer (Landscape Construction), Tunnel/Underground (Operating Engineer)
DETERMINATION: NC-63-3-12-2011-2, NC-23-63-1-2011-1, NC-63-3-75-2011-2, NC-23-63-1-2011-1C
LOCALITIES: 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.

- All work done in Kings County for the crafts listed above should be paid the Area 1 rate. Portions of Del Norte County should be paid either the Area 1 rate or the Area 2 rate.

CRAFT: Operating Engineer (Building Construction)
DETERMINATION: NC-23-63-1-2011-1A
LOCALITIES: 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.

- All work done in Kings County for the crafts listed above should be paid the Area 1 rate. Portions of Del Norte County should be paid either the Area 1 rate or the Area 2 rate.

With the exception of this correction, all of the wage rates and other conditions found in the above referenced determination remain unchanged

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June 20, 2012

IMPORTANT NOTICE TO AWARDING BODIES & OTHER INTERESTED PARTIES REGARDING MODIFICATIONS TO 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(s) and classification(s) listed below.

CRAFTS: Terrazzo Worker and Terrazzo Finisher
DETERMINATION: ALA-2008-2, ALP-2008-2, AMA-2008-2, BUT-2008-2, CAL-2008-2, COL-2008-2, CON-2008-2, DEL-2008-2, ELD-2008-2, FRE-2008-2, GLE-2008-2, HUM-2008-2, KIN-2008-2, LAK-2008-2, LAS-2008-2, MAD-2008-2, MAR-2008-2, MAP-2008-2, MEN-2008-2, MER-2008-2, MOD-2008-2, MTY-2008-2, NAP-2008-2, NEV-2008-2, PLA-2008-2, PLU-2008-2, SAC-2008-2, SBE-2008-2, SFR-2008-2, SJO-2008-2, SMA-2008-2, STC-2008-2, STZ-2008-2, SHA-2008-2, SIE-2008-2, SIS-2008-2, SOL-2008-2, SON-2008-2, STA-2008-2, SUT-2008-2, TEH-2008-2, TRI-2008-2, TUO-2008-2, YOL-2008-2, YUB-2008-2, ALA-2009-1, ALP-2009-1, AMA-2009-1, BUT-2009-1, CAL-2009-1, COL-2009-1, CON-2009-1, DEL-2009-1, ELD-2009-1, FRE-2009-1, GLE-2009-1, HUM-2009-1, KIN-2009-1, LAK-2009-1, LAS-2009-1, MAD-2009-1, MAR-2009-1, MAP-2009-1, MEN-2009-1, MER-2009-1, MOD-2009-1, MTY-2009-1, NAP-2009-1, NEV-2009-1, PLA-2009-1, PLU-2009-1, SAC-2009-1, SBE-2009-1, SFR-2009-1, SJO-2009-1, SMA-2009-1, STC-2009-1, STZ-2009-1, SHA-2009-1, SIE-2009-1, SIS-2009-1, SOL-2009-1, SON-2009-1, STA-2009-1, SUT-2009-1, TEH-2009-1, TRI-2009-1, TUO-2009-1, YOL-2009-1, YUB-2009-1, ALA-2009-2, ALP-2009-2, AMA-2009-2, BUT-2009-2, CAL-2009-2, COL-2009-2, CON-2009-2, DEL-2009-2, ELD-2009-2, FRE-2009-2, GLE-2009-2, HUM-2009-2, KIN-2009-2, LAK-2009-2, LAS-2009-2, MAD-2009-2, MAR-2009-2, MAP-2009-2, MEN-2009-2, MER-2009-2, MOD-2009-2, MTY-2009-2, NAP-2009-2, NEV-2009-2, PLA-2009-2, PLU-2009-2, SAC-2009-2, SBE-2009-2, SFR-2009-2, SJO-2009-2, SMA-2009-2, STC-2009-2, STZ-2009-2, SHA-2009-2, SIE-2009-2, SIS-2009-2, SOL-2009-2, SON-2009-2, STA-2009-2, SUT-2009-2, TEH-2009-2, TRI-2009-2, TUO-2009-2, YOL-2009-2, YUB-2009-2, ALA-2010-1, ALP-2010-1, AMA-2010-1, BUT-2010-1, CAL-2010-1, COL-2010-1, CON-2010-1, DEL-2010-1, ELD-2010-1, FRE-2010-1, GLE-2010-1, HUM-2010-1, KIN-2010-1, LAK-2010-1, LAS-2010-1, MAD-2010-1, MAR-2010-1, MAP-2010-1, MEN-2010-1, MER-2010-1, MOD-2010-1, MTY-2010-1, NAP-2010-1, NEV-2010-1, PLA-2010-1, PLU-2010-1, SAC-2010-1, SBE-2010-1, SFR-2010-1, SJO-2010-1, SMA-2010-1, STC-2010-1, STZ-2010-1, SHA-2010-1, SIE-2010-1, SIS-2010-1, SOL-2010-1, SON-2010-1, STA-2010-1, SUT-2010-1, TEH-2010-1, TRI-2010-1, TUO-2010-1, YOL-2010-1, YUB-2010-1, ALA-2010-2, ALP-2010-2, AMA-2010-2, BUT-2010-2, CAL-2010-2, COL-2010-2, CON-2010-2, DEL-2010-2, ELD-2010-2, FRE-2010-2, GLE-2010-2, HUM-2010-2, KIN-2010-2, LAK-2010-2, LAS-2010-2, MAD-2010-2, MAR-2010-2, MAP-2010-2, MEN-2010-2, MER-2010-2, MOD-2010-2, MTY-2010-2, NAP-2010-2, NEV-2010-2, PLA-2010-2, PLU-2010-2, SAC-2010-2, SBE-2010-2, SFR-2010-2, SJO-2010-2, SMA-2010-2, STC-2010-2, STZ-2010-2, SHA-2010-2, SIE-2010-2, SIS-2010-2, SOL-2010-2, SON-2010-2, STA-2010-2, SUT-2010-2, TEH-2010-2, TRI-2010-2, TUO-2010-2, YOL-2010-2, YUB-2010-2, ALA-2011-1, ALP-2011-1, AMA-2011-1, BUT-2011-1, CAL-2011-1, COL-2011-1, CON-2011-1, DEL-2011-1, ELD-2011-1, FRE-2011-1, GLE-2011-1, HUM-2011-1, KIN-2011-1, LAK-2011-1, LAS-2011-1, MAD-2011-1,

MAR-2011-1, MAP-2011-1, MEN-2011-1, MER-2011-1, MOD-2011-1, MTY-2011-1, NAP-2011-1, NEV-2011-1, PLA-2011-1, PLU-2011-1, SAC-2011-1, SBE-2011-1, SFR-2011-1, SJO-2011-1, SMA-2011-1, STC-2011-1, STZ-2011-1, SHA-2011-1, SIE-2011-1, SIS-2011-1, SOL-2011-1, SON-2011-1, STA-2011-1, SUT-2011-1, TEH-2011-1, TRI-2011-1, TUO-2011-1, YOL-2011-1, YUB-2011-1, ALA-2011-2, ALP-2011-2, AMA-2011-2, BUT-2011-2, CAL-2011-2, COL-2011-2, CON-2011-2, DEL-2011-2, ELD-2011-2, FRE-2011-2, GLE-2011-2, HUM-2011-2, KIN-2011-2, LAK-2011-2, LAS-2011-2, MAD-2011-2, MAR-2011-2, MAP-2011-2, MEN-2011-2, MER-2011-2, MOD-2011-2, MTY-2011-2, NAP-2011-2, NEV-2011-2, PLA-2011-2, PLU-2011-2, SAC-2011-2, SBE-2011-2, SFR-2011-2, SJO-2011-2, SMA-2011-2, STC-2011-2, STZ-2011-2, SHA-2011-2, SIE-2011-2, SIS-2011-2, SOL-2011-2, SON-2011-2, STA-2011-2, SUT-2011-2, TEH-2011-2, TRI-2011-2, TUO-2011-2, YOL-2011-2, YUB-2011-2, ALA-2012-1, ALP-2012-1, AMA-2012-1, BUT-2012-1, CAL-2012-1, COL-2012-1, CON-2012-1, DEL-2012-1, ELD-2012-1, FRE-2012-1, GLE-2012-1, HUM-2012-1, KIN-2012-1, LAK-2012-1, LAS-2012-1, MAD-2012-1, MAR-2012-1, MAP-2012-1, MEN-2012-1, MER-2012-1, MOD-2012-1, MTY-2012-1, NAP-2012-1, NEV-2012-1, PLA-2012-1, PLU-2012-1, SAC-2012-1, SBE-2012-1, SFR-2012-1, SJO-2012-1, SMA-2012-1, STC-2012-1, STZ-2012-1, SHA-2012-1, SIE-2012-1, SIS-2012-1, SOL-2012-1, SON-2012-1, STA-2012-1, SUT-2012-1, TEH-2012-1, TRI-2012-1, TUO-2012-1, YOL-2012-1, and YUB-2012-1.

LOCALITIES: 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, Tuolumne, Yolo, and Yuba Counties.

Terrazzo Worker
A portion ($1.00) of the $2.25 predetermined increase scheduled to take effect on July 1, 2012 has been deferred to July 1, 2013. As noted below, there is no change to the total predetermined amount. The modified schedule for the predetermined increases are as follows:

- **Effective July 1, 2012**, there will be an increase of $1.02 to Pension and increase of $0.23 to Other.
- **Effective July 1, 2013**, there will be an increase of $0.90 to Basic Hourly Rate and an increase of $0.10 to Other

Terrazzo Finisher
A portion ($1.75) of the $2.25 predetermined increase scheduled to take effect on July 1, 2012 has been deferred to July 1, 2013. As noted below, there is no change to the total predetermined amount. The modified schedule for the predetermined increases are as follows:

- **Effective July 1, 2012**, there will be an increase of $0.50 to Basic Hourly Rate and a re-allocation of $1.16 from Health and Welfare; $0.50 to Vacation (included in the Basic Hourly rate), $0.52 to Pension and $0.14 to Other.
- **Effective July 1, 2013**, there will be an increase of $1.75 to Basic Hourly Rate

With the exception of these modifications, all of the wage rates and other conditions found in the above referenced determination for Terrazzo Worker and Terrazzo Finisher remain unchanged.

STATE OF CALIFORNIA
Edmund G. Brown, Jr., *Governor*

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

June 22, 2012

IMPORTANT NOTICE TO AWARDING BODIES & OTHER INTERESTED PARTIES REGARDING A MODIFICATION TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

Dear Public Official/Other Interested Parties:

The following is the modification of the predetermined increase for the following craft and classifications listed below.

CRAFT/CLASSIFICATION: Plumber: Plumber, Steamfitter, Refrigeration Fitter (HVAC)
DETERMINATION: NAP-2009-1, SOL-2009-1, NAP-2009-2, SOL-2009-2, NAP-2010-1, SOL-2010-1, NAP-2010-2, SOL-2010-2, NAP-2011-1, SOL-2011-1, NAP-2011-2, SOL-2011-2, NAP-2012-1, and SOL-2012-1.
LOCALITY: All Localities within Napa and Solano Counties.

A portion ($0.75) of the $3.00 predetermined increase scheduled to take effect on July 1, 2012 has been deferred to January 1, 2013. As noted below, there is no change to the total predetermined amount. The modified schedule for the predetermined increase is as follows:

- **Effective July 1, 2012**, there will be an increase of $0.45 to the Basic Hourly Rate and a $1.80 increase to Health & Welfare.
- **Effective January 1, 2013**, there will be an increase of $0.75 to Pension.

With the exception of this modification, all of the wage rates and other conditions found in the above referenced determinations remain unchanged.

STATE OF CALIFORNIA

DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Labor Statistics and Research
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

EDMUND G. BROWN, JR., *Governor*

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603

IMPORTANT NOTICE TO AWARDING BODIES & ALL INTERESTED PARTIES REGARDING CHANGES TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

INTERIM DETERMINATION FOR THE CRAFT OF #ROOFER

Issue Date: June 29, 2012
Expiration date of Determination: July 28, 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 the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Locality: All localities within Merced and Stanislaus Counties.

This determination applies to projects advertised for bids on or after July 9, 2012. These rates supersede the Roofer wage rates issued in the following General Prevailing Wage Determination: MER-2012-1 and STA-2012-1.

		Employer Payments					Straight-Time		Overtime Hourly Rate		
Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday	Training	Other	Hours	Total Hourly Rate	Daily	Saturday	Sunday/ Holiday
#Roofer	$28.49[a]	-	-	[b]	-	$10.75	8.0	$39.24	$53.49[c]	$53.49[c]	$53.49[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] 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/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.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Labor Statistics and Research
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

Edmund G. Brown Jr., *Governor*

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603

HOLIDAY PROVISIONS

FOR

ROOFER

IN

MERCED AND STANISLAUS COUNTIES

232-81-2

STOCKTON AGREEMENT
2007-2012

The following modifications to the 2007 Working Agreement between King's Roofing and Local Union No. 81 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, have been mutually agreed to, effective August 1, 2007.

1. Duration:
   A Five-year Agreement; August 1, 2007 to July 31, 2012.

RECEIVED
Department of Industrial R
AUG 01 2007
Div. of Labor Statistics
Chief's Offi

AGREEMENT

The following modifications to the 2004 Working Agreement between King's Roofing Company and Local Union No. 81 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, have been mutually agreed to, effective August 1, 2004.

1. A three-year Agreement: August 1, 2004 to July 31, ~~2006~~ 2007. per TC w/ union on 8/4/04 RT

08/02/2004 15:21 518-632-5469 ROOFERS LOCAL 81 PAGE 03
08/02/2004 14:52 518-632-5469 ROOFERS LOCAL 81 PAGE 01

232-81-2

UNITED UNION OF ROOFERS, WATERPROOFERS & ALLIED WORKERS

LOCAL NO. 81

2001-2004

WORKING AGREEMENT

RECEIVED
Department of Industrial Relations

JUL 30 2001

Div. of Labor Statistics & Research
Chief's Office

FOR THE COUNTIES OF CALAVERAS, MARIPOSA, MERCED, STANISLAUS, SAN JOAQUIN AND TUOLUMNE

Any work performed on Sundays and/or Holidays shall be paid for at the rate of two (2) times the regular rate of pay.

ARTICLE VII

Holidays

Section a. The following days shall be recognized as holidays: New Year's Day, President's Day, Decoration or Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day.

Section B. If any of the above mentioned holidays fall on a Saturday, the preceding day is to be observed as a holiday. If any of the above-mentioned holidays fall on a Sunday, the following day is to be observed as a holiday. No work is to be performed on Labor Day, Saturday, Sundays, and/or holidays, except to preserve life or property in extreme emergency and then only on permit secured from the Business Representative acting in behalf of the employees within this Collective Bargaining Agreement. The necessary permit must be obtained at least eight (8) hours in advance except in extreme emergency in which case permit must be

obtained at the earliest possible moment.

Section C. The Friday after Thanksgiving will be a paid holiday for employees working six (6) months in a year for three (3) consecutive years for the same employer.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

EDMUND G. BROWN, JR., *GOVERNOR*

ADDRESS REPLY TO:
P.O. Box 420603
San Francisco CA 94142-0603

SCOPE OF WORK PROVISIONS

FOR

ROOFER

IN

MERCED AND STANISLAUS COUNTIES

232-81-2

STOCKTON AGREEMENT
2007-2012

The following modifications to the 2007 Working Agreement between King's Roofing and Local Union No. 81 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, have been mutually agreed to, effective August 1, 2007.

1. Duration:
   A Five-year Agreement; August 1, 2007 to July 31, 2012.

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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

ADVISORY SCOPE OF WORK

Please note that this advisory scope of work does not apply for metal roofing systems work in the counties where we have issued prevailing wage rates for the Metal Roofing Systems Installer. Please refer to the statewide general prevailing wage determinations for the Metal Roofing Systems Installer on pages 2J to 2J-15.

232-81-2

United Union of Roofers,
Waterproofers and Allied Workers
AFFILIATED WITH AFL-CIO AND BUILDING AND CONSTRUCTION TRADES DEPARTMENT

Local Union No. 81

8400 Enterprise Way, Room 122, Oakland, Ca. 94621 510/632-0505

AGREEMENT

The following modifications to the 2004 Working Agreement between King's Roofing Company and Local Union No. 81 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, have been mutually agreed to, effective August 1, 2004.

T-32-81-2

UNITED UNION OF ROOFERS, WATERPROOFERS & ALLIED WORKERS

LOCAL NO. 81

2001-2004

WORKING AGREEMENT

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Department of Industrial Relations

JUL 30 2001

Div. of Labor Statistics & Research
Chief's Office

FOR THE COUNTIES OF CALAVERAS, MARIPOSA, MERCED, STANISLAUS, SAN JOAQUIN AND TUOLUMNE

ARTICLE II

Scope of Work

The terms of this Agreement are hereby recognized and accepted as binding on both parties hereto, and shall apply in the manner and under conditions specified herein to the application and installation of work described and covered by this contract.

SECTION A.

Slate and Tile roofers shall include in their work jurisdiction the following work processes and types of materials:

all slate where used for roofing of any size shape or color, including flat or promenades slate, with necessary metal flashing to make water-tight.

All tile where used for roofing of any size shape or color, including flat or promenades slate, with necessary metal flashing to make water-tight.

All asbestos shingles where used for roofing of any size shape or color, and in any manner, laid with necessary metal flashing to make water-tight.

All cementing in, on or around the said slate or tile roof.

All laying of felt or paper beneath the above mentioned work.

All dressing, punching and cutting of all roof slate or tile.

All operation of slate cutting or punching machinery.

All substitute material taking the place of slate or tile, as asbestos slate or tile, cement or composition tile, shingles of composition and wood and metal tile.

All removal of slate or tile roofing as defined above when a roof is to be reapplied in their place.

SECTION B.

Composition roofers shall include in their work jurisdiction the following work processes and types of materials.

All forms of plastic, slate, slag, gravel. or rock roofing, including all types of aggregates, blocks, bricks, stones or pavers used to ballast or protect Inverted Roof Membrane Assembly (IRMA) roofs, or roofs of similar construction where the insulation is laid over the roof membrane.

All kinds of asphalt and composition roofing and waterproofing.

All base flashings, curb flashings, and counter flashings, and counter flashings of bituminous composition used to roof or waterproof intersections of horizontal surfaces.

All components of composition roofing systems used to seal the roof, including but not limited to compression seals, termination bars, lath, roof cement and reinforcements, caulking and sealants.

All kinds of coal tar pitch and coal tar bitumen roofing and waterproofing.

All cleaning, preparing, priming and sealing of roof decks and surfaces that receive roofing dampproofing and/or waterproofing.

All rock asphalt and composition roofing.

All rock asphalt mastic when used for damp and waterproofing.

All prepared paper roofing.

All mineral surfaced roofing, including 90lb, and SIS, whether nailed, mopped with bitumen, or applied with mastic or adhesive.

All compressed paper, chemically prepared paper, and burlap when used for roofing, or damp and waterproofing purposes, with or without coating.

All substrates used on the roof deck for fireproofing or any

materials used as a support or nailing surface for the roofing system over the deck.

All damp resisting preparations when applied with a mop, brush, roller, swab, trowel, or spray system inside or outside of any structure.

All damp course, sheeting or coating on all foundation work.

all tarred floors.

All waterproofing of shower pans and/or stalls.

All laying of tile or brick, when laid in pitch, tar, asphalt mastic, marmolite, or any form of bitumen.

All forms of insulation used as part of or in connection with roofing, waterproofing or dampproofing.

All forms of composite insulations having nailable surfaces (e.g. plywood, pressboard, chipboard, drywall, or other laminates) bonded to the insulation wherever such composite insulations are used as an integral thermal insulating component of the roofing system.

All forms of protection boards, walkway pads and roof treads used in composition roofing or waterproofing to protect the membrane from damage.

All types of coatings, toppings and finishes used on the roof surfaces.

All types of aggregates, stones, bricks, blocks or pavers used as a ballast or protection for composition and Inverted Roof Membrane Assemble (IRMA) roofs.

SECTION C

Metal roofers shall include in their work jurisdiction the following work processes and types of materials:

All forms of metal roofing systems, whether consisting of protected or unprotected metal of any and all types, including but not limited to:

Galvanized steel
Aluminized steel
Galvalume®
Tin
Terne metal
Terne-coated stainless steel
stainless steel
Aluminum
Copper
Lead-coated copper
Lead
Zinc

Whether prefabricated as sheets or panels (including photovoltaic panels whose primary purpose is roofing, waterproofing

or weatherproofing).

Whether in the form of prefabricated metal shingles, tiles or similar substitutes for traditional roofing materials; and

whether manufactured on the job-site from sheets, rolls or coils via roll-forming, forming in brake, drawing, stamping, pressing, spinning, extruding or otherwise manipulating "raw" materials into finished products, including but not limited to standing seam, batten-seam and flat seam roofing systems:

All flashings used in connection with metal roofing systems to roof or waterproof intersections of horizontal surfaces;

All sealing and caulking of seams and joints on these metal roofing systems to ensure water tightness;

All protective coatings applied to metal roofing systems;

All insulations applied with metal roofing systems, whether laid dry, mechanically fastened, or attached with adhesive;

All forms of composite insulations having nailable surfaces (e.g. plywood, pressboard, shipboard, drywall, or other laminates) bonded to the insulations wherever such composite insulations are used as an integral thermal insulation component of the roofing system:

All vapor barriers applied with metal roofing systems;

All cleaning, preparing, priming and sealing of surfaces to be roofed;

All hoisting and storing of metal roofing materials;

All types of coating, sealants, mastics and toppings when used for roof maintenance and repairs.

SECTION D

(1) All forms of elastomeric and/or plastic (elasto-plastic) roofing systems, both sheet and liquid applied, whether single-ply or multiply. These shall include but not be limited to:

(a) PVC (polyvinyl chloride systems)
(b) Butyl Rubber
(c) PIB (polyisobutylene)
(d) EPDM (ethylene propylene diene monomer)
(e) CPE (chlorinated polyethylene)
(f) CSPE (chlorosulfonated polyethylene)
(g) Modified bitumens
(h) Neoprene

(2) All base flashings, curb flashings and counter flashings

of elasto-plastic composition as outlined in this section (1) used to roof or waterproof intersections of horizontal surfaces.

All components of elasto-plastic roofing systems used to seal the roof, including but not limited to, compression seals, termination bars, caulking, and sealants.

(3) All insulations applied with the above systems, whether laid dry, mechanically fastened, or attached with adhesives.

(4) All forms of composite insulations having nailable surfaces (e.g. plywood, pressboard, shipboard, drywall, or other laminates) bonded to the insulation wherever such composite insulations are used as an integral thermal insulation component of the roofing system.

(5) All types of aggregates, blocks, bricks, stones, or pavers used to ballast or protect these elastoplastic systems.

(6) All types of aggregates, blocks, bricks, stones or pavers used to ballast or protect these elastoplastic systems.

(7) All sealing and caulking of seams and joints on these elastoplastic systems to ensure water tightness.

(8) All liquid-type elasto-plastic preparations for reefing, damp or waterproofing when applied with a squeegee, trowel, roller or spray equipment, whether applied inside or outside of a building.

(9) All sheet-type elasto-plastic systems, whether single or multi-ply for waterproofing either inside or outside of any structure.

(10) All cleaning, preparing, priming and sealing of surfaces to be roofed, dampproofed or waterproofed whether done by roller, mop, swab, three knot brush, squeegee, spray systems or any other means of application.

(11) All types of pre-formed panels used in waterproofing (volclay, etc.

(12) All applications of protection boards to prevent damage to the dampproofing or waterproofing membrane by other crafts or during back-filling operations.

(13) All handling of roofing, damp and waterproofing materials.

(14) All Hoisting and storing of roofing, damp and waterproofing materials.

(15) All types of spray-in -place foams such as urethane, polyurethane, or polyisocyanurate, the machinery and equipment used to apply them, and the coatings that are applied over them.

(16) All types of resaturants, coatings, mastics and toppings when used for roof maintenance and repairs.

17) All wrapping and/or coating of underground piping with bitumastic enamel or cold process, polykin tape, topcoat, or other asphaltic coating or tapes. Preparation of surface by sand blasting or wire brushing.

(18) All operation of jeeper or holiday detectors.

(19) All materials laminated to roofing and/or insulation systems.

SECTION E.

All tear-off and/or removal of any type of roofing, all spudding, sweeping, vacuuming and/or cleanup of any and all areas of any type where a roof is to be relaid, or any materials and operation of equipment such as kettles, pumps, tankers. or any heating devices that are used on roofing or waterproofing systems coming under the scope of jurisdiction as outlined in this Article.

SECTION F.

All substitutions, improvements, changes, modification and/or alternatives to the jurisdiction or materials set out in this or any other Article.

SECTION G.

All other materials, equipment and/or applications necessary or appropriate to complete, perform or apply the processes and/or materials in this Article

ARTICLE XI

Premium Pay

Section B. In addition to the total wage scales, employees who are required to work with pitch, pitch base, or a pitch impregnated product, or any material containing coal tar pitch impregnated product or any material containing coal tar pitch, shall receive an additional two dollars and fifty cents ($2.50) per hour. On any building, old or new, where both asphalt and pitch are used in the application of a built-up roof or tear off, the entire work crew will be paid at the pitch scale. No employee shall be discharged or otherwise disciplined for refusal to work with the above products or jobs.

9

Memorandum of Understanding
Between
The Laborers' International Union of North America
And
The United Union of Roofers, Waterproofers and
Allied Workers

In an effort to eliminate jurisdictional disputes in the Construction Industry, the Laborers' International Union of North America and the United Union of Roofers, Waterproofers and Allied Workers have agreed to the following:

- All removal of roofing materials on a roof deck where roofing material is to be re-applied is the work of the roofer. This is also to include any small repairs to the decking in preparation of laying the new roof.
- All removal of roofing materials on a roof deck where no new roofing material is to be applied is the work of Laborers.
- Demolition of roof decking is the work of Laborers.

It is understood that there shall be no stoppage of work by reason of any dispute concerning the work herein covered. In the event a dispute arises, the matter shall be referred to the offices of the two International Unions for resolution. This agreement shall serve as clarification of the 1993 correspondence.

Terence M. O'Sullivan
TERENCE M. O'SULLIVAN
Laborers' International Union of
North America
09/08/03
DATE

John C. Martini
JOHN C. MARTINI
United Union of Roofers, Waterproofers
And Allied Workers
09/08/03
DATE

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Labor Statistics and Research
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

Edmund G. Brown Jr., *Governor*

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603

TRAVEL AND SUBSISTENCE PROVISIONS

FOR

ROOFER

IN

MERCED AND STANISLAUS COUNTIES

232-81-2

STOCKTON AGREEMENT
2007-2012

The following modifications to the 2007 Working Agreement between King's Roofing and Local Union No. 81 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, have been mutually agreed to, effective August 1, 2007.

1. Duration:
A Five-year Agreement; August 1, 2007 to July 31, 2012.

RECEIVED
Department of Industrial Relations
AUG 01 2007
Div. of Labor Statistics & Research
Chief's Office

4. Effective August 1, 2007, the travel point for the free zone shall be the city of Tracy or the employer's shop at the employer's discretion. If the survey proves to be successful, the travel point will revert to only the employer's shop.

232-81-2

United Union of Roofers,
Waterproofers and Allied Workers
AFFILIATED WITH AFL-CIO AND BUILDING AND CONSTRUCTION TRADES DEPARTMENT

Local Union No. 81

8400 Enterprise Way, Room 122, Oakland, Ca. 94621 510/632-0505

AGREEMENT

The following modifications to the 2004 Working Agreement between Kang's Roofing Company and Local Union No. 81 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, have been mutually agreed to, effective August 1, 2004.

1. A three-year Agreement: August 1, 2004 to July 31, ~~2006~~ 2007. per TC w/ union on 8/4/04 pt

3. Effective August 1, 2004, the free zone will be a 50 mile radius.

4. Effective August 1, 2004 subsistence pay will be increase to $40.00 per day.

5. Class A truck drivers will receive a $1.00 per hour premium while driving.

Z-32-81-2

UNITED UNION OF ROOFERS, WATERPROOFERS & ALLIED WORKERS

LOCAL NO. 81

2001-2004

WORKING AGREEMENT

RECEIVED
Department of Industrial Relations

JUL 30 2001

Div. of Labor Statistics & Research
Chief's Office

FOR THE COUNTIES OF CALAVERAS, MARIPOSA, MERCED, STANISLAUS, SAN JOAQUIN AND TUOLUMNE

ARTICLE XII

Travel and Subsistence

Section A. There shall be a free zone established which shall extend 60 road miles from the Employer's shop. Employees are to use the shortest, safest route available and any difference shall be determined by the Joint Grievance Board. For those Employers who do not maintain a permanent shop within the geographical jurisdiction of Local #81, travel and mileage will be calculated from the office of Local #81 located at 3180 Ad Art Road in Stockton, California.

On all work requiring the employee to remain "overnight" the employer will pay subsistence at the rate of $35 per night.

If requested by the employee, subsistence and travel will be advanced at the anticipated rate.

Section B. Reasonable and safe transportation shall be furnished by the Employer. When transportation is not furnished by the Employer and employees are requested to use their own cars, each employee so transported shall receive twenty five cents ($0.25) per mile for each employee not furnished with transportation in the Employer's vehicle.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director – Research Unit
455 Golden Gate Avenue, 9th Floor
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EDMUND G. BROWN, JR., *Governor*

MAILING ADDRESS:
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San Francisco, CA 94142-0603

July 3, 2012

IMPORTANT NOTICE TO AWARDING BODIES & OTHER INTERESTED PARTIES REGARDING THE MODIFICATION 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 increase for the craft/classification listed below:

CRAFT/CLASSIFICATIONS: Plumber: Plumber, Steamfitter

DETERMINATIONS: AMA-2009-2, ELD-2009-2, NEV-2009-2, PLA-2009-2, SAC-2009-2,YOLO-2009-2, AMA-2010-1, ELD-2010-1, NEV-2010-1, PLA-2010-1, SAC-2010-1,YOLO-2010-1, AMA-2010-2, ELD-2010-2, NEV-2010-2, PLA-2010-2, SAC-2010-2,YOLO-2010-2, AMA-2011-1, ELD-2011-1, NEV-2011-1, PLA-2011-1, SAC-2011-1,YOLO-2011-1, AMA-2011-2, ELD-2011-2, NEV-2011-2, PLA-2011-2, SAC-2011-2,YOLO-2011-2, AMA-2012-1, ELD-2012-1, NEV-2012-1, PLA-2012-1, SAC-2012-1,YOLO-2012-1.

LOCALITIES: Amador[1], El Dorado[2], Nevada[2], Placer[2], Sacramento, and Yolo Counties

A portion of the $3.56 predetermined increase scheduled to take effect on July 1, 2012 and a portion of the $3.93 predetermined increase scheduled to take effect on July 1, 2013 have been reduced and deferred to July 1, 2014 and July 1, 2015. The modified schedule for the predetermined increases is as follows:

- **Effective July 1, 2012,** there will be an increase of $1.30 to Health and Welfare & $0.10 to wages and/or fringes.
- **Effective July 1, 2013,** there will be an increase of $1.75 to wages and/or fringe benefits.
- **Effective July 1, 2014,** there will be an increase of $2.00 to wages and/or fringe benefits.
- **Effective July 1, 2015,** there will be an increase of $2.00 to wages and/or fringe benefits.

There will be no further increases applicable to these determinations.

[1]Portion of the County North of Sutter Creek.
[2]Portion of the County outside the Tahoe Basin.

CRAFT/CLASSIFICATIONS: Plumber (For Total Plumbing Jobs $150,000 or Under)

DETERMINATIONS: AMA-2009-2, ELD-2009-2, NEV-2009-2, PLA-2009-2, SAC-2009-2,YOLO-2009-2, AMA-2010-1, ELD-2010-1, NEV-2010-1, PLA-2010-1, SAC-2010-1,YOLO-2010-1, AMA-2010-2, ELD-2010-2, NEV-2010-2, PLA-2010-2, SAC-2010-2,YOLO-2010-2, AMA-2011-1, ELD-2011-1, NEV-2011-1, PLA-2011-1, SAC-2011-1,YOLO-2011-1, AMA-2011-2, ELD-2011-2, NEV-2011-2, PLA-2011-2, SAC-2011-2,YOLO-2011-2, AMA-2012-1, ELD-2012-1, NEV-2012-1, PLA-2012-1, SAC-2012-1,YOLO-2012-1.

LOCALITIES: Amador[1], El Dorado[2], Nevada[2], Placer[2], Sacramento, and Yolo Counties

A portion of the $3.56 predetermined increase scheduled to take effect on July 1, 2012 has been reduced. The $3.93 predetermined increase scheduled to take effect on July 1, 2013 has been eliminated. The modified schedule for the predetermined increases is as follows:

- **Effective July 1, 2012,** there will be an increase of $0.05 to Health and Welfare & $0.10 to wages and/or fringes.

There will be no further increases applicable to these determinations.

With the exception of the modifications stated above, all of the wage rates, overtime rates, and other conditions found in the above referenced determinations remain in effect.

[1]Portion of the County North of Sutter Creek.
[2]Portion of the County outside the Tahoe Basin.

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Office of the Director - Research Unit
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July 3, 2012

IMPORTANT NOTICE TO AWARDING BODIES & OTHER INTERESTED PARTIES REGARDING THE MODIFICATION 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 increase for the craft/classification listed below:

CRAFT/CLASSIFICATIONS: Painter: Taper and Steeplejack Taper

DETERMINATIONS: ELD-2010-2, LAS-2010-2, NEV-2010-2, PLA-2010-2, PLU-2010-2, SIE-2010-2, ELD-2011-1, LAS-2011-1, NEV-2011-1, PLA-2011-1, PLU-2011-1, SIE-2011-1, ELD-2011-2, LAS-2011-2, NEV-2011-2, PLA-2011-2, PLU-2011-2, SIE-2011-2, ELD-2012-1, LAS-2012-1, NEV-2012-1, PLA-2012-1, PLU-2012-1, and SIE-2012-1.

LOCALITIES: Portions of El Dorado, Lassen, Nevada, Placer, Plumas, and Sierra (Portion of counties lying in the Tahoe Basin Area)

A portion of the $1.09 predetermined increase scheduled to take effect on July 1, 2012 has been deferred to July 1, 2014. The modified schedule for the predetermined increases is as follows:

- **Effective July 1, 2012,** there will be an increase of $0.27 to Health and Welfare.
- **Effective July 1, 2014,** there will be an increase of $0.82 to wages and/or fringe benefits.

With the exception of the modifications stated above, all of the wage rates, overtime rates, and other conditions found in the above referenced determinations remain in effect.

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San Francisco, CA 94142-0603

July 9, 2012

IMPORTANT NOTICE TO AWARDING BODIES AND OTHER INTERESTED PARTIES REGARDING A CORRECTION TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

Dear Public Official/ Other Interested Parties:

The following is a correction for the following craft and classifications listed below:

CRAFT: Plumber

CLASSIFICATION(S): Plumber, Steamfitter

LOCALITY: All localities within Lake, Marin, Mendocino, and Sonoma Counties

DETERMINATION: LAK-2012-1, MAR-2012-1, MEN-2012-1, and SON-2012-1

- The hours listed under the "Straight-Time" column in the above referenced prevailing wage determinations and counties for the *Plumber: Plumber, Steamfitter* classification is incorrect. The correct amount should be 8 hours, instead of 7 hours.

- Footnotes "AE" on determination LAK-2012-1, "AF" on determination MEN-2012-1, and "AK" on determinations MAR-2012-1 and SON-2012-1 under the "Saturday" overtime column for the *Plumber: Plumber, Steamfitter* classification, incorrectly reads as follows: "The first 9 hours worked on Saturday shall be paid at time and one-half."

  The correct footnotes should be as follows:
  "The first **10 hours** worked on Saturday shall be paid at time and one-half."

With the exception of the above correction, all of the wage rates, overtime rates, and other conditions found in the above referenced determinations remain in effect.

STATE OF CALIFORNIA
Edmund G. Brown, Jr., *Governor*

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director - Research Unit
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

MAILING ADDRESS:
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San Francisco, CA 94142-0603

July 17, 2012

IMPORTANT NOTICE TO AWARDING BODIES AND OTHER INTERESTED PARTIES REGARDING A MODIFICATION 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) Sound Technician (All Shifts)
LOCALITY:	Orange
DETERMINATION:	ORA-2012-1

The predetermined wage increase effective on **May 28, 2012,** for the classification(s) listed below have been **modified** as follows:

Sound Installer (First Shift) – The increase of $0.40 to BHR and $0.01 to NEBF has been reduced to $0.40 and re-allocated to Health & Welfare.

Sound Installer (Second Shift) – The increase of $0.47 to BHR and $0.01 to NEBF has been reduced to $0.40 and re-allocated to Health & Welfare.

Sound Installer (Third Shift) – The increase of $0.53 to BHR and $0.01 to NEBF has been reduced to $0.40 and re-allocated to Health & Welfare.

Sound Technician (First Shift) – The increase of $0.40 to BHR and $0.02 to NEBF has been reduced to $0.40 and re-allocated to Health & Welfare.

Sound Technician (Second Shift) – The increase of $0.47 to BHR and $0.01 to NEBF has been reduced to $0.40 and re-allocated to Health & Welfare.

Sound Technician (Third Shift) – The increase of $0.52 to BHR and $0.01 to NEBF has been reduced to $0.40 and re-allocated to Health & Welfare.

With the exception of the modification stated above, all of the predetermined wage increases and effective dates applicable to the above referenced craft/classification and prevailing wage determinations remain unchanged.

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July 18, 2012

IMPORTANT NOTICE TO AWARDING BODIES & OTHER INTERESTED PARTIES REGARDING MODIFICATIONS TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

Dear Public Official/Other Interested Parties:

The following are the modifications of the predetermined increases for the following craft and classifications listed below.

CRAFT: Plumber
CLASSIFICATIONS: Sewer & Storm Drain Pipe Tradesman; Plumber, Industrial and General Pipefitter; and Refrigeration Fitter Service/Repair (All Shifts)
DETERMINATION: IMP-2011-2, MON-2011-2, LOS-2011-2, ORA-2011-2, RIV-2011-2, SBR-2011-2, SDI-2011-2, SLO-2011-2, STB-2011-2, VEN-2011-2, IMP-2012-1, MON-2012-1, LOS-2012-1, ORA-2012-1, RIV-2012-1, SBR-2012-1, SDI-2012-1, SLO-2012-1, STB-2012-1, VEN-2012-1, INY-2011-2, KER-2011-2, INY-2012-1, KER-2012-1

LOCALITIES: All Localities within Imperial, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara and Ventura, Counties.
Portions of Inyo and Kern (40-75 Radius miles from 6718 Meany Ave, Bakersfield, CA ~ Zone 2).
Portions of Inyo and Kern (75-100 Radius miles from 6718 Meany Ave, Bakersfield, CA ~ Zone 3).
Portions of Inyo (100+ Radius miles from 6718 Meany Ave, Bakersfield, CA ~ Zone 4)

Sewer & Storm Drain Pipe Tradesman – Imperial, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura Counties.

- **Effective July 1, 2012**, the predetermined increase to wages and/or fringes decreased from $0.99 to $0.68.

Sewer & Storm Drain Pipe Tradesman (2nd Shift) – Imperial, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura Counties.

- **Effective July 1, 2012**, the predetermined increase to wages and/or fringes decreased from $0.99 to $0.81.

Plumber, Industrial and General Pipefitter (Zone 2) – Inyo and Kern Counties.

- **Effective July 1, 2012**, the predetermined increase to wages and/or fringes decreased from $2.43 to $2.41.

Plumber, Industrial and General Pipefitter (Zone 3) – Inyo and Kern Counties.

- **Effective July 1, 2012**, the predetermined increase to wages and/or fringes decreased from $2.53 to $2.41.

Plumber, Industrial and General Pipefitter (Zone 4) – Inyo and Mono Counties.

- **Effective July 1, 2012**, the predetermined increase to wages and/or fringes decreased from $2.67 to $2.41.

Refrigeration Fitter Service/Repair (Zone 2) – Inyo and Kern Counties.

- **Effective July 1, 2012**, the predetermined increase to wages and/or fringes decreased from $2.43 to $2.41.

Refrigeration Fitter Service/Repair (Zone 3) – Inyo and Kern Counties.

- **Effective July 1, 2012**, the predetermined increase to wages and/or fringes decreased from $2.53 to $2.41.

Refrigeration Fitter Service/Repair (Zone 4) – Inyo and Mono Counties.

- **Effective July 1, 2012**, the predetermined increase to wages and/or fringes decreased from $2.67 to $2.41.

With the exception of these modifications, all of the wage rates and other conditions found in the above referenced determinations for Plumber remain unchanged.

Attachment 5

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

Prevailing Wage Rate: Parking Garage Attendants

Based on the Garage and Parking Lot Agreement between Parking Employers and Teamsters Automotive Employees, Local 665 in effect from December 1, 2008 until November 30, 2012

	EMPLOYER PAYMENTS							STRAIGHT-TIME			OVERTIME			
CRAFT (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation increases after Years 1, 2, 5, 12, 20, and 25. (See Agreement).	D Holiday 12 / year	E Supplemental 401K Contribution	Hours	Total Hourly Rate		1.5 X		2x	
Journeyman	$ 21.46	A $985 / month	$ 2.19	C See Agreement	$ 0.99	$ 0.25	8	$ 24.89	Plus Vacation Rate and Monthly Health & Welfare Payment	$ 35.62	Plus Vacation Rate and Monthly Health & Welfare Payment	$ 46.35	Plus Vacation Rate and Monthly Health & Welfare Payment
1-6 months	$ 14.50	A $985 / month	B $ 2.19	C 1 week / year	$ 0.67	$ 0.25	8	$ 17.61		$ 24.86		$ 32.11	
7-12 months	$ 15.00	A $985 / month	$ 2.19	C 1 week / year	$ 0.69	$ 0.25	8	$ 18.13		$ 25.63		$ 33.13	
13-18 months	$ 16.50	A $985 / month	$ 2.19	C 2 week / year	$ 0.76	$ 0.25	8	$ 19.70		$ 27.95		$ 36.20	
Class B Progression Rate	$ 16.00	A $985 / month	$ 2.19	C See Agreement	$ 0.74	$ 0.25	8	$ 19.18		$ 27.18		$ 35.18	
1-6 months	$ 14.00	A $985 / month	B $ 2.19	C 1 week / year	$ 0.65	$ 0.25	8	$ 17.09		$ 24.09		$ 31.09	
7-12 months	$ 14.75	A $985 / month	$ 2.19	C 1 week / year	$ 0.68	$ 0.25	8	$ 17.87		$ 25.25		$ 32.62	

Footnotes

A. Paid for employees who work 88 hours or more during the previous month. See Section 6 of the Agreement for details. Current monthly rate for health & welfare provided by Teamsters Automotive Employees, Local 665.

B. 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.

C. See Section 5 of the Agreement for details on paid vacations. Employee receives 1 week of vacation with pay after 1 year of continuous service. 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.

D. See Section 9 of the Agreement for designated holidays.

E. See Section 8 of the Agreeement 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.

Master Agreement and Area Standards Employment Practices in the Parking and Garage Industry San Francisco and San Mateo Counties By and and Between Teamsters Automotive and Allied Workers Local Union 665 and the Signatory Employers

December 1, 2008

through

November 30, 2012

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GARAGE AND PARKING LOT AGREEMENT

December 1, 2008 to November 30, 2012

PREAMBLE

This Agreement is made and entered into by and between the *Jurisdictional Operators of Parking Facilities* referenced in Section 33, hereinafter referred as the "Employer", and **Teamster Automotive & Allied Workers, Local Union No. 665,** affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union".

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.

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: Company wide 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.

Employees who are entitled to a vacation may cash out up to 50% of his or her vacation each year, vacation shall not be carried over from year to year and must be taken or "Cashed out".

Upon obtaining the permission of the Employer, an employee may use an available vacation day in one (1) day increments, and/or he or she may take one (1) additional week without pay to run consecutively with the paid week, if desired by the employee. Each eligible employee shall give at least two (2) weeks' advance notice of vacation time. Vacation periods shall be fixed between April 1st and October 21st, both dates inclusive, unless the employee affected desires his or her vacation outside that period. The Employer agrees to reply with confirmation within ten (10) working days of an employee's vacation request.

When a paid holiday falls within an employee's vacation, the employee shall receive an extra day's pay or an extra day of vacation with pay.

Vacation time may be split. An employee who splits his or her vacation may exercise his or her seniority rights for the initial vacation period, however, subsequent selection shall be made after all employees have made their initial selection. This applies to employees with two weeks or more vacation time. Vacation periods shall not be less than one week.

During the initial year of employment, all employees except those disqualified by the

Part-time and Casual Section of this Agreement, shall be paid upon termination all unused vacation computed at the rate of one-twelfth (1/12) of one (1) weeks pay for each completed month.

All employees, except those disqualified by Section 12 (Part-Time, Casual And Seasonal Employees) of this Agreement, who have been employed thirteen (13) consecutive months or more, shall be paid upon termination any unused vacation pay computed at the rate of one-twelfth (1/12) of two (2) weeks pay for each completed month of employment in excess of twelve (12) months.

All employees eligible for three (3) weeks vacation after five (5) years of employment, except those disqualified by Section 12 (Part-Time, Casual And Seasonal Employees) of this Agreement, who have been employed sixty (60) consecutive months or more, shall be paid upon termination any unused vacation pay computed at the rate of one-twelfth (1/12) of three (3) weeks pay for each completed month of employment in excess of sixty (60) months.

All employees eligible for four (4) weeks vacation after twelve (12) years of employment, except those disqualified by Section 12 (Part-Time, Casual And Seasonal Employees) of this Agreement, who have been employed one hundred forty-four (144) consecutive months or more, shall be paid upon termination any unused vacation pay computed at the rate of one-twelfth (1/12) of four (4) weeks pay for each completed month of employment in excess of one hundred forty-four (144) months.

All employees eligible for five (5) weeks vacation after twenty (20) years of employment, except those disqualified by Section 12 (Part-Time, Casual And Seasonal Employees) of this Agreement, who have been employed two hundred forty (240) consecutive months or more, shall be paid upon termination any unused vacation pay computed at the rate of one-twelfth (1/12) of five (5) weeks pay for each completed month of employment in excess of two hundred forty (240) months.

All employees eligible for six (6) weeks vacation after twenty five (25) years of employment, except those disqualified by Section 12 (Part-Time, Casual And Seasonal Employees) of this Agreement, who have been employed three hundred (300) consecutive months or more, shall be paid upon termination any unused vacation pay computed at the rate of one-twelfth (1/12) of six (6) weeks pay for each completed month of employment in excess of three hundred (300) months.

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 eighty-eight (88) 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 eighty-eight (88) 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.

Effective 1/1/2009:

-No increase in the premium during calendar year 2009.
-The employee shall receive lower co-pay in the Indemnity Plan.
-Life Insurance benefit to increase to $20,000.
-Employer contributions for new hires shall commence on the first day of the 7th month, based on qualifying hours worked in the 6th month.

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:

1st 6 months	No medical benefits
Next 6 months	Basic Major Medical, Kaiser, Prescription Drug & Life Insurance
Thereafter	Vision, Dental, Orthodontia, Accident and Sick

Employers shall pay required contribution regardless of the Benefits above.

All employees who work more than eighty-eight (88) 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 eighty-eight (88) hours of work with this Employer.

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.

This Probationary provision shall not be applicable to Seasonal and Casual employees as they are defined in the Agreement.

B. Full Contractual Rate:

12/1/2007 – The total contribution including PEER 80 to the Western Conference of Teamsters Pension Trust Fund shall be $2.09 per hour. ($1.70 Basic Contribution plus $0.30 PEER rate)

12/1/2010 – 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 12/1/08
1st 3 months	No contribution
Next 48 months	$0.10 (ten cents) per hour
52 months & Thereafter	$0.25 (twenty-five cents) per hour
	Effective 12/1/09
1st 3 months	No contribution
4th month & 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.

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 one (1) week's 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.

0. 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, CASUAL AND SEASONAL EMPLOYEES

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 eighty-eight (88) 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 less than twenty (20) hours but sixteen (16) or more hours 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 Section 12.

8. Regular part-time employees who work sixteen (16) or more but less than twenty (20) hours 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 years	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.

B. Casual Employees: Casual employees are defined as those who do not perform work on a regular basis. Casual 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 eighty-eight (88) hours of work in the preceding month of their employment.

C. Seasonal Employees: Seasonal employees are defined as employees hired for a period of May 1st through September 30th of each year. Seasonal employees are covered by all terms of this collective bargaining agreement except the Sections titled: Seniority; Vacations; Sick Leave; Leaves of Absence Paid; Leaves of Absence Unpaid; and Compensatory Injuries.

Seasonal employees shall be subject to the following:

1. A seasonal employee does not have seniority while he or she remains under the provisions of this Section, but if he or she becomes a full-time or part-time employee, he or she shall be credited with seniority from the first day worked.

2. No seasonal employee will hold a lead position and he or she may not be employed if full-time employees are laid off.

3. No seasonal employee shall begin employment without a clearance from the Union and the Employer shall inform the seasonal employee of this Agreement prior to commencement of assignments.

4. The Union and the Employer shall, by mutual agreement, waive the above mentioned seasonal date, in order to provide for Special Events through the year. Employee hired outside the calendar seasons shall be known as Special Events employees, covered by the same provisions of this Section. Special Events employees shall be confined to employment at the agreed upon special event location.

SECTION 13. RATES OF PAY

A. Journeymen shall receive hourly wage rates in accordance with the following schedule:

	12/1/08	12/1/09	12/1/10	12/1/11
Journeyman	$19.65	$20.24	$20.74	$21.46
1-6 mos.	$11.81	$13.50	$14.00	$14.50
7-12 mos.	$12.41	$14.00	$14.50	$15.00
13-18 mos.	$12.94	$15.50	$16.00	$16.50
Thereafter	Journey Rate	Journey Rate	Journey Rate	Journey Rate

The parties agree that during the first year of the Agreement, no employee going through the Progression Rates shall advance to the Journeyman Rate before 12/1/09.

B. Class B Progression Rates and Scale:

	12/1/08	12/1/09	12/1/10	12/1/11
Class B Rate	$12.94	$15.00	$15.50	$16.00
1-6 mos.	$11.81	$13.00	$13.50	$14.00
7-12 mos.	$12.41	$13.75	$14.25	$14.75
13-18 mos.	$12.94	$15.00	$15.50	$16.00
Thereafter	Class B	Class B	Class B	Class B

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, 2008, $0.10 (ten cents) shall be paid to Supplemental Dues on account of each employee performing bargaining unit work. 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.

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)* nor 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 one (1) week's 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

Ratio Employees	Equivalent
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:

Ratio	Equivalent
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.

Cashier is one who makes change for services enumerated in this Agreement and may perform 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 $60.00 per week payable for a maximum of twenty-six (26) weeks maximum for any disability. Effective 1/1/09 (at no cost to Employer the first year), weekly accident and sick pay to increase to $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 eighty eight (88) hours worked in the prior months except those disqualified by Section 6.

F. Regular part-time employees who work more than eighty-eight (88) hours per month shall receive $30.00 benefit maximum.

G. Contractual vacations and holidays paid for but not worked shall be considered as time worked for purposes of this Section.

H. 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. LEAVES OF ABSENCE (PAID)

A. 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: Any employee who is inducted in the Armed Forces of the United States under the Military Selective Service Act, and who leaves a position (other than a temporary position) in the employ of Employer and (1) received a certificate relating to satisfactory completion of military service, and (2) makes application for reemployment within 90 days after being relieved from service, shall be re-employed by the Employer with the appropriate seniority, status and pay in accordance with federal provisions on veterans' reemployment rights.

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.

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:

1. The employee must give reasonable notice for time off.
2. The employee provides proof that he or she visited the school if the Employer requests. Proof means whatever documentation the school deems reasonable.
3. 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.
4. The employee may utilize vacation time, personal time.

5. 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

A. 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.

B. 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.

C. 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 anytime at the member's place of employment.

B. Teamster D.R.I.VE.: 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 who's 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.

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 bonafide 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. San Mateo County Rate: The wage rates contained herein shall not include any bargaining unit under the jurisdiction of or providing service to the San Francisco International Airport (SFO).

S. 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.

T. 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.

U. 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.

V. 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;

1. 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.

2. Excessive absenteeism shall be cause for discipline and continued excessive absenteeism after warning shall be cause for discharge.

3. 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.

4. Unauthorized use of the Employer's property or vehicles.

5. 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.

6. 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

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 towards customers or clients

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. EXPIRATION AND REVISION

This Agreement shall be in effect on December 1, 2008 and shall continue in effect until November 30, 2012, 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 on the dates set forth below:

IN WITNESS WHEREOF, the parties hereto have executed this Agreement: Date of Ratification- December 16, 2008

For the Union:

TEAMSTER AUTOMOTIVE & ALLIED WORKERS, LOCAL UNION No. 665

Ernie Yates, secretary-treasurer *Mark Gleason, president*

For the Employers:

Ace Parking Mgt. - *Matt Griesheimer* **DAJA Inc** - *Jacqueline Besser*

Ampco System Parking - *Rod Howery* **California Parking** - *Ron Britz*

Cable Car Parking - *Jorge Pliego* **Five Star Parking** - *Venishia Price*

Fisherman's Wharf - *Richard Stein* **Hines Interests** - *Thomas Kruggel*

Pacific Park Mgt. - *Behailu Mekbib* **Parking Concepts Inc** - *Gill Barnett*

Pro Park America- *Tim Maloney* **Portsmouth Square** - *Samuel Kwong*

R&R Parking - *Larry Rose* **Savoy Corp.** - *Judson L. La Have*

Standard Parking - *Michael Yim* **Union Pacific Parking**- *Jose Fregoso*

U.S. Parking - *Cihat Esrefoglu* **San Francisco Parking Assoc.** - *Paul S. Finkle*

IMPARK - *Sheldon Magnes* **City Park** - *Tim Leonoudakis*

Central Parking System, Inc - *Alisha Stanfield*

Attachment 6

Prevailing Wage Determination

Agreement between San Francisco Maintenance Contractors Association and Service Employees International Union, Local No. 87

Prevailing Wage Rates: Janitors

Based on the Collective Bargaining Agreement between the San Francisco Maintenance Contractors Association and Service Employees International Union, Building Service Employees Union, Local 1877 Division 87

	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME					
Craft (Journey Level)	Basic Hourly Rate	Health and Welfare	Pension	Vacation (10 days/yr., increases in yr 5 and 12)	E Holidays (10 / year)	F Sick Days (6 / year)	Hours	Total Hourly Rate		1.5 X		2x	
Number of hours worked for the employer since June 1, 1983													
0-1950	A $ 12.90	B $1207.04 / month	C $ 1.15	D $ 0.50	$ 0.35	$ 0.30	7.5	$ 15.19	+ Monthly health payment	$ 21.64	+ Monthly health payment	$ 28.09	+ Monthly health payment
1951-3900	A $ 14.81	B $1207.04 / month	C $ 2.15	D $ 0.57	$ 0.41	$ 0.34	7.5	$ 18.28		$ 25.68		$ 33.09	
3901-4850	A $ 16.74	B $1207.04 / month	C $ 3.15	D $ 0.64	$ 0.46	$ 0.39	7.5	$ 21.37		$ 29.74		$ 38.11	
Over 4850	A $ 18.65	B $1207.04 / month	C $ 4.15	D $ 0.72	$ 0.51	$ 0.43	7.5	$ 24.46		$ 33.78		$ 43.11	

Forepersons with 10 or fewer employees

Number of hours worked for the employer since June 1, 1983													
0-1950	A $ 13.25	B $1207.04 / month	C $ 1.15	D $ 0.51	$ 0.36	$ 0.31	7.5	$ 15.57	+ Monthly health payment	$ 22.20	+ Monthly health payment	$ 28.82	+ Monthly health payment
1951-3900	A $ 15.16	B $1207.04 / month	C $ 1.15	D $ 0.58	$ 0.42	$ 0.35	7.5	$ 17.66		$ 25.24		$ 32.82	
3901-4850	A $ 17.09	B $1207.04 / month	C $ 1.15	D $ 0.66	$ 0.47	$ 0.39	7.5	$ 19.75		$ 28.30		$ 36.84	
Over 4850	A $ 19.00	B $1207.04 / month	C $ 1.15	D $ 0.73	$ 0.52	$ 0.44	7.5	$ 21.84		$ 31.34		$ 40.84	

Forepersons with more than 10 employees

Number of hours worked for the employer since June 1, 1983													
0-1950	A $ 14.00	B $1207.04 / month	C $ 1.15	D $ 0.54	$ 0.38	$ 0.32	7.5	$ 16.39	+ Monthly health payment	$ 23.39	+ Monthly health payment	$ 30.38	+ Monthly health payment
1951-3900	A $ 15.91	B $1207.04 / month	C $ 1.15	D $ 0.61	$ 0.44	$ 0.37	7.5	$ 18.47		$ 26.43		$ 34.38	
3901-4850	A $ 17.84	B $1207.04 / month	C $ 1.15	D $ 0.69	$ 0.49	$ 0.41	7.5	$ 20.57		$ 29.49		$ 38.41	
Over 4850	A $ 19.75	B $1207.04 / month	C $ 1.15	D $ 0.76	$ 0.54	$ 0.46	7.5	$ 22.66		$ 32.53		$ 42.41	

Footnotes:

A. There shall be a twenty cent an hour premium for those employees working in the classifications and performing the duties of carpet and rug cleaning. See Section 8 of the Agreement for details.

B. Paid for employees who worked at least 90 hours in the previous month. See Exhibit B of the Agreement for details. Source for current rates of contribution for health and welfare: Blair Fowler, Administrator of the General Employees Trust Fund.

C. Pension contributions are $8.63 per shift or $1.15 per hour. See Section 16 of the Agreement for details.

D. 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.

E. See Agreement for designated holidays

F. Employees with at least 90 days of service with are also entitled to 3 days of paid funeral leave. See Section 13 of the Agreement for details.

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, 2008 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 of 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 there after 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).

(c) During the probationary period, the Employer may discharge the employee without cause and without recourse to the grievance procedure.

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 a minimum of six (6) hours 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 MISCELLANEOUS 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 everyday.

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, unless there is extenuating circumstances, for which the employee is qualified and which assignment has been offered to the employee in writing by certified mail. The employee must respond in writing within five business days. A copy of this notice will be sent to the Union. When a contractor takes over a particular building seniority for permanent employees will transfer 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 business days (5) , 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 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 $17.05 per hour shall receive a forty five ($.45) cents per hour increase effective upon ratification of this agreement. These rates shall remain in effect until August 1, 2009. On that date the above rate will increase by forty five ($.45) cents per hour. These rates shall remain in effect until August 1, 2010. On that date the above rate will increase by another forty five ($.45) cents per hour. These rates shall remain in effect until August 1, 2011. On that date the above rate will increase by another forty five ($.45) cents per hour. These rates shall remain in effect until August 1, 2012. Five cents an hour per year was deducted from the wage rate and allocated to the employees pension plan.

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:

Effective October 25, 2008

0-1950 hrs	1951-3900 hrs	3901-4850 hrs	over 4850 hrs
$12.10	$13.88	$15.67	$17.45

Effective August 1, 2009

0-1950 hrs	1951-3900 hrs	3901-4850 hrs	over 4850 hrs
$12.365	$14.19	$16.025	$17.85

Effective August 1, 2010

0-1950 hrs	1951-3900 hrs	3901-4850 hrs	over 4850 hrs
$12.63	$14.50	$16.38	$18.25

Effective August 1, 2011

0-1950 hrs	1951-3900 hrs	3901-4850 hrs	over 4850 hrs
$12.895	$14.81	$16.735	$18.65

8.3 Part-time employees shall be paid as follows/

8.4 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.

8.5 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.

8.6 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.

8.7 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 current employee who is receiving a premium rate and who has been previously demoted will continue to receive the premium rate plus any negotiated wage increases. If employees are promoted once again then upon demotion will return to their previous wage premium. An employee, upon change of classification, will not receive a rate higher than the classification they are in.

8.8 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.

8.9 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.

8.10 There shall be a twenty ($.20) cent 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).

8.11 Forepersons with ten (10) or fewer employees shall receive thirty-five ($.35) cents per hour in addition to the wage rate for which they are eligible. Forepersons with more than ten (10) employees shall receive seventy-five ($.75) cents per hour in addition to the wage rate for which they are eligible.

8.12 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.

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 mare 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 tot 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 tow (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 a 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-five (25) consecutive working 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 fro 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.

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 entirely 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, 20012, $8.63 per shift or one dollar and fifteen cents ($1.15) per hour.

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.

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 Gerald McKay. 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.

20.8 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.

20.9 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.

20.10 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.

20.11 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.

20.12 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.

SECTON 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 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.

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 (71/2) 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.

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 MISCELLANEOUS

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 The Employer shall not lay off any employees or reduce the number of employees at any job location where the total work being performed at the job location amounts to 7 ½ hours of work or more on any day unless the Employer notifies Union in writing. Upon request from the Union, the Employer will meet with the Union to discuss reductions.

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 6:00pm unless the Union is notified in writing. However, it is understood that the Employer may continue to begin a shift after 6:00pm. If the Employer is currently beginning a shift after 6:00pm.

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 ($1/12^{th}$) 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.

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.

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, 2008 and shall remain to and including July 31, 2012 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: 11/24/08

SAN FRANCISCO MAINTENANCE CONTRACTORS ASSOCIATION

DATED: 11/24/2008

SEIU LOCAL 87 SERVICE EMPLOYEES INTERNATIONAL UNION

EXHIBIT A

MEMBERS OF THE SAN FRANCISCO MAINTENANCE CONTRACTORS

1. Able Building Maintenance Company

   Signature: _____ Date: 11/24/08

2. American Building Maintenance Company

   Signature: _____ Date: 11/24/08

3. Lewis and Taylor Maintenance Company

   Signature: _____ Date: 11/24/08

4. Genesis Building Services

   Signature: _____ Date: 11/24/08

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 the present menu plan 50B covering medical, dental, vision, prescription drug and life insurance coverage for employees and their eligible dependent(s) in its entirety through December 31, 2008. The present cost of menu plan 50B is Eight Hundred fifty eight Dollars and nine Cents ($858.09) per month per eligible employee.

Effective January 1, 2009 based on November 2008 Hours employees participating in Plan 50B will be transferred into the following plans:

Effective January 1, 2009, amend existing benefit program as follows:

- $10.00 per visit co-pay for Kaiser
- ULLICO PPO: annual deductible of $75.00 employee only and $150.00 family; 70% coverage for out-of-network.

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, an employee is one who has worked at least ninety (90) hours in the month prior to 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.

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.

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: 11/24/2008

FOR the Contractors,

By: _____

Date: 11/24/08

Able Building Maintenance Company

Signature: _____ Date: 11/24/08

American Building Maintenance Company

Signature: _____ Date: 11/24/08

Lewis and Taylor Maintenance Company

Signature: _____ Date: 11/24/08

Genesis Building Services

Signature: _____ Date: 11/24/08

Clean-A-Rama Building Maintenance

Signature: _____ Date: _____

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: 11/24/2008

FOR the Contractors,

By: _____

Date: 11/24/08

Able Building Maintenance Company

Signature: _____ Date: 11/24/08

American Building Maintenance Company

Signature: _____ Date: 11/24/08

Lewis and Taylor Maintenance Company

Signature: _____ Date: 11/24/08

Genesis Building Services

_____ 11/24/08

Attachment 7

Prevailing Wage Determination

Agreement between San Francisco Window Cleaning Contractors Association and Window Cleaners Union, SEIU Local 1877, AFL-CIO

Prevailing Wage Rates: Window Cleaners

Based on 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, 2010 to March 31, 2013.

	EMPLOYER PAYMENTS							STRAIGHT-TIME			OVERTIME					
Craft (Journey Level)	Basic Hourly Rate	A	Health and Welfare	Pension	B	Vacation (Increases in year 2, 5, 12, 20)	C Holidays (10 / year)	Sick & Funeral Leave (5 days / year)	Hours	Total Hourly Rate		1.5 X		2x	
Base	$ 20.65	A	$1176.75 / month	$ 2.14	A	$ 0.79	$ 0.79	$ 0.40	7.5	$ 24.78	+ Monthly health & welfare payment	$ 35.10	+ Monthly health & welfare payment	$ 45.43	+ Monthly health & welfare payment
Leadman Base	$ 21.90	A	$1176.75 / month	$ 2.14	A	$ 0.84	$ 0.84	$ 0.42	7.5	$ 26.15		$ 37.10		$ 48.05	
Scaffold / Bos'n Chair	$ 22.11	A	$1176.75 / month	$ 2.14	A	$ 0.85	$ 0.85	$ 0.43	7.5	$ 26.38		$ 37.43		$ 48.49	
Leadman Scaffold / Bos'n Chair	$ 23.36	A	$1176.75 / month	$ 2.14	A	$ 0.90	$ 0.90	$ 0.45	7.5	$ 27.75		$ 39.43		$ 51.11	

Footnotes:

A. Paid for employees who work 75 hours or more during the previous month. See Section 8 of the Agreement for details. Source for current rates of contribution for health and welfare: Blair Fowler, Administrator of the General Employees Trust Fund.

B. Rate for year 1 of employment , during which employees accrue 10 vacation days. Beginning in year 2 employees receive 12 days; beginning in the 5th year, employees receive 15 days; beginning in the 12th year, employees receive 20 days. See Section 12 of the Agreement for details.

C. See Section 6 of the Agreement for designated holidays and details.

WINDOW CLEANERS AGREEMENT

April 1, 2010 to March 31, 2013

by and between

SAN FRANCISCO WINDOW CLEANING CONTRACTORS ASSOCIATION

and

WINDOW CLEANERS UNION – SEIU LOCAL 1877, AFL-CIO

THIS AGREEMENT is made and entered into this 1st day of April, 2010 by and between the San Francisco Window Cleaning Contractors Association, hereinafter called the Employer, and the Window Cleaners Union, Service Employees International Union, Local 1877, 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 forty-five (45) 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 forty-five (45) 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:

	April 1, 2010	April 1, 2011	Ap. 1, 2012
Base	$19.95	$20.25	$20.65
Scaffold/Bos'n Chair	$21.41	$21.71	$22.11

(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:

	Start	After 975 hours worked	After 1950 hours worked	After 2925 hours worked
Effective 4/1/10				
Base:	$13.00	$14.00	$15.00	$16.95
Scaffold/Bos'n Chair:	$14.50	$15.50	$16.50	$18.41

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.

Journeymen 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 March 1, 2010 is $902.83 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. (delete last sentence?)

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.

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, 2010, based on March, 2010 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.

SECTION 10. SICK LEAVE AND FUNERAL LEAVE

Effective June 1, 1978 every employee covered by this Agreement who has been employed by his Employer 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 contractors 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 (2^{nd}) 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 (2^{nd}) pay check received by such employee during the second (2^{nd}) 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) 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, 2010 and shall remain in effect until March 31, 2013, 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, 2013 of its desire to change or terminate said agreement.

Signed this _____day of_____2010.

FOR THE SAN FRANCISCO WINDOW CLEANING CONTRACTORS ASSOCIATION

BY: _____
James Beard

FOR THE WINDOW CLEANERS UNION SEIU LOCAL 1877

By: _____
Colin O'Leary
Union Representative

By: _____
Eliseo Aguilar, Able

By: _____
Albert Lopez, (retired)

By: _____
Jose Garza, Lewis & Taylor

By: _____
Dan Lucero, CBM

By: _____
Francisco Guevara, Elite

By: _____
Carlos Garza, Able

By: _____
Marcial Mota, Glasstech

By: _____
Armando Bautista, Delta

Date: 9/2/2010

Date: 8/25/10

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

NATIONAL INDUSTRY PENSION FUND APPENDIX
FOR COLLECTIVE BARGAINING AGREEMENTS
BETWEEN EMPLOYERS AND SEIU LOCALS

Section 1. COVERAGE

The San Francisco Window Cleaning Contractors Association, acting on behalf of all Employers signatory this Agreement ("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 in Section 3 below.

Section 2. TERM

The Employer agrees to become and remain a participating employer in the Fund throughout the term of this Collective Bargaining Agreement, including any extensions thereof.

Section 3. CONTRIBUTIONS

(a)(1) As of April 1, 2010, the Employer agrees to contribute to the Fund $2.14 per straight time hour worked and paid for all employees covered by the Agreement.

(b) Contributions required by this provision shall be paid to the Fund on or before the fifteenth day of the month following the period for which contributions are due or before such other date as the Trustees may hereafter determine

(c) Contributions shall be transmitted together with a remittance report containing such information, in such manner, and on such form as may be required by the Fund or their designee.

Section 4. TRUST AGREEMENT

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 powers delegated to them by that agreement, including collection policies, receipt of which is hereby acknowledged. The Employer hereby designates the Employer members of the Fund's Board of Trustees, or their duly selected successor(s), as its representatives on the Board

Section 5. COOPERATION

The Employer and Union agree to cooperate with the Trustees of the Fund in distributing Plan booklets, literature, and other documents supplied by the Fund Administrator and in obtaining and providing such census and other data as may be required by the Fund's Administrator or Trustees to enable them to comply with the applicable provisions of the Employee Retirement Income Security Act.

Section 6. APPROVAL BY TRUSTEES

The undersigned parties acknowledge that the provisions of this Article and the participation of the employees covered by it are subject to approval by the Trustees of the Fund and that the Trustees reserve the right to terminate, at their sole and unreviewable discretion, the participation of the employees covered by this Agreement and to establish the level(s) of benefits to be provided. Termination may be directed by the Trustees for reasons including, but not limited to, failure of the Employer to timely pay contributions and expiration of a Collective Bargaining Agreement. The parties further acknowledge that the Trustees' acceptance for participation in the Fund of the employees covered by the Collective Bargaining Agreement is limited only to the categories of employment covered by the Collective Bargaining Agreement at the time application for acceptance occurs and the admission of other categories of employment to participate in the Fund will require specific acceptance by the Trustees.

Section 7. MISCELLANEOUS

In the event of any inconsistency between this appendix and the Collective Bargaining Agreement, the terms of this Appendix shall prevail.

For the Employer: For the Union:

By: _____ By: _____
James Beard Colin O'Leary

Date: _____ Date: _____

WINDOW CLEANERS AGREEMENT – April 10, 2010 to March 31, 2013

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Attachment 8

Prevailing Wage Determination

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

Theatrical Stage Employees

Based on International Alliance of Theatrical Stage Employees Bargaining Agreement, Local 16

	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
CRAFT (JOURNEY LEVEL)	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).	$ 33.94	$ 4.75	$ 4.75	$ 2.72	$ 0.34	8	$ 46.50	$ 63.47	$ 80.44
Multi-source technicians for breakout rooms and events or theme parties without entertainment.	$ 40.22	$ 5.63	$ 5.63	$ 3.22	$ 0.40	8	$ 55.10	$ 75.21	$ 95.32
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.	$ 43.26	$ 6.06	$ 6.06	$ 3.46	$ 0.43	8	$ 59.27	$ 80.90	$ 102.53
Department Heads	$ 48.31	$ 6.76	$ 6.76	$ 3.86	$ 0.48	8	$ 66.18	$ 90.34	$ 114.49
ETCP Certified Rgger and Electrician	$ 50.31	$ 7.04	$ 7.04	$ 4.02	$ 0.50	8	$ 68.92	$ 94.08	$ 119.23
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.	$ 185.86	$ 26.02	$ 26.02	$ 14.87	$ 1.86	8	$ 254.63	$ 347.56	$ 440.49
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	$ 201.36	$ 28.19	$ 28.19	$ 16.11	$ 2.01	8	$ 275.86	$ 376.54	$ 477.22
Department Heads	$ 221.50	$ 31.01	$ 31.01	$ 17.72	$ 2.22	8	$ 303.46	$ 414.21	$ 524.96

Footnotes

A. See Sections IV and VII for details about work week schedules and payment of overtime rates.

2012

PROJECT AGREEMENT BETWEEN

CITY OF SAN FRANCISO

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

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I. GENERAL PROVISIONS

This Collective Bargaining Agreement, hereinafter referred to as the CBA, is made and entered into on **July 1, 2012**, by and between **CITY 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 of scenery, properties, stage lighting, room lighting and associated electrical work, all rigging, video, 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 which stand alone or which 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. 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 Arbitrators name from the panel until such time an 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 Arbitrators 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.)

III. DEFINITIONS

A. RIGGING

The category of rigging is to include the installation, maintenance, and repair of counterweight systems, the spotting of lines, block and falls, motorized hoists and truss, traveler tracks, and 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 perform as head rigger 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 for the first year. This fee will increase each year of the contract by the same percent increase in hourly wages as negotiated thru 2013.

When rigging is performed without a elevated work platform there shall be a minimum of three (3) riggers present (the third person may be a technician trained in fall protection and rescue).

B. HEAD OF DEPARTMENT

Whenever a master sound technician (A1), master electrician, master carpenter, video engineer (EIC), property master, head projectionist (P1), teleprompter, special effects head, network engineer, high resolution routing engineer, 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 positions, one (1) camera technician shall be designated as head of department.

2. Sound and Electric board operators in General Sessions.

3. When an audio technician is dealing with ten (10) or more "active frequencies" they shall be designated as head of department.

4. Any employee specifically requested by name, i.e. listed on the call as "must be", by the employer shall be compensated as a head of department.

5. Local 16 agrees that, when requested, technicians referred to perform as 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 for the first year. This fee will increase each year of the contract by the same percent increase in hourly wages as negotiated thru 2013.

6. A projectionist shall be paid as a Head of Department when:

a. when projectionist is used to converge projectors on one screen, or use LED wall and/or plasma wall systems;
b. when there is a blended screen used with additional displays;
c. there shall be one (1) head projectionist when there are two (2) to six (6) "active" projectors and an additional Head for each succeeding six (6) "active" projectors.

C. GENERAL AUDIO VISUAL

A General A/V Technicians duties shall be limited to the unpacking, setup and simple operation of all A/V equipment.

D. 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.

E. MULTI-SOURCE TECHNICIAN RATE

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 the multi-source technician rate will apply.

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.

F. 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 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.
(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.

G. BASE RATE

Base rate of pay will equal the straight time hourly rate as determined by the applicable work category as outlined in Section VIII, Rate Schedule, of this CBA.

IV. CONDITIONS

A. 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.

B. MINIMUM CALLS (THESE CONDITIONS ALWAYS APPLY)

1. The minimum call for all Heads of Department shall be eight (8) consecutive hours, exclusive of meal periods.
2. The minimum call for all other employees shall be five (5) consecutive hours, exclusive of meals.
3. The minimum call on show days for all show technicians shall be eight (8) consecutive hours, exclusive of meal periods.

C. STRAIGHT TIME (THESE CONDITIONS ALWAYS APPLY)

1. The straight time hourly rate is determined by the applicable work category as outlined in Section VIII, 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.

D. 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.

E. TIME AND ONE- HALF RATE

1. These conditions always apply:
   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. Work Week: the first day any given employee begins work shall be the first day of said employees work week.
   d. For all work performed on the sixth (6^{th}) 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.
   f. 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 will have an eight (8) hour minimum.

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.

F. DOUBLE TIME RATE

1. These conditions always apply.

   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 (7^{th}) consecutive day shall be paid at double time (2 times the base rate).

G. VACATION PAY

1. All employees shall receive not less than eight percent (8%) of all their gross wages for vacation pay.

H. MEAL PERIODS

1. Each employee shall receive one (1) full hour for meals or no time shall be deducted. Time between meals shall be no 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 a one (1) hour break is given.
3. The Employer may avoid a continuing meal penalty situation by meeting the following conditions:
   a. A meal must be provided, at the Employers expense, to each and every employee in meal violation. The meal must be nutritious and appropriate to the time of day.
   b. Said meal must be provided at the beginning of the sixth (6^{th}) hour.
   c. Each and every employee must be given one half (1/2) hour to eat the provided 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.

I. 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.

J. 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 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.

K. 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.

L. CANCELLATION OF CALLS

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.

V. 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 fourteen percent (14%) 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. The contribution rate of 14% of gross wages in the Rehabilitation Plan adopted by the Board of Trustees on September 22, 2010, 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 one percent (1%) 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. Complete copies of all steward's payroll reports 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 fourteen percent (14%) 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 one percent (1%) 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. Given the nature of employment and the relatively short duration of individual projects or job assignments, such "on-call workers" shall be issued their payroll checks in accordance with the Employer's regular pay period.
3. 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.
4. All payroll checks must be mailed directly to each individual technician.

VI. 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) persons (refer to Section III. 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 thirty (30) feet above the floor, $5.00 per hour premium rate shall apply in addition to the prevailing scale. This will also apply to any person required to walk a truss, use a boson'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 using a boom lift, scissors lift or man lift.

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.

E. INDUSTRY STANDARDS

All employers shall adhere to the following industry standards:

1. ANSI Standard 359.2007.0, 1, 2, 3, 4. 5.
2. ANSI Standard E1.2-2006 Design, Manufacture and Use of Aluminum Trusses and Towers.
3. ANSI Standard E1.21-2006 Temporary Ground-Supported Overhead Structures Used to Cover Stage Areas and Support Equipment in the Production of Outdoor Entertainment Events.

VII. 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**

1. The minimum daily work call shall be no less than eight (8) consecutive hours.

B. **VACATION PAY**

1. All employees shall receive not less than eight percent (8%) of their gross wages for vacation pay.

C. **MAXIMUM OVERTIME RATE**

1. 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**

1. "Base Rate" = straight time rate.

E. **WORK WEEK**

1. 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

1. 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

1. 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.

VIII. BROADCAST, WEBCAST AND SIMULCAST RATES – SEE EXHIBIT B

IX. RATE SCHEDULE

A. Minimum hourly rates of compensation for work performed as described.

		7/1/2010 to 12/31/2010	1/1/2011 to 6/30/2011	7/1/2011 to 12/31/2011	1/1/2012 to 6/30/2012	7/1/2012 to 12/31/2012
General AV 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
	Base Rate	31.06	32.30	33.27	33.27	33.94
	Over Time	46.59	48.45	49.91	49.91	50.91
	Double Time	62.12	64.60	66.54	66.54	67.88
Multi-source technicians for breakout rooms and events or theme parties without entertainment.		8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Base Rate	36.81	38.28	39.43	39.43	40.22
	Over Time	55.22	57.42	59.15	59.15	60.33
	Double Time	73.62	76.56	78.87	78.87	80.44
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
	Base Rate	39.60	41.18	42.42	42.42	43.26
	Over Time	59.41	61.78	63.62	63.62	64.90
	Double Time	79.21	82.37	84.83	84.83	86.53
Department Heads		8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Base Rate	44.21	45.98	47.36	47.36	48.31
	Over Time	66.31	68.97	71.04	71.04	72.46
	Double Time	88.42	91.96	94.72	94.72	96.61
ETCP Certified Rigger and Electrician (Head of Dept Rate plus $2.00)		8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Base Rate	46.21	47.98	49.36	49.36	50.31

B. Show Call Rates - Commercial, Industrial and Product Demonstration Shows

		7/1/2010 to 12/31/2010	1/1/2011 to 6/30/2011	7/1/2011 to 12/31/2011	1/1/2012 to 6/30/2012	7/1/2012 to 12/31/2012
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
	Show Call	170.11	176.91	182.22	182.22	185.86
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
	Show Call	184.29	191.66	197.41	197.41	201.36
Department Heads		8% Vacation	8% Vacation	8% Vacation	8% Vacation	8% Vacation
	Show Call	202.72	210.83	217.16	217.16	221.50

X. LENGTH OF AGREEMENT

This agreement shall be in full force and effect from **July 1, 2012** through the end of this project date (which shall be no later than **December 31, 2012**).

XI. SIGNATURES

FOR THE EMPLOYER:

_____ Date

Authorized Agent
City of San Francisco

_____ Date

Authorized Agent
City of San Francisco

FOR THE UNION:

_____

Steve Lutge Date
Business Manager/Secretary
Local 16, I.A.T.S.E.

_____

G. Anthony Phillips Date
President
Local 16, I.A.T.S.E.

/iatse-b-18
2012JULTODECPROJECTCBA06082012

EXHIBIT A
JURISDICTION

RIGGING: The rigging of all overhead truss and motor installation on the exhibit floor, general sessions, breakouts and any locations in the facility where this type of apparatus may be incorporated.

SOUND: 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 apply to breakout meetings, general sessions or exhibits.

PROJECTION: All projection units of any brand from 35 millmeter to video projection with single or multiple source settings that need to be tweaked, cabled, routed, switched through or into video walls, retro boxes or screens, either through I-MAG front or rear projection, i.e. Barco's, Sony, Sanyo, General Electric, Hughes, JVC and any other brands that may be incorporated through computers or any switching device.

THEATRICAL LIGHTING: Any lighting, either on the exhibit floor, breakout rooms, general sessions, mood up and down lighting that is incorporated through the use of dimmer packs or is console controlled via robotic moving light units, i.e. Varilite, Intellaberan, Cyberlight, Roboscan, etc. Setting, operating and strike of said equipment, either truss supported or ground supported.

VIDEO: 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: All exhibit floor, speaker ready rooms, breakout rooms, general sessions (i.e. compute registration, kiosk, Internet / Networking access stations), Video 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: All draping within the general session room, theatrical presentation and breakout rooms, masking of screens, support towers and platforms, masking drape and carpet on all stages.

CARPENTRY: All work pertaining, but not limited to that performed by traditional stage carpenters. The moving, unpacking, assembly, erection, repair, use and removal, and packing of stages, stage sets, backdrops, and any theatrical scenic elements.

SPECIAL EFFECTS: The 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: The 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.

GOUND COVER: Ground cover for arena and stadium events, including terraplast, plywood, tarps or any other cover that may exist or may be developed in the future.

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 in which any entity derives a profit, be it from the sale of the content or attached advertisement shall be subject to the broadcast fee as defined herein. Any such media capture and/or transmission wherein no party derives a profit shall be exempt from the broadcast fee.

Payment for any of the recording classifications outlined above, not covered by the conditions and rates, shall consist of an additional two hundred eighty nine and seventy nine ($289.79) dollars for each technician working the show plus benefits. This fee will increase by the same percent increase in hourly wages as negotiated thru 2013.

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
Edward L. Raymond, 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:

Edward L. Raymond, 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)

Prevailing Wage Rate: Movers

Based on the Carpenters Truck Driver and Mover Agreement between the Northern California Regional Council of Carpenters and the Carpenters 46 Northern California Counties Conference Board in effect from September 1, 2010 until August 31, 2012.

	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME HOURLY RATE	
CRAFT (JOURNEY LEVEL)	Basic Hourly Rate	A Health & Welfare	Annuity	Work Fee	Vacation	HOURS	TOTAL HOURLY RATE	1.5 X	2 X
Mover, Packer, Crater	$ 18.05	$ 9.355	$ 1.10	$ 0.76	$ 1.05	8	$ 30.32	$ 39.34	$ 48.37
Driver	$ 18.32	$ 9.355	$ 1.10	$ 0.76	$ 1.05	8	$ 30.59	$ 39.75	$ 48.91
Helper	$ 18.05	$ 9.355	$ 1.10	$ 0.76	$ 1.05	8	$ 30.32	$ 39.34	$ 48.37

Footnotes

A. Contributions to the Health & Welfare plan shall be capped at 1800 hours per year. See Section 4.01 of the Agreement for details.

2010-2012

CARPENTERS TRUCK DRIVER AND MOVER AGREEMENT

For the 46 Northern California Counties

This **AGREEMENT** ("Agreement") made and entered into this 1st day of September, 2010, by and between Servicewest ("Employer"), the **NORTHERN CALIFORNIA REGIONAL COUNCIL OF CARPENTERS** 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 and each individual employer hereby recognize 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 an individual 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 individual 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 individual 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 individual employer, the individual employer will use his best efforts to provide access to the site by the union representative.

1.04.00Employer Recognition

The Union hereby recognizes the Employer as the sole and exclusive bargaining representative for its respective members, present and future, who are or hereafter become members.

SECTION 2
SCOPE OF WORK

2.01.00Covered 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 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 require 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 30 days of the hiring of the Class A driver(s).

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

Effective September 1, 2010

Mover, Packer, Crater	$18.05
Driver	$18.32
Helper	$18.05

***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, 2010 shall be $8.355 per hour per employee. The Health & Welfare Plan B contributions effective January 1, 2011 shall be $8.605; effective July 1, 2011 shall be $8.855; and effective January 1, 2012 shall be $9.355.

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 Date			
	9/1/2010	1/1/2011	7/1/2011	1/1/2012
Heath & Welfare	$8.355	$8.605	$8.855	$9.355
Annuity	$1.10	$1.10	$1.10	$1.10
Vacation	$1.05	$1.05	$1.05	$1.05
Work Fee	$0.74	$0.75	$0.75	$0.76
Total	**$11.245**	**$11.505**	**$11.755**	**$12.265**

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 5:00am and 5:00pm. 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 (11/2x) 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 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.

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, Christmas Eve, 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 sixty-five dollars ($65.00).

SECTION 9
SUBCONTRACTING

9.01.00 Subcontracting of Covered Work

An individual employer who opts to subcontract covered work shall notify the union of any such subcontractor. The individual employer acting as a subcontractor shall also be bound to this Agreement.

9.02.00 Assumption of Covered Work Job

In the event a contractor takes over the performance of a contract covered by the terms of this Agreement for another contractor, the successor contractor 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 to successor contractor to any liability for any delinquent fringe benefits of the predecessor contractor 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 by 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 2010 through the 31st day of August 2012, 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 2012, 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.

Marc Vignolles - President
Name & Title

NCCRC
Local Union

Sirva West
Company Name

Authorized Union Representative

2054 Burroughs Avenue
Company Address

Robert Alvarado, Executive Officer
Northern California Carpenters
Regional Council

San Leandro, CA 94577
Company City, State & Zip Code

William Feyling, Executive Director
Carpenters 46 Northern California
Counties Conference Board

510-568-3636
Company Telephone Number

510-568-1536
Company Fax Number

8

Attachment 10

Prevailing Wage Determination

Agreement between the Recology Sunset & Recology Golden Gate And Sanitary Truck Drivers and Helpers Union Local 350, IBT

Prevailing Wage Rates: Solid Waste Hauler

Based on the Collective Bargaining Agreement between Recology Sunset & Recology Golden Gate and Sanitary Truck Drivers and Helpers Union Local 350, IBT

	EMPLOYER PAYMENTS											STRAIGHT-TIME			OVERTIME HOURLY RATE				
CRAFT (JOURNEY LEVEL)	Basic Hourly Rate	A	Vacation: Increases after Years 1, 2, 4, 7,12, 20, and 25.	B Sick (12 days/ year)	C Holiday (12 / year)	D Health & Welfare	Pension	RSP (Retirement Health Insurance)	Shoes Allowance	Safety Incentive	HOURS	TOTAL HOURLY RATE		1.5 X		2 X	
Rates for solid waste haulers employed for 6 months prior to Jan. 1 2012 or for new hires after 36 months of employment.																	
Commercial Driver	$ 41.00		Varies	$ 1.89	$ 1.89	$ 12.00	$ 14.18	$ 2.76	$ 0.10	$ 0.29	8.00	$ 74.11	+ Vacation Rate	$ 94.61	+ Vacation Rate	$ 115.11	+ Vacation Rate
Route Leadperson Fantastic 3	$ 41.00		Varies	$ 1.89	$ 1.89	$ 12.00	$ 14.18	$ 2.76	$ 0.10	$ 0.29	8.00	$ 74.11	+ Vacation Rate	$ 94.61	+ Vacation Rate	$ 115.11	+ Vacation Rate
During 1st 12 months of employment																	
Commercial Driver	$ 32.80		$ 0.63	1 week/yr	$ 1.51	$ 1.51	$ 12.00	E	$ 2.76	$ 0.10	$ 0.29	8.00	$ 51.61	+ Pension contribution	$ 68.01	+ Pension contribution	$ 84.41	+ Pension contribution
Route Leadperson Fantastic 3	$ 32.80		$ 0.63	1 week/yr	$ 1.51	$ 1.51	$ 12.00	E	$ 2.76	$ 0.10	$ 0.29	8.00	$ 51.61	+ Pension contribution	$ 68.01	+ Pension contribution	$ 84.41	+ Pension contribution
During 2nd 12 months of employment																	
Commercial Driver	$ 34.85		$ 1.34	2 weeks/yr	$ 1.61	$ 1.61	$ 12.00	E	$ 2.76	$ 0.10	$ 0.29	8.00	$ 54.56	+ Pension contribution	$ 71.98	+ Pension contribution	$ 89.41	+ Pension contribution
Route Leadperson Fantastic 3	$ 34.85		$ 1.34	2 weeks/yr	$ 1.61	$ 1.61	$ 12.00	E	$ 2.76	$ 0.10	$ 0.29	8.00	$ 54.56	+ Pension contribution	$ 71.98	+ Pension contribution	$ 89.41	+ Pension contribution
During 3rd 12 months of employment																	
Commercial Driver	$ 36.90		$ 1.42	2 weeks/yr	$ 1.70	$ 1.70	$ 12.00	E	$ 2.76	$ 0.10	$ 0.29	8.00	$ 56.88	+ Pension contribution	$ 75.33	+ Pension contribution	$ 93.78	+ Pension contribution
Route Leadperson Fantastic 3	$ 36.90		$ 1.42	2 weeks/yr	$ 1.70	$ 1.70	$ 12.00	E	$ 2.76	$ 0.10	$ 0.29	8.00	$ 56.88	+ Pension contribution	$ 75.33	+ Pension contribution	$ 93.78	+ Pension contribution

Footnotes

A. Vacation rates vary based on lenth of employment. Employees are entitled to 1 week after 1 year; 2 weeks after 2 years; 3 weeks after 4 years; 4 weeks after 7 years; 5 weeks after 12 years; 6 weeks after 20 yeas; 7 weeks after 25 years; and 8 weeks after 30 years.

B. Employers shall pay $75 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.
C. Please see Agreement for a list of recognized holidays.
D. Employees who work 80 hours per week or more per month will receive the Recology Health, Life and Long-Term Disability Package
E. Rates vary. See section 11(e) of the Collective Bargaining Agreement

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 3rd 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) time 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 4th	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 footgear.

(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 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 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