

MASTER LABOR AGREEMENT

EFFECTIVE: JULY 1, 2015 - JUNE 30, 2018



between

United Association Local 342

and

**Northern California
Mechanical Contractors Association
and
UMIC, Inc. - Industrial Contractors**

MASTER LABOR AGREEMENT

Between

**Local Union 342
of the
United Association of
Journeymen and Apprentices
of the
Plumbing and Pipe Fitting Industry
of the
United States and Canada**

And

**Northern California Mechanical
Contractors Association
and
UMIC, Inc.-Industrial Contractors**

EFFECTIVE: July 1, 2015 through June 30, 2018

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MASTER LABOR AGREEMENT

PLUMBERS AND STEAMFITTERS LOCAL 342

July 1, 2015 through June 30, 2018

This Agreement made and entered into this first day of July, 2015 between the NORTHERN CALIFORNIA MECHANICAL CONTRACTORS ASSOCIATION, on behalf of its members and as the successor to the Air Conditioning and Refrigeration Contractors of Northern California; Residential Plumbing and Mechanical Contractors of Northern California and the Northern California Piping Contractors Association; UMIC INC.-Industrial Contractors (hereinafter referred to as the collective bargaining representatives of the Employer) and such Individual Employers as are now or may hereafter become members of said Associations and all Individual Employers who may now or hereafter become signatory to this Agreement or any counterpart thereof, and who are regularly engaged in plumbing, heating and air conditioning, utility, refrigeration and industrial pipe fitting work, and PLUMBERS AND STEAMFITTERS LOCAL 342 OF THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, AFL-CIO UA Local 342, hereinafter referred to as the Union, which is signatory hereto for itself.

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ARTICLE I COVERAGE OF AGREEMENT
AND RECOGNITION OF BARGAINING AGENTS

1. TERRITORY COVERED — The area covered by this Agreement shall be all of Alameda and Contra Costa Counties in the State of California for industrial fitting work and Alameda County for plumbing, industrial pipe fitting and industrial work pertaining to work under the jurisdiction of UA Local 342, and such territory allotted to the union by the United Association from time to time.

2. EMPLOYEES COVERED — This Agreement shall apply to and cover all employees employed by the Individual Employers and UA Signatory Individual Employers covered hereby who perform any type of work covered by this Agreement, except that Individual Employers (at least 5% ownership interest) may be covered by this Agreement only if at least 75% of his or her job duties consist of bargaining unit work. Such participation is also subject to certain limitations on owner participation and contributions for owners to certain employee benefit plans as provided in **Section 77**.

3. WORK COVERED — This Agreement shall cover all work coming within the jurisdiction of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, as established and recognized by the Building and Construction Trades Department of the Federation of Labor, AFL-CIO, except transportation oil, water and gas pipeline work covered by the National Pipeline Agreement, California Shortline Agreement or the California Addendum to the National Distribution Agreement.

4. INDUSTRIAL WORK DESCRIPTION — Industrial work shall be the fabrication and installation of industrial, process and specialty piping for industrial plants; manufacturing plants; bottling plants; marine facilities; power plants; sewage and water processing plants; missile and space programs including all other piping, related equipment and appurtenances of an industrial and manufacturing process nature, but shall not apply to work covered by Specialty Agreements. Piping and equipment for commercial and/or domestic plumbing; comfort heating, air conditioning and refrigeration is excluded from this coverage. This work shall include all Items described and attached hereto and made a part hereof as **APPENDIX D**.

5. RECOGNITION OF UNION — The Union (UA Local 342) is recognized as the exclusive collective bargaining representative of all employees and work covered by this Agreement.

A. MERGERS — In the event during the term of this Agreement, any other UA Locals merge into UA Local 342, the parties hereto agree to immediately, upon the request of UA Local 342, reopen this Agreement for the purposes of

effectively integrating and/or modifying terms and conditions of employment applicable to the expanded jurisdiction resulting from any such merger.

6. RECOGNITION OF EMPLOYERS — The Union recognizes the Northern California Mechanical Contractors Association and the UMIC Inc.-Industrial Contractors or non-association affiliated employers as the collective bargaining representatives of the Individual Employers who are now or may hereafter become members of each of said Associations or who have now or may hereafter give said Association the authority to negotiate Collective Bargaining Agreements with the Union on their behalf.

7. RECOGNITION OF TRUST FUND ADMINISTRATOR — The Union and the Employers recognize the NORTHERN CALIFORNIA PIPE TRADES TRUST FUND OFFICE (NCPT) as the administrator of all health and welfare and pension trust funds identified herein.

8. UNION SECURITY — All employees covered by this Agreement must, as a condition of employment, apply for membership in, and become members of, and maintain membership in the Union within eight (8) days under this Master Labor Agreement or thirty (30) days under the Residential Addendum to this Master Labor Agreement of the commencement of their employment or the effective date of this Agreement, whichever is the later. This Section shall be enforced to the extent permitted by law.

9. WORK ASSIGNMENTS — Work Assignments will cover plumbing and pipe work of every kind and description, hangers and supports regardless of the material or shape, fixtures, appurtenances and equipment which are a part of the piping system, including the unloading, distributing, reloading by any method whether or not power equipment is used, rigging and hoisting, the assembling, fabricating of all piping and erection of the above being installed by the Individual Employer, including all work covered in the fifty (50) points of jurisdiction in **APPENDIX A**. Work assignments will cover plumbing and pipe work, instruments calibration, testing of every kind and description.

10. JURISDICTIONAL DISPUTES — In the event of any dispute between Local Unions of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada as to the jurisdiction of the work performed by Individual Employers, such dispute shall be referred to and settled by the United Association.

11. ADJUSTMENT PROCEDURE — Where no decision of record by the National Joint Board exists, the settlement of jurisdictional disputes with other Building Trades Organizations shall be adjusted in accordance with the procedure established by the National Joint Board or any successor agency of the Building Trades Department.

ARTICLE II EMPLOYMENT PROCEDURE

12. SECURE EMPLOYEES THROUGH UNION — The Individual Employers shall secure all employees required in the performance of the work covered by this Agreement through the office of the Union, subject to the limitations and exclusions in **Article I**.

13. FORTY EIGHT HOUR REQUIREMENT — Satisfactory and competent employees will be furnished in accordance with the provisions of this Agreement and the employment procedures within forty-eight (48) hours (Saturdays, Sundays and holidays excepted) of the time they are requested if they are available. In the event they cannot be or are not furnished within such period, the Individual Employer may employ any person, but shall arrange for a dispatch to be obtained for the employee from the office of the Union within twenty-four (24) hours of the commencement of such employment and such dispatch shall upon request be issued to the employee.

14. REGISTRATION FOR DISPATCH — Union shall maintain a register of applicants for employment by classification and, where applicable, by specialty, on the basis of the Priority Groups Listed below. Each applicant shall be registered for referral in each classification or specialty in which the applicant has demonstrated to the satisfaction of the Business Office that he is qualified (e.g. Pipefitter, Plumber, Instrument Tech, Welder (mig, tig and/or rig welder), Refrigeration Mechanic, etc.). Any applicant denied the right to be designated qualified for any classification or specialty may appeal such decision to the Joint Referral Appeals Committee pursuant to **Section 32**. Dispatch shall be made in accordance with the Individual Employer's call by classification or specialty, by date of registration upon the 'A' List until the 'A' List of registrants possessing the required qualifications has been exhausted. Thereafter, in order to meet an Employer's call within the forty-eight (48) hour period contained in **Section 13** above, the responsible dispatching official shall first attempt to satisfy the Employer's call from the 'B' List, and upon exhaustion of same, by call to the Dispatch Offices of the UA Local Unions whose 'A' Lists comprise the 'C' and 'D' Priority Groups in that order.

A. 'A' LIST

1) **Qualifying For 'A' LIST** — All applicants for employment who have four (4) or more years of experience at the trade and have achieved UA Building Trades Journeyman status evidenced by passage of the Journeyman examination administered by the UA Local 342 Joint Apprenticeship and Training Committee (JATC) or who have successfully completed an alternate Apprenticeship program recognized by the Referral Appeals Committee, and who have been employed within the jurisdiction of UA Local 342 pursuant to a recognized UA Local 342 Collective Bargaining Agreement for at least 4,800 hours within a consecutive 48-month period preceding registration and who are residents of the normal construction labor market as defined herein.

2) **APPRENTICES** — For the purposes of Apprentice dispatch, an Apprentice shall be considered an 'A' List employee so long as the Apprentice is indentured to and in good standing with the UA Local 342 Joint Apprenticeship and Training Committee (JATC) which is determined by meeting the 5 years/9,000 hours requirement.

3) **HOURS VERIFICATION** — Hours verification for the purposes of determining attainment of 'A' List status shall be made by reference to the hours tabulation made by the administrator of the NCPT Health and Welfare Fund to ensure that Incoming Reciprocal time is applied.

B. 'B' LIST — All applicants who meet the requirement for the 'A' List and who would otherwise qualify for 'A' List referral, but who have failed to meet 'A' List hours requirements. 'B' registrants may not be contemporaneously registered on the 'A' List of any other UA Local referral system.

C. 'C' LIST PRIORITY GROUP — All persons who meet the requirements for 'A' List registration (or the equivalent) with any other UA Local Union within the geographic jurisdiction of the Northern California/Northern Nevada Pipe Trades Council.

D. 'D' LIST PRIORITY GROUP — All persons who meet the requirement for 'A' List registration (or the equivalent) with any UA Local Union hiring office within the State of California.

E. 'E' LIST PRIORITY GROUP — Persons, who in the opinion of the Dispatch Office, meet the qualifications of an Individual Employer from any source.

F. TRAVELERS — All persons in priority groups 'C', 'D' and 'E' (travelers) shall be eligible for participation in the Health Reimbursement Account and NCPT Supplemental 401(k) Retirement Plan at the mandatory contribution level only.

G. DISPATCH HOURS — Except in the case of an emergency, the Union will accept dispatch requests between the hours of 8:00 AM and 10:00 AM

15. RESIDENCY DEFINED

A. RESIDENCY — “For the purpose of establishing qualifications for 'A' and 'B' List referral, “residency” shall mean that the applicant has established a permanent home within the normal construction labor market.

B. PERMANENT HOME —For the purpose of establishing qualifications for 'A' and 'B' List referral, “permanent home” means that the applicant has proven the applicant's commitment to work and live within the normal construction labor market evidenced by one or more of the following:

- 1) Home ownership
- 2) Residential lease for a fixed term (not month-to-month)
- 3) Voter registration at residence
- 4) Vehicle registration at residence
- 5) Valid driver's license listing residence
- 6) Registration of children in local schools

C. NORMAL CONSTRUCTION LABOR MARKET — The "normal construction labor market" comprises the geographic area of Marin, Sonoma, Napa, Solano, Alameda, Contra Costa, San Francisco, San Mateo, Santa Clara, San Benito, Sacramento, Yolo, San Joaquin and Stanislaus counties.

1) "Permanent home within the normal construction labor market" shall be conclusively presumed in the event the applicant has had contributed on his behalf at least 1200 hours of contributions over a four (4) consecutive year period to the NCPT Health and Welfare Plan prior to application for 'A' List status and who has met the hours requirement for attaining and maintaining 'A' List status contained in **Section 14-A** above.

16. ORDER OF DISPATCH — The Union shall first dispatch employees, by qualification and/or specialty, who are registered on the 'A' List; second, employees, by qualification and/or specialty, who are registered on the 'B' List. Thereafter the Employment Office will secure employees from the dispatch facilities comprising the 'C', then the 'D' Priority Groups; and, finally, from the employees qualifying for dispatch in the 'E' Priority Group. Subject to **Sections 18** and **24**, employees on the 'A' and 'B' Lists shall be dispatched in the order in which they registered for work on a first on/first out basis.

17. REGISTRATION— Registration upon the 'A' and 'B' Out-of-Work Lists shall be in person by the individual who seeks to register for referral. Registration by telephone or by proxy shall not be allowed; provided however, that in the event there are insufficient 'B' List registrants within a classification or specialty for which there is a call, the Business Office may contact the Dispatch Offices whose 'A' List registrants qualify for 'C' and 'D' List Priority Group status pursuant to **Sections 14-C** and **14-D** above, to fill such call.

18. NAME HIRE — All Journeymen will be dispatched to an Employer's jobsite or shop from the Availability List on a 50 percent basis. The Employer may request the first three (3) Journeymen by name. Thereafter the Employer must hire three (3) Journeymen from the Availability List starting with the first Journeyman on the List until the 50-50 ratio is achieved. The same 50-50 basis shall be applied to the hiring of Apprentices. Name Hires shall be limited to 'A' List registrants unless there is a call for a recognized special skill, and no 'A' List registrant possessing such special skill is available for dispatch

A. REQUEST FOR NAME HIRE — Name Hire requests must be made by the Individual Employer, or senior representative thereof. Upon receipt of a proper request, the Union shall dispatch the employees so requested, if they are available, registered for work and willing to accept a dispatch, and, upon being dispatched, the names shall be stricken from the Out-of-Work List. The Dispatch Slip shall indicate that the employee was requested by name.

19. TRANSFER OF EMPLOYEES — An Employer whose principal office is located in the jurisdiction of UA Local 342 shall be allowed freedom of movement for up to fourteen (14) UA Local 342 members within the jurisdiction of UA Local 342 Per **Section 18-A**, Contractor may also request the next three (3) Journeymen by name. Thereafter, the Employer must hire the next three (3) Journeymen off the Out-of-Work List. Thereafter, the Employer has 50-50 name call rights.

A. TRANSFER OF NAME CALLS — The above changes are for transfers going forward and the Employee does not have to be re-dispatched if he works for that Employer and is transferred under the 50-50 name call provision.

B. EMERGENCY SITUATIONS — The Business Office will work with Employers on short term emergency situations.

C. TRANSFER OF TRAVELERS — UA members on travel card may not be transferred without the permission of UA Local 342. Transferring of UA Local 342 employees between projects within the jurisdiction of UA Local 342 will not be considered as part of the Employer's allotted ratio of Name Calls. Employees transferred will not be considered in determining 50-50 job ratio rule described in **Section 18**.

20. SUPERVISION HIRES ARE NAME HIRES — Supervision personnel requested by name will be considered part of the Employer's allotted percentage of Name Calls.

21. OUT OF RATIO ON NAME HIRES — If at any time the ratio on the job deviates from the original ratio of calls by name and dispatches from the Availability List, any new Journeymen shall be called either by name or from the Availability List until the job ratio is again brought into conformity with the provisions of this Article.

22. LAYOFF ORDER — No 'A' List employee shall be laid off or otherwise terminated from employment until all employees from the 'B' List and 'C', 'D' and 'E' Priority Groups employed by the Individual Employer have been terminated. An employee may be discharged at any time for just cause.

A. BUMPING LOWER LIST EMPLOYEE — Any person who has accumulated at least three (3) years of experience as an 'A' List Journeyman shall have the right, after having registered in a classification and/or specialty on the Out-of-Work List for thirty (30) consecutive calendar days without securing a dispatch, to give written notice to the Union and any Employer covered by this Agreement who is then employing any same classification Journeyman dispatched off of the 'B' List or from the 'C', 'D' or 'E' Priority Groups that he/she desires to replace a same classification or specialty Journeyman so dispatched. Such request shall be honored by the Union and the Employer within forty-eight (48) hours. For the purposes of determining 'A' List Seniority status, years spent as an Apprentice under this Agreement may be counted toward the required three (3) years of 'A' List registration.

B. ORDER OF PRIORITY FOR BUMPING LOWER LIST EMPLOYEE — In the event more 'A' List Journeymen exercise the rights contained herein than there are positions available with respect to the Individual Employer employing 'B' List or 'C', 'D' or 'E' Priority Group Journeymen, priority shall be granted to the highest registered 'A' List Journeymen who have given the required notice. In the event the Employer has currently employed more 'B' List or 'C', 'D' or 'E' Priority Group Journeymen than required to honor the exercise of rights under this **Section 22**, the Employer shall have the right to select from among the 'B' List or 'C', 'D' or 'E' Priority Group Journeymen on its payroll which Journeymen it will retain and which it will lay off to comply with this **Section 22**.

C. 'B' LIST EXCEPTION TO BUMPING PROVISION — In No 'B' List employee may be bumped within sixty (60) calendar days of dispatch. No person dispatched pursuant to **Section 24**(Special Skills) may be bumped unless the Journeyman seeking to exercise bumping rights possesses such special skill(s).

D. CONTRACTOR APPEALS TO BUMPING PROVISION — When bumping occurs, an Employer who feels that it has been adversely affected by the number of its employees who have been bumped, may appeal to the Joint Referral Appeals Committee for relief from the provisions of this **Section 22**. If there is an appeal by an Employer under this **Section 22**, bumping of employees of that Employer shall be suspended until there is a decision by the Joint Referral Appeals Committee on the appeal.

E. COSTS OF CHALLENGING BUMPING PROVISION — The Union agrees to hold harmless the Association and any Contractor from any cost, expense or damage, including attorney's fees, arising out of any legal or administrative challenge in **Sections 22-A** and **22-B**.

23. FOREMEN — Foremen, General Foremen and Senior General Foremen must be members of the United Association.

24. SPECIAL SKILLS

A. REQUESTING PARTICULAR QUALIFICATIONS — Regardless of anything herein to the contrary, the Individual Employer may also request employees with particular qualifications who have had either **(1)** a specific number of months or years (not, however, to exceed twenty-four (24) months or two (2) years) experience on a particular type of equipment, or **(2)** a specified number of months or years (not to exceed, however, twenty-four (24) months or two (2) years) experience in a particular type of work, or both. Such request must be made in writing, signed by the Individual Employer, or senior representative thereof, and presented to the employment office of the Union. Upon receipt of a proper request, the Union shall dispatch the employees so requested if they are available and willing to accept a dispatch; subject to the provisions of **Section 18**.

B. NO MEMBERS AVAILABLE WITH REQUESTED QUALIFICATIONS — In the event that no employees with the requisite experience are available, the Individual Employer requesting such employees shall be free to hire directly an employee to operate such equipment or to perform such work who has had less experience than the experience called for in the order.

C. DETERMINING APPLICANTS QUALIFICATIONS — In determining whether an applicant for employment possesses the particular skills and abilities called for by the Individual Employer, the dispatcher shall consider:

- 1) The dispatcher's knowledge, if any, of the applicant's skills and abilities, gained through actual observation or inquiry.
- 2) Any rules and/or regulations duly adopted by the Joint Referral Appeals Committee for the administration of this **Section 24**.

25. EMPLOYEE NOT REGISTERED OR AVAILABLE — In the event the named employee is not registered or not available for work or not willing to accept a dispatch at the time of the receipt of a written request under this Article, the Union shall notify the Individual Employer as soon as possible, and the forty-eight (48) hour period provided in this Article shall not commence to run until receipt by the Union of either a request for an un-named employee or a further request under this Article for a named employee who is registered and available for work at the time of the receipt of the written request.

26. REMOVAL OF NAME FROM OUT-OF-WORK LIST: NORMAL — Upon being dispatched under any Section of this **Article II**, the name of the employee or applicant for employment shall be stricken from the 'A' or 'B' Availability List of registrants for work upon which his/her name appears unless he/she has been terminated from the job for which he/she was dispatched by reason of reduction in force and has worked no more than fourteen (14) consecutive calendar days. By mutual agreement between the employer and Union Business Office, this provision can be extended up to a maximum of twenty-one (21) consecutive days. A discharge for cause or voluntary quit shall require the employee to re-register. This provision shall not apply to individuals dispatched from the 'C', 'D' or 'E' Priority Groups.

27. REMOVAL OF NAME FROM OUT-OF-WORK LIST: SPECIAL

A. REFUSAL OF DISPATCH — The name of any employee or applicant refusing four (4) successive offers of dispatch shall be stricken from the 'A' or 'B' List upon which he is registered for employment and such employee or applicant must re-register in order to be available for employment thereafter. Failure to return a dispatch call to the Business Office when the Business Office has left a message on the applicant's answering device or with a responsible member of the applicant's household shall be counted as a refusal for the purposes of this provision.

B. DISCHARGE — In the event, within a twelve (12) month period, any employee has been discharged for the following causes:

1) Absence from work without leave or tardiness in reporting to work, after two written warnings by a Union Foreman, a copy of which will be sent to the Union Hall and/or

2) Verifiable theft of Employer tools or material on two (2) occasions. He/she shall be removed from and shall not be allowed to re-register on any and all registration Lists for thirty (30) days. Upon a third (3rd) discharge for one or more of the causes enumerated above, he/she shall be removed from, and shall not be allowed to re-register on any and all registration Lists for a period of sixty (60) days.

C. FAILED WELD TESTS — Any applicant previously dispatched for employment who has been rejected for failing a welding test shall be ineligible for dispatch to a welding job and may be passed over for such a dispatch upon failing three (3) consecutive such welding tests. The applicant may reestablish eligibility for dispatch to welding jobs upon taking and passing, at his/her own expense, a welding test administered by an independent testing agency approved by the Business Office and/or the Executive Board of the Union.

D. FAILURE TO PERFORM WORK — Any applicant previously dispatched for employment to perform work for which a recognized skill is required for such referral and who is rejected or laid-off by an Employer for failure to perform to the standards required for registration within the particular skill category, shall thereafter be ineligible for dispatch within that skill category unless the applicant is "recertified" within such skill category by the Union Examining Board and/or the training director of the UA Local 342 Joint Apprenticeship and Training Program.

E. DRUG AND/OR ALCOHOL SCREENING — Any applicant previously dispatched for employment to perform work for which a job-site requirement for such referral is to satisfactorily complete pre-employment, random or "for cause" drug and/or alcohol screening and who is rejected, terminated or laid-off by an Employer for failure to satisfactorily complete pre-employment, random or "for cause" drug and/or alcohol screening, shall thereafter be ineligible for dispatch for a period of not less than thirty (30) days. Any applicant that becomes ineligible for dispatch for a second occurrence in a twelve (12) month period shall thereafter be ineligible for a period of not less than ninety (90) days. Any applicant that becomes ineligible for dispatch for a third occurrence in a twenty-four (24) month period shall thereafter be ineligible for a period of not less than one hundred eighty (180) days.

F. All persons dispatched from the 'C', 'D' or 'E' Priority Groups are subject to **Sections 27-B, 27-C, 27-D** and **27-E** above, and shall be ineligible for dispatch in accordance therewith.

28. OUT OF AREA EMPLOYERS — MOVEMENT OF EMPLOYEES

A. OUT OF AREA EMPLOYERS — The following provisions shall only apply to an Individual Employer whose permanent yard or shop is located outside the geographical area covered by this Local Union Agreement when the Collective Bargaining Agreement to which such Individual Employer is a party, or by which the Individual Employer is covered, provides for similar treatment of Individual Employer and such one employee covered by this Agreement.

B. ONE MAN IN — Regardless of anything to the contrary in this Article pertaining to employment procedures contained in this Agreement, any Individual Employer whose permanent yard or shop is located outside the geographical area covered by this Agreement is free, on each site worked by the Individual Employer inside the geographical area covered by this Agreement, to bring on each such site one (1) of such Individual Employer's employees covered by the UA Agreement applicable to the geographical area in which such Individual Employer's permanent yard or shop is located. Such one (1) employee must be from that Contractor's regular work force (five hundred (500) hours within the last 12 months). Upon request by the Union, the Contractor or the employee's home local shall provide corroborating evidence of the length of employment with that Contractor.

1) Regardless of the number of jobs or contracts applicable at that site, the Individual Employer shall be limited to the transfer of only one (1) such employee as described in **Section 28-B**.

2) Before the employee reports to the jobsite or project, the Individual Employer shall notify the office of UA Local 342 of the name of each such employee and the location of the job or project.

3) Before reporting to the jobsite or project, each such employee shall report to the office of UA Local 342 in person, if said employee has not previously checked in to UA Local 342 and deposited his/her travel card, and such office shall issue the employee a dispatch.

4) Each such employee shall be paid the wages and shall receive all fringe benefits provided for in the Collective Bargaining Agreement of the United Association Local Union covering the geographical area in which the Individual Employer's permanent yard or shop is located and from which area such employee comes.

C. All of the provisions of this Agreement, except **Section 8** in **Article I** regarding Union security and so much of this Article regarding employment procedures as has been heretofore excepted, and the provisions governing wages and fringes shall apply to and cover such employees.

29. EMPLOYERS WITHIN THE BAY AREA – FREEDOM OF MOVEMENT OF EMPLOYEES

A. BAY AREA EMPLOYER — An Individual Employer whose permanent shop is located outside the geographical area covered by this Local Union Agreement and is located in the geographical jurisdiction of the following Bay Area Local Unions: Local 342, Local 38, Local 159, Local 343, Local 393 and Local 467 are free to travel up to one (1) employee from the employer's regular work force per jobsite or project under the following provisions:

- 1) One (1) Employee for Plumbing Scope of Work.
- 2) One (1) Employee for Steamfitting, Pipefitting or Wet side Heating or Air Conditioning Piping Scope of Work combined.

B. SIXTH MAN IN — Additionally if there are four (4) or more UA Local 342 employees on each jobsite or project (with at least one (1) being an Apprentice) the Individual Employer shall be allowed to bring on each jobsite or project one (1) additional employee member as described above. Such one (1) additional employee will be dispatched as a Journeyman through the UA Local 342 Hiring Hall and shall have the fringe benefits paid to the UA Local 342 Trust Funds with the Pension, Supplemental Pension and Health and Welfare reciprocated to his/her home Local Union.

C. CREW CROSSOVER — There shall be no crossover from the Plumbing crew to the Pipefitting crew for the first or the sixth employee traveled into UA Local 342 under these travel provisions. Such additional dispatched employee must be a member of UA Local 159, UA Local 343 UA Local 393, or UA Local 467.

D. SIGNATORY REQUIREMENTS — The Employer must be signatory to UA Local 342, UA Local 159, UA Local 343, UA Local 393 and UA Local 467 Master Labor Agreements and each such Master Labor Agreement must have this same additional travel provision in its agreement or this provision is not applicable.

E. COMPANY REPRESENTATIVE — The first employee as referenced above is considered the Company Representative and upon deposit of the employee's Travel Card, shall have his/her home local fringe benefit amounts paid to his/her home Local's Trust Funds. If there is an excess difference in the fringe benefit amounts paid to his/her home local, then such excess shall be paid to the employee on the check. Said employee must be acting in supervisory capacity (foreman level or above.)

- 1) The Individual Employer shall notify the Union of the name of each such employee and the location of the job or project at the time each such employee is sent into such area and each such employee, before reporting to the jobsite or project, shall report to the Employment Office of the Union in

person and such Employment Office shall issue him/her a dispatch and further provide that all of the provisions of this Agreement shall be applied to and cover such employee. For such Employees meeting the requirements of this **Section 29-E** whose home local is either UA Local 38, UA Local 159, UA Local 343, UA Local 393 or UA Local 467, the Employer shall be required to remit Dues Check-off amounts for all hours worked at the appropriate rates to NCPT, while other Fringe Benefits shall be remitted to the member's home local as per this **Section 29-E**.

2) Any employee sent to the jurisdiction of the Local Unions referenced above under the terms of this Agreement shall be paid the higher taxable wage and fringe benefits required either by UA Local 342 or his/her Home Local.

3) In the event the Employer brings one (1) employee from their regular workforce as set forth above, it shall be the condition of employing said employees within the jurisdiction of the Local Union for the Employer to hire at least one (1) journeyman on the sixth working day from the UA Local 342 Hiring Hall. It is not the intent of the parties to require the employer to employ such additional employee upon work such as punch list items, single family residences under a single contract, service and repair and the like. However, where such work is clearly available the Employer must employ the additional Journeyman.

4) Any employee or applicant or Employer claiming to be aggrieved by the application to him/her of any of the provisions of this agreement shall submit the same to the grievance procedures of the Individual Local Unions referenced in this agreement.

30. NON-DISCRIMINATION — The selection of employees and applicants for employment for referral shall not be based on race, creed or color or based upon, or in any way influenced by Union membership; By-Laws, rules, regulations, Constitutional provisions, or any other aspect or obligation of Union membership policies or requirements except as is permitted by law under the provisions of **Section 8** regarding Union security.

31. EMPLOYER RIGHT OF REJECTION — The individual Employer shall have the right to reject any applicant for employment referred by the Union for just cause, but in the exercise of such right shall not discriminate against such applicant by reason of his/her race, creed or color or by reason of membership, or non-membership, or activity for or against any labor organization, and provided further that any applicant for employment reporting for work at the agreed time and place shall be entitled to show-up time. A rejected applicant does not acquire employee status.

32. GRIEVANCES — Any employee or applicant for employment claiming to be personally aggrieved by the application of any of the provisions of this Article, whether by the Union, an Association, or any Individual Employer, must submit the same to the Joint Referral Appeals Committee provided for in **Sections 33 and 34** hereof.

A. GRIEVANCE TIMELINESS — Grievances must be submitted in writing to the Joint Referral Appeals Committee in care of the Union at 935 Detroit Avenue, Concord, CA, 94518 within ten (10) working days of the occurrence giving rise thereto. Any employee or applicant for employment failing to observe the requirements of this **Section 32** shall be deemed to have waived his grievance. Forms for the submission of such grievance shall be available at all times in the offices of the Union and the Employer.

33. JOINT REFERRAL APPEALS COMMITTEE — There is hereby established a Joint Referral Appeals Committee which shall consist of three (3) members appointed by the Northern California Mechanical Contractors Association; one (1) member appointed by UMIC Inc.-Industrial Contractors and four (4) members selected by UA Local 342.

34. POWERS OF COMMITTEE — The Joint Referral Appeals Committee shall be empowered:

A. ESTABLISH RULES — To establish and promulgate any and all rules which are necessary and proper to assure non-discriminatory application of the provisions of this **Article II** to employees and applicants for employment for work covered by this Labor Agreement, and, to clarify, modify or change the provisions of **Article II, Sections 12** through **32**, upon a determination by the Committee that clarification, modification or change is necessary to meet changed conditions in the industry. Actions by the Committee pursuant to this provision shall remain in full force and effect unless overridden by agreement of the negotiating committees of the parties.

B. HEAR COMPLAINTS — To hear and determine complaints and appeals properly presented to it in accordance with the provisions of **Sections 22 and 32** hereof.

C. RENDER DECISIONS — To render decisions that shall be final and binding upon employees, applicants, the Union and Employers in regard to matters properly before it. In the event the Committee should deadlock on any matter properly brought before it, within a period of five (5) working days or such further time as the Committee shall allow, the matter shall be submitted to impartial arbitration. A decision by an arbitrator shall be final and binding on all parties. In the event the Committee cannot agree upon an arbitrator, the arbitrator shall be chosen from a list of five (5) names secured from the Federal Mediation and Conciliation Service in accordance with FMCS rules.

D. MATTERS RESERVED TO JOINT CONFERENCE COMMITTEE — To render decisions as set forth above only with respect to matters arising under this **Article II** and in no circumstances with respect to matters reserved to the Joint Conference Committee.

E. DISPUTE OVER INTERPRETATION OR APPLICATION — Any dispute over the interpretation or application of **Section 16** shall be determined by the Joint Referral Appeals Committee. The Joint Referral Appeals Committee shall have the power, in the event it determines that a complaint has merit, to render prospective relief only, which may include augmented calls to a particular dispatch jurisdiction. The Joint Referral Appeals Committee shall also have the power upon its own motion, or by a member thereof, to prospectively strike any local dispatch jurisdiction from those eligible for 'C' or 'D' Priority Group class pursuant to this provision and **Sections 14-C** and **14-D**.

35. BULLETIN BOARD POSTING — This **Article II** shall be posted on the bulletin board of the Union in its office, and the bulletin boards of the Individual Employers where notices to employees and applicants for employment are posted. Actions taken pursuant to **Section 34-A** shall likewise be posted.

ARTICLE III STRIKES OR LOCKOUTS

36. STRIKES OR LOCKOUTS — It is mutually agreed and understood that during the period when this Agreement is in force and effect neither the Employer nor any Individual Employer will authorize any lockout and no Individual Employer will lockout his employees and the Union will not strike, slowdown, or stop work in any dispute, complaint or grievance arising under the terms and conditions of this Agreement, except such disputes, complaints or grievances concerning the interpretation, application or compliance with any provision or provisions of this Agreement pertaining to the following:

- A.** Failure to issue negotiable payroll checks.
- B.** Failure to pay established Travel Pay. Said Travel Pay shall be due at the same time and under the same conditions as payroll.
- C.** Failure to comply with the provisions of **Article V, Sections 50** and **51** of this Agreement.
- D.** Failure or refusal of the Individual Employer to submit the jurisdiction of the Joint Conference Board and/or referral of an Individual Employer to comply with the decisions of a Joint Conference Board or Arbitrator.
- E.** Failure to make payments into the Trusts.

37. FAILURE TO COMPLY — Any Individual Employer who shall fail or refuse to comply with the provisions of this **Article III**, or any of them so long as such failure or refusal continues, it shall not be a violation of this Agreement if the Union withdraws employees who are subject hereto from the performance of work of such Individual Employer and such withdrawal for such period shall not be a strike or work stoppage within the terms of this Agreement. Any employees so withdrawn or refusing to perform any work as herein provided shall not lose their status as employees, but no such employee shall be entitled to claim or receive any wages except as provided in **Article IV** of this Agreement.

ARTICLE IV JOINT CONFERENCE BOARD

38. NON-ARBITRABLE TERMS — No dispute, complaint or grievance concerning the interpretation, application or compliance with any provision(s) of this Agreement pertaining to the following is arbitrable under this Article of this Agreement:

- A.** Failure to issue negotiable payroll checks.
- B.** Failure to pay established Travel Pay. Said Travel Pay shall be due at the same time and under the same conditions as payroll.
- C.** Failure to comply with the provisions of **Article V Sections 50** and **51** of this Agreement.
- D.** Failure or refusal of the Individual Employer or an Individual Employer to comply with the decisions of a Joint Conference Board, Joint Referral Appeals Committee or arbitrator.

39. JOINT CONFERENCE BOARD — It is the intention of the parties to this Agreement to settle all other problems that may arise on a local level; however, in order to provide means for uniform interpretation and application of this Agreement in respect to any provision upon which the parties are in disagreement or dispute as to its meaning the parties hereto shall proceed to set up a Joint Conference Board of six (6) members. Three (3) members shall be selected by the Union and three (3) members by the Individual Employer. In the selection of the three (3) by the Employer, it is agreed that one (1) of the members may be selected from another Employer Association whose individual members covered by this Collective Bargaining Agreement regularly perform other types of work coming within the recognized jurisdiction of the Union.

40. TIMELINESS OF COMPLAINTS — No proceeding hereunder based on any dispute, complaint or grievance herein provided for shall be recognized unless brought to the attention of the Employer and the Union within thirty (30) days after the alleged violation was committed. However, by mutual agreement, the Joint Conference Board may waive the thirty (30) day provision and proceed to hear the grievance.

A. EXCEPTION FOR LATE FILING OF COMPLAINT — The thirty (30) day limitation shall not apply to Employer contributions required by **Article VII, Section 77** and **Article X, Section 87**.

41. GRIEVANCE PROCEDURE— Grievances or disputes may be filed by the Local Union and/or the Employer signatory hereto. Such grievances and disputes shall be executed in accordance with the procedure set forth in this **Section 41**.

STEP 1. The Job Steward or Union Representative is to receive grievances or disputes from employees covered by this Agreement, and report them to the Business Manager, who shall then attempt to adjust said grievance or dispute with the Contractor representative performing the work.

STEP 2. In the event that such grievance or dispute cannot be adjusted in this manner within seventy-two (72) hours after the complaint has been submitted, the same shall be submitted in writing within an additional seventy-two (72) hours to the Association involved whose representatives shall attempt to settle the grievance or dispute.

STEP 3. If the matter cannot be disposed of within seventy-two (72) hours after receipt of such written notice by the representatives of the Union and/or the Employer, the same may be referred to the Joint Conference Board.

STEP 4. The Joint Conference Board shall convene at its next meeting after the grievance or dispute has been referred to it. The Employer or the Union cited before the Joint Conference Board shall have at least seventy-two (72) hours' notice of the hearing, unless a lesser period of time is agreed to between the complaining Union and the Employer. The final decision shall be rendered within ten (10) working days after the complaint is submitted to the Joint Conference Board. All time limits set forth in this Article may be extended by mutual agreement.

STEP 5. In the event the Joint Conference Board is unable by majority vote to agree, they may submit the dispute to an Arbitrator chosen by the Board. If the Board is unable to select an Arbitrator, either party may immediately request the Federal Mediation and Conciliation Service or American Arbitration Service to submit the names of five (5) persons qualified to act as Arbitrator. When said list has been presented to representatives of the parties hereto, each shall have the choice of alternately reviewing the names of two (2) of those five (5) persons, with the order of choice being determined by lot and the remaining, or fifth, person shall be selected as an Arbitrator within twenty-four (24) hours after submission of said list. The referee's decision shall be final and binding on both parties.

42. BINDING DECISION — It is specifically agreed that the terms and conditions of this Agreement shall be binding upon the Joint Conference Board and/or the Impartial Arbitrator and that they or he shall have no authority to alter, amend or revise the wages, hours, and other conditions set forth herein, it being the intent that

such Board and arbitrator's decision shall be within the scope and limited to the application of terms and conditions hereof. The parties hereto agree that a decision rendered by a majority of the Joint Conference Board and/or Impartial Arbitrator shall be final and binding upon them.

43. COST OF ARBITRATOR — All costs of the Impartial Arbitrator shall be divided equally between the Employer and the Union.

44. INTERPRETATION OR APPLICATION OF AGREEMENT TERMS — All disputes between the parties regarding the interpretation or application of any of the terms or conditions of this Agreement shall be submitted to the grievance procedure in the manner provided in this Article.

45. CITING EMPLOYERS — Employers will not be cited before the Joint Conference Board except on charges preferred by the Business Manager of the Local Union or, in his absence, his designee. Such charges must be made on a form designated by the Joint Conference Board. Such charges shall not be accepted unless the form shows the Business Manager or his designee contacted the Employer or attempted without success to settle the grievance prior to submitting such complaint to the Board. Copies of such charges must be immediately sent certified mail, return receipt requested, to the Contractor (or Local Union) the complaint is against, with additional copies to the Employers. The complaining party must give immediate notice to the Employers when a dispute is settled after having been referred to them in writing. The Union agrees that such Board procedure will not be used to harass a Contractor. The Employer agrees to give full consideration to all charges, particularly repeated violations of the Contract.

46. JURISDICTIONAL DISPUTES — all jurisdictional disputes with Unions (other than the United Association) shall be heard and decided under the procedures of the National Joint Board for Settlement of Jurisdictional Disputes.

47. PROPER PERSONNEL AND FACILITIES — Both parties hereto agree to maintain proper personnel and facilities to carry out the terms and conditions of this Agreement.

48. JOINT CONFERENCE BOARD — Within thirty (30) days after the execution of this Agreement the Employers shall appoint three (3) representatives, and sufficient alternates, and the Union shall appoint three (3) representatives, and sufficient alternates, as members of the Joint Conference Board, which shall be known as the Joint Conference Board. In the event of the absence of any representative appointed by the Union the remaining representatives appointed by the Union may vote in behalf of such absent representative. In the event of the absence of any representative appointed by the Employers the remaining representative appointed by the Employers may vote in behalf of such absent representative.

ARTICLE V SUBCONTRACTING

49. SUBCONTRACTING — All work performed by the Employers, and all service rendered by the Employers, as herein defined shall be rendered in accordance with each and all of the terms and provisions herein. Any Employer who subcontracts work covered by this Agreement shall be liable for all wages and fringe benefit contributions payable by said Subcontractor under the terms of this Agreement except as provided herein.

50. WORK DONE BY SUBCONTRACTOR — The terms and conditions of this Agreement insofar as they affect the Employer shall apply equally to any Subcontractor under the control of, or working under contract with such Employer on any work covered by this Agreement which is to be performed at the site of construction, alteration, building or repair of any building, or other work and said Subcontractor with respect to such work shall be considered the same as the Employer covered hereby.

51. PROVISIONS OF SUBCONTRACT — If any Employer subcontracts any such work, provisions shall be made in the subcontract for the observance by the Subcontractor of all of the terms and conditions of this Agreement.

52. SUBCONTRACTOR — The Subcontractor is defined as any person (other than an Employer covered hereby), firm, or corporation who or which agrees orally, or in writing, to perform for or on behalf of an Employer any part of the work covered by this Agreement.

53. DEFAULT OF SUBCONTRACTOR — No Employer who has complied with the requirements for subcontracting shall be liable to the Union or to any employee for any default of his Subcontractor in the performance of the terms and conditions of this Agreement, if the following language, or language that is equally as binding, is contained in the contract:

Agreement: In consideration of Contractor entering into this Agreement, Subcontractor agrees that in the performance of all jobsite work hereunder, Subcontractor will be bound by and comply with all terms and conditions of the Collective Bargaining Agreement between UA Local 342, the Northern California Mechanical Contractors Association and the UMIC, Inc.-Industrial Contractors and others governing the performance of work by contractors.

Date:

By:

Subcontractor's Signature

ARTICLE VI FABRICATION

54. FABRICATION — The parties agree that this Article is a material and substantial part of this Agreement, establishing terms of employment, and that the breach of any provision of this Article constitutes a substantial breach of this Agreement. The parties agree that upon an Employer's breach of this Article, the Union may, at its option, seek enforcement by judicial determination or such other judicial relief that the Union deems appropriate, or it may submit the Employer's violation of this Article to arbitration in accordance with **Article IV**.

55. FABRICATION RESTRICTIONS — There shall be no fabrication restrictions for an Individual Employer if he performs the fabrication within the jurisdiction of UA Local 342 and further the work is performed by individuals dispatched from UA Local 342.

56. RESTRICTIONS TO JOBSITE — The butt-welding of all mill run lengths, regardless of size, shall be fabricated and assembled on the jobsite unless it becomes a part of a dimensioned welded pipe formation.

57. FABRICATION AT JOBSITE OR IN SHOP — To secure fabrication work for employees working under this Agreement in the principal work unit at the jobsite, and in order to protect wages and working conditions of such employees in the principal work unit at the jobsite, the Employer may fabricate at the jobsite or in the shop under the following terms and conditions:

- A.** Piping formations requiring heat or other special treatment or the use of special tools and equipment may be fabricated on the jobsite or in the shop.
- B.** All pipe bends may be made up on the jobsite or in the shop.
- C.** All piping and assembling of panel boards shall be done on the jobsite or in the shop.
- D.** The piping on manufactured components that are to become part of an industrial piping system may be fabricated at the jobsite or in the shop.

58. SHOP — When the word "shop" is used in this **Article VI**, it shall be defined as a pipe fabricating shop where terms and conditions of employment for Journeymen Plumbers, Pipefitter-Steamfitters and their Apprentices performing such shop fabrication compare favorably with the terms and conditions of employment of the employees covered by this Agreement who would have performed the fabrication at the jobsite if the Employer exercised his options to have it done at the jobsite.

59. HANGERS AND SUPPORTS — All hanger rods, pipe supports and pipe hangers made of structural shapes only which can be fabricated from drawings or specifications are not covered by this Agreement. Such hanger rods, pipe supports and pipe hangers shall be shipped to the job unattached and erection shall be covered by the terms of this Agreement.

A. All hanger rods, pipe supports and pipe hangers which require field dimensions for fabrication are covered by this Agreement.

60. CATALOGUE ITEMS — All catalogue items such as clamps, u-bolts, etc., may be purchased from any source at the option of the Employer. Erection of such items shall be covered by the terms of this Agreement.

61. OUT OF JURISDICTION FABRICATING — Any contractor signatory to the Master Labor Agreement of UA Local 342, UA Local 393 and UA Local 467 whose primary shop is located within Alameda, Contra Costa, San Benito, San Mateo or Santa Clara County, shall be allowed to fabricate any and all piping, pipe supports, brackets, and mechanical skids in their said shop with members of the local union having jurisdiction over said shop.

A. This provision does not apply to work fabricated by any contractor meeting requirements of this **Section 61** for installation in Contra Costa County within the jurisdiction of UA Local 159.

62. INSTALLATION OF FABRICATION WORK — Fabrication work performed pursuant to this **Article VI Section 61**, must be installed by members of the local union having jurisdiction over the jobsite, regardless of where items were fabricated.

63. Sections 61 and 62 of this **Article VI** will remain in effect as long as this language is agreed upon and incorporated into the Master Labor Agreements of UA Local 342, UA Local 393 and UA Local 467.

ARTICLE VII WAGE AND FRINGE BENEFITS

64. WAGE AND FRINGE BENEFIT SCHEDULES

A. APPENDIX B — Effective July 1, 2015 the basic hourly wage rates for all classifications of employees covered by this Agreement including Apprentices, Journeymen, Foremen, General Foremen and Senior General Foremen, and for specialty classifications of employees covered by any specialty addendum to this Agreement and/or employees covered pursuant to any project agreement, including any contract maintenance agreement, which incorporate the terms of this Master Labor Agreement shall be as set forth in the wage and fringe schedules attached hereto and made a part hereof as **APPENDIX B** The wage and fringe schedules constituting **APPENDIX B** shall be modified as of each July 1 to account for wage increases contained in **Section 73** hereof and/or pursuant to Agreement between the Union and the Associations any other time; and/or as of the effective dates of any new or different Project Labor Agreements incorporating the terms of this Master Labor Agreement therein; and/or in accordance with any specialty addendum hereto in accordance with the terms of such addendum. New wage and

fringe schedules duly adopted during the term of this Master Labor Agreement shall be effective as of the date specified therein and shall be binding upon all Individual Employers performing work covered directly by or affected by the terms and conditions contained in this Agreement without the necessity of further agreement between an affected Individual Employer and the Union.

B. SAME TOTAL COST PACKAGE — All Contractors whose employee wages and fringe benefits are set by this Agreement shall have the same Total Cost Package on New Construction and Industrial work. If a Contractor should circumvent or attempt to circumvent this provision, the Agreement may be opened upon thirty (30) days' notice by either party to draft new language to implement the intent of this **Section 64-B**. (EXCEPTION: The provisions of this **Section 64-B** are not applicable to the Agreement with the UMIC Inc.-Industrial Contractors).

65. FOREMAN PAY RATE — Foremen shall receive a premium of not less than ten percent (10%) of the Class II Journeyman employee basic hourly wage rate.

66. GENERAL FOREMAN PAY RATE — General Foremen shall receive a premium of not less than twenty percent (20%) of the Class II Journeyman employee basic hourly wage rate.

67. SENIOR GENERAL FOREMAN PAY RATE — Senior General Foremen shall receive a premium of not less than thirty percent (30%) of the Class II Journeyman employee basic hourly wage rate.

68. DUES CHECK-OFF DEDUCTION — The Union shall have the right, as necessary, to allocate a portion of the Taxable Wage Rate to be classified as hourly Dues Check-off. Amounts contained herein are subject to change. See the most recent **APPENDIX B**, which is incorporated herein by reference for current Dues Check-off amounts.

A. Dues Check-off deducted from overtime wages shall be a portion of the overtime Taxable Wage Rate. Amounts contained herein are subject to change. See the most recent **APPENDIX B**, which is incorporated herein by reference for current Dues Check-off amounts.

69. CREDIT UNION DEDUCTION (CU) — A member of the United Association Credit Union, who voluntarily signs an application for a CU deduction will have a designated amount deducted from his/her paycheck and sent for deposit to the UA Local 342 Credit Union. Designations shall be in flat dollar per hour amounts of either one dollar (\$1.00), two dollars (\$2.00), three dollars (\$3.00), four dollars (\$4.00) or five dollars (\$5.00) and may change at any time by notice to the Individual Employer by issuance of a dispatch from the Union. All deductions shall be at appropriate rates (straight time, time and one-half or double time) for all hours worked.

70. HEALTH REIMBURSEMENT ACCOUNT (HRA) — Pursuant to procedures adopted under this Agreement, a mandatory employer contribution of fifty cents (\$0.50) per hour will be made to a HRA for each member. A member can make an additional contribution above the mandatory employer contribution in per hour amounts of fifty cents (\$0.50), one dollar (\$1.00), two dollars (\$2.00) , three dollars (\$3.00), four dollars (\$4.00) or five dollars (\$5.00). There is an Annual Change period. Individual Employers are notified by issuance of a dispatch from the Union of any changes to the additional amount to be deducted. Effective January 1, 2016 all members of UA Local 342 will be allowed to make additional contributions to the HRA. All deductions shall be at appropriate rates (straight time, time and one-half or double time) for all hours worked.

HRA		Straight Time	Time and One Half	Double Time
A	Mandatory Amount	\$0.50	\$0.75	\$1.00
B	Additional Amount \$0.50	\$1.00	\$1.50	\$2.00
C	Additional Amount \$1.00	\$1.50	\$2.25	\$3.00
D	Additional Amount \$2.00	\$2.50	\$3.00	\$5.00
E	Additional Amount \$3.00	\$3.50	\$5.25	\$7.00
F	Additional Amount \$4.00	\$4.50	\$6.75	\$9.00
G	Additional Amount \$5.00	\$5.50	\$8.25	\$11.00

71. NORTHERN CALIFORNIA PIPE TRADES SUPPLEMENTAL 401(k) RETIREMENT PLAN

A. Employer mandatory contributions to the NCPT Supplemental 401(k) Retirement Pension Plan on behalf of all eligible employees for each straight time and overtime hour worked shall be determined by employee classification as follows; provided, however, that aggregate contributions for any calendar year may not exceed the maximum limitation for supplemental pension plans set forth in Internal Revenue Code.

B. No mandatory employer contributions for 1st and 2nd Period Apprentices.

C. Any eligible employee can make an additional contribution above the mandatory employer contribution in per hour amounts of two dollars (\$2.00), four dollars (\$4.00), six dollars (\$6.00) and eight dollars (\$8.00). Individual Employers are notified by issuance of a dispatch from the Union.

D. All contributions shall be at appropriate rates (straight time, time and one-half or double time) for all hours worked.

NCPT Supplemental 401(k) Retirement Pension Plan	Straight Time	Time and One Half	Double Time
1 st and 2 nd period Apprentices	\$ 0.00	\$ 0.00	\$ 0.00
Additional Amount \$0.00	\$5.00	\$7.50	\$10.00
Additional Amount \$2.00	\$7.00	\$10.50	\$14.00
Additional Amount \$4.00	\$ 9.00	\$13.50	\$18.00
Additional Amount \$6.00	\$ 11.00	\$16.50	\$22.00
Additional Amount \$8.00	\$ 13.00	\$19.50	\$26.00
Additional Amount \$10.00*	\$ 15.00	\$22.50	\$30.00

*Effective January 01, 2016 all eligible participants will be allowed to make an elective contribution of ten dollars (\$10.00) per hour.

E. The designated additional contribution of each employee review shall be honored by the Employer and shall apply to work performed under this Master Labor Agreement.

72. DIRECT DEPOSIT — Employees may voluntarily subscribe to a direct deposit from the Employer. The Employer shall provide an itemized statement of pay and deductions per state law.

73. FUTURE WAGE AND/OR FRINGE BENEFIT ADJUSTMENTS

A. Increases to the Journeyman package will be as follows:

Date Increase Effective	Amount of Increase	Total Package Amount
July 1, 2015	\$3.25 per hour	(\$94.35)
July 1, 2016	\$3.25 per hour	(\$96.60)
July 1, 2017	\$3.25 per hour	(\$99.85)

B. ALLOCATION OF FUTURE INCREASES — Union shall have the right to allocate future increases among wages and existing fringe benefits. The Union shall notify the Individual Employer and the Employer Associations in writing of any allocations. The Union shall attempt to give this notice at least thirty (30) days prior to July 1st.

74. ALLOY WELDING PREMIUM — If a UA Local 342 dispatched employee is certified to perform any alloy welding by hand or mechanized procedure that is developed by a joint labor/management committee, then said employee will be paid 8% over scale for his classification based on the Journeyman Class II taxable wage rate. This 8% premium shall be paid for all hours of any shift during which shift the employee performs any alloy welding by hand or mechanized procedure. The premium is not paid for tacking or for operating orbital welding equipment. The certification process shall be developed by the joint labor/management committee.

75. COMPOSITE CREWS — Whenever employees covered by this Agreement work regularly in composite crews covered by an Agreement at the same jobsite with UA Local 159 they shall receive the same wages and fringes to the extent that the total package of wages, fringes, working conditions and Travel Pay are higher or more beneficial than those provided for in this Agreement.

76. PAID SICK LEAVE — U A Local 342 agrees to an express waiver of California’s paid sick leave law, Labor Code Section 245 et seq. Additionally, should any city, county or political subdivision of the State of California enact a statute, ordinance, rule, law or regulation mandating paid sick leave for employees within its jurisdiction, both parties to this Agreement hereby agree to waive the requirements of the statute, ordinance, rule, law or regulation.

77. FRINGE BENEFITS — Fringe benefits per hour effective July 1, 2015, for Senior General Foremen, General Foremen, Foremen, Journeymen, and Apprentices shall be as follows:

Health & Welfare

Active Employee and Retiree Health & Welfare	\$17.55	per hour
Health Reimbursement Account	\$ 0.50	per hour
Total Health & Welfare Contributions	\$18.05	per hour

Pension¹

NCPT Pension ²	\$13.44	per hour
NCPT Supplemental 401(k) Retirement Plan ²	\$ 5.00	per hour

Retiree Fund³	\$ 0.40	per hour
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Apprentice Training	\$ 3.60	per hour
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International Training Fund	\$ 0.10	per hour
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Joint Labor-Management ⁴	\$ 0.05	per hour
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Contract Administration ⁴	\$ 0.25	per hour
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^{1.} Based on applicable federal law and Plan provisions, Employer contributions to the NCPT Supplemental 401(k) Retirement Plan are not permitted for owners (at least 5% ownership interest) whose business is not incorporated under the laws of the State of California or another state. Any such contributions shall be refunded to the Employer. Owners whose business is incorporated are permitted to participate in the NCPT Supplemental 401(k) Retirement Plan only if they are performing bargaining unit work (at least 75% of an owner’s work should be bargaining unit work). The Board of Trustees of the NCPT Pension Trust has the right to periodically verify that this requirement is met.

^{2.} No Pension Contribution for 1st and 2nd period Apprentices.

^{3.} For purposes of benefit reciprocity, Retiree Fund Contributions are treated as Pension Contributions for members working on travel card in the jurisdiction of UA Local 342.

^{4.} For Contractors not paying Contract Administration and/or the Joint Labor-Management contributions, Apprentice Training shall be paid an equivalent hourly amount in lieu of such contribution(s) to equal the total package.

78. FRINGE BENEFITS ON OVERTIME — Fringe benefits (except Credit Union, HRA and NCPT Supplemental 401(k) Retirement Plan) shall be at straight time on all overtime hours worked.

- A.** Credit Union deductions on overtime shall be as provided in **Section 69**.
- B.** HRA contribution rates on overtime work shall be as provided in **Section 70**.
- C.** NCPT Supplemental 401(k) Retirement Plan contribution rates on overtime work shall be as provided in **Section 71**.

79. APPRENTICE WAGES – Apprentice wages are based on percentages of taxable Journeyman wage rate as set forth below. Effective July 1, 2015, the wage rate schedule for Apprentices shall be:

PERIOD	PERCENTAGE	BASE TAXABLE WAGE*	
		Base Taxable Wage	with Additional Supplemental 401(k) Retirement Plan and/or HRA Amount
1st 6 Months**	40% + \$0.50	\$21.88	N/A
2nd 6 Months**	45% + \$0.50	\$24.56	
3rd 6 Months***	50%	\$26.73	See Dispatch for Net Taxable Wage with Additional Supplemental 401(k) Retirement Plan and/or HRA Amount
4th 6 Months***	55%	\$29.40	
5th 6 Months***	60%	\$32.08	
6th 6 Months***	65%	\$34.75	
7th 6 Months***	70%	\$37.42	
8th 6 Months***	75%	\$40.10	
9th 6 Months***	80%	\$42.77	
10th 6 Months***	85%	\$45.44	

* Includes Dues Check-off which is a portion of taxable wage rate as specified in **APPENDIX B**.

** No pension contribution is required during the first year of Apprenticeship training.

*** Mandatory and additional HRA and NCPT Supplemental 401(k) Retirement Plan contributions for Apprentices 3rd period and above shall be paid at appropriate overtime rates (time and one-half or double time) when overtime hours are worked.

80. APPRENTICES PAID PURSUANT TO DAS — Apprentices, when employed, shall be paid in accordance with the provisions of the Division of Apprenticeship Standards (“DAS”) for the State of California.

81. COLLECTION MATTERS: ORDER OF ALLOCATION — In the event collection procedures are instituted to recover wages and fringe benefit payments due pursuant to this Agreement and the sums collected are not sufficient to cover all delinquent obligations, sums collected shall be distributed in the following order of priority:

- A.** Wages
- B.** Credit Union Deductions
- C.** Additional NCPT Supplemental 401(k) Retirement Plan
- D.** Additional HRA
- E.** Dues Check-off
- F.** NCPT Supplemental 401(k) Retirement Plan
- G.** HRA Mandatory
- H.** Health & Welfare
- I.** Pension
- J.** Retiree Fund
- K.** National Training
- L.** Joint Apprenticeship & Training
- M.** Joint Labor-Management Cooperation
- N.** Contract Administration

ARTICLE VIII WORK DAY – WORK WEEK

82. WORKING HOURS AND REST PERIODS

A. WORKDAY

- 1) On a single shift operation, eight (8) hours shall constitute a day's work. The workday shall begin between the hours of 6:00 a.m. and 8:00 a.m. and end after eight and one-half hours with a one-half (1/2) hour unpaid lunch period as close to mid-shift as reasonably possible. Any change in the starting period or quitting time shall be by mutual agreement between the employer and the Union Business Office. On a single shift operation, eight (8) hours shall constitute a day's work.
- 2) In the event a project shall be worked on a 4/10 schedule (as prescribed in **Section 83-B**), the workday shall begin between the hours of 6:00 a.m. and 8:00 a.m. and end after ten and one-half hours with a one-half (1/2) hour unpaid lunch period as close to mid-shift as reasonable possible. Any change in the starting time or quitting time shall be by mutual agreement between the employer and the Union Business Office.

B. REST PERIODS

- 1) Every Employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period. Nothing in this provision shall prevent an Employer from staggering rest periods to avoid interruption in the flow of work and to maintain continuous operations, or from scheduling rest periods to coincide with breaks in the flow of work that occur in the course of the workday. The authorized rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time for every four (4) hours worked or major fraction thereof. Rest periods shall take place at Employer-designated areas, which may include or be limited to the employees' immediate work area. Employer shall work with the Business Office on specific situations.
- 2) Rest periods need not be authorized in limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work. However, the Employer shall make up the missed rest period within the same workday or compensate the employee for the missed ten (10) minutes of rest time at his/her regular rate of pay within the same pay period. A rest period need not be authorized for employees whose total daily work time is less than three and one-half (3 1/2) hours.
- 3) Authorized rest period time shall be counted as hours worked for which there shall be no deduction from wages.
- 4) If an Employer fails to provide an employee a rest period in accordance with the applicable provisions of this Section, the dispute will be brought before the Joint Appeals Committee for resolution as addressed in **Sections 32, 33** and **34** of this Agreement.

83. WORK WEEK

A. FIVE EIGHT HOUR DAYS — The work week shall consist of work weeks of five (5) eight (8) hour days (5-8's) Monday through Friday - 40 hour week. All time worked in excess of the regular workday, or of the regular work week, and all time worked before the start or after the end of the regular workday and all work performed on Saturday, Sunday and holidays shall constitute overtime and shall be paid at the appropriate overtime rate.

B. FOUR TEN HOUR DAYS — By mutual written agreement between the Contractor and the UA Local 342 Business Manager, the work week may consist of work weeks of four (4) ten (10) hour days Monday through Thursday - 40 hour week (heretofore to be known as a 4-10's work week). All time worked in excess of the regular workday, or of the regular work week, and all time worked before the start or after the end of the regular workday and all work performed on Friday, Saturday, Sunday and holidays shall constitute overtime and shall be paid at the appropriate overtime rate.

84. OVERTIME

A. OVERTIME ON 5-8's — When the work week consists of five (5) eight (8) hour days, the first two (2) hours performed in excess of the eight (8) hour workday, Monday through Friday, and the first ten (10) hours on Saturday, shall be paid at one and one-half (1-1/2) times the straight time rate. All work performed on Sundays and Holidays, and in excess of ten (10) hours a day, shall be paid at two (2) times the straight time rate. When overtime is worked after the regular work shift, employees shall be entitled to a one-half (1/2) hour lunch period at overtime rate after two (2) hours overtime is worked, and a one half-hour (1/2) lunch period at overtime rate for every four (4) hours thereafter.

B. OVERTIME ON 4-10's — When the work week consists of four (4) ten (10) hour days, the first ten (10) hours on Friday and Saturday, shall be paid at one and one-half (1-1/2) times the straight time rate. All work performed after (a) the first ten (10) hours on Monday through Thursday Saturday; and (b) for all work performed on Sundays and Holidays shall be paid at two (2) times the straight time rate. When overtime is worked after the regular work shift, employees shall be entitled to a one-half (1/2) hour lunch period at overtime rate after two (2) hours overtime is worked, and a one-half (1/2) hour lunch period at overtime rate for every four (4) hours thereafter.

C. PARTIAL WORK DAY SPLIT SHIFT — When an employee is directed to leave work prior to the end of the regular work shift and required to return later in same workday to perform additional work, then all subsequent hours worked on that workday will be paid at the applicable overtime rate (as if the employee had worked straight through) for that work day.

D. FULL WORK DAY SPLIT SHIFT — If an employer requires that an employee return to work after completing a full shift, either as an emergency call-out or as a planned work activity, all hours worked during said call-out shall be paid at the applicable overtime rate (as if the employee had worked straight through) for all hours worked.

E. HOURS NOT WORKED — **Items C** and **D** above do not entitle any employee to wages for hours not worked beyond the hours paid pursuant to **Section 118** for the hours spent away from the job.

F. SPECIAL SHIFT(S) — When an Individual Employer produces evidence, in writing, to UA Local 342 of a bona fide job requirement for an owner which certifies that work can only be done outside the normal shift hours, and notifies UA Local 342 by email at least 72 hours prior to the start of such special shift, the Employer may initiate such special shift of eight (8) consecutive hours (not in conjunction with any other shift), exclusive of the meal period, Monday through Friday.

G. PREMIUM RATE FOR SPECIAL SHIFT(S) — The straight time rate for such special shift(s) shall be 15% per hour above the straight time rate specified in this agreement.

ARTICLE IX HOLIDAYS

85. HOLIDAYS — The recognized holidays in both Alameda and Contra Costa Counties shall be as follows:

New Year's Day	Veteran's Day, November 11 th
Martin Luther King, Jr.'s Birthday	Thanksgiving Day
President's Day	Friday after Thanksgiving
Memorial Day	Christmas Eve
Fourth of July	Christmas Day
Labor Day	New Year's Eve

86. HOLIDAY RULE - WEEKENDS — If any of said holidays fall on Sunday, the Monday following shall be considered a legal holiday. When a holiday falls on Saturday, the Friday before shall be considered a holiday and when a holiday falls on Thursday, the following Friday shall also be considered a legal holiday. When a holiday falls on a Friday, the following Saturday shall be paid at the holiday rate. When a holiday falls on a Monday, the preceding Saturday shall be paid at the holiday rate.

ARTICLE X EMPLOYER PAYMENTS INTO TRUST FUNDS

87. PAYMENT INTO FUNDS — Each Individual Employer signatory to, or otherwise bound by, this Agreement shall pay the sums per hour into the Trust Funds for each hour's work assigned by the Employer to employees upon work covered by this Agreement in accordance with the schedules as set forth in **Sections 77-79**, and as updated as of each July 1, or as otherwise may be agreed upon between the Union and the Associations, and set forth in the wage and fringes schedules attached hereto as **APPENDIX B**. Neither any Employer Association nor any Individual Employer shall be liable for the payments due from any other Individual Employer under this **Article X**.

88. ADMINISTRATION OF FUNDS — The Funds named in **Article VII** shall be administered in accordance with the applicable Trust Agreements and/or other documents adopted by and between the parties hereto and/or the UA creating said Funds (hereinafter "Trust Funds" which shall include any other form of business organization such as a non-profit corporation). The Individual Employers agree to be bound by all of the terms and conditions of said Trust Agreements and any amendment or amendments thereto that have been or may hereafter be adopted by the parties thereto.

89. REPORTING REQUIREMENTS — Each Individual Employer shall file a monthly report with each Fund on the form established by the Fund and such report shall be filed monthly regardless of whether the Individual Employer has employed

any employees covered by the report. Each such report shall be signed by the owner, a partner, or an executive officer of the Individual Employer, as the case may be. If an Employer fails to sign a monthly transmittal or other form or has a practice of not signing such forms or crosses out any portion of the Trust Fund approved transmittal report, that Employer remains bound by each of the applicable Trust Agreements, as provided herein, as well as the statements on and obligations imposed by the form furnished by the Trust Fund Office. Thus, failure to sign the form or use of a separate form for reporting purposes or crossing out any particular language on the Trust Fund Office designated form does not eliminate the Employer's obligations and responsibilities.

90. PAYMENT OF FRINGES — Payments to the Funds shall be made at the place designated from time to time by the in accordance with and in the manner provided for by the applicable Trust Agreements, or by the UA Local 342 Joint Labor-Management Cooperation Committee, Inc. ("JLM") in the event that the fund or entity is signatory to the Joint Services Agreement (JSA) with the JLM. Absent contrary procedures in the JSA, such payments shall be due and payable monthly on or before the fifteenth (15th) day of each calendar month, and will be deemed delinquent if payment is not received on or before the twenty-second (22nd) day of each calendar month for all work performed in the preceding month. It is recognized that time is of the essence and the Items outlined in this **Article X** shall be applicable to delinquent payments.

91. LATE PAYMENT OF FRINGES — It is agreed that insofar as payments by the Individual Employer are concerned, the parties recognize and acknowledge that the regular and prompt payment of amounts due each Fund by Individual Employers is essential and, based upon prior experience of the parties hereto and in light of the substantial but varied expense incurred in the administration of said Funds and the Plan or entity due to delinquencies, the parties agree that it is extremely difficult, if not impracticable to fix the actual expense and damage to each Fund and the Plan or Program which results from the failure of an Individual Employer to make the payments in full within the time provided (i.e. lost investment income and/or excess time incurred because of Participant concerns regarding potential or real loss of benefits). Therefore, it is agreed that the amount of damage resulting from any such failure shall be by way of liquidated damages at 20% and shall bear interest at the rate of twelve percent (12%) per annum until paid, and not as a penalty to each such Fund, Plan or Program and that the amount of the liquidated damages be as provided in the appropriate Trust Agreement or duly adopted document, such as the JSA.

92. DEFAULT PAYMENT OF FRINGES — If any Individual Employer defaults in the making of such payments and if either the Union or the Funds consults or causes to be consulted legal counsel with respect thereto, or files or causes to be filed any suit

or claim with respect thereto, there shall be added to the obligation of the Individual Employer who is in default all reasonable expenses incurred by the Union, the Funds, and/or other entity, in the collection of same, including but not limited to, reasonable attorneys' fees, auditors' and accountants' fees, extra administrative expenses, court costs and all other reasonable expenses incurred in connection with such suit or claim including any appellate proceedings therein.

93. CALIFORNIA BUSINESS AND PROFESSIONS CODE — The parties recognize and agree **(a)** that the references to wages and fringe benefits in Sections 7071.5 through 7071.11 of the California Business and Professions Code include payments for fringe benefits and Dues Check-off as described in this Agreement and Trust Agreements creating each Fund; **(b)** that said payments are for the benefit of the employees of each Individual Employer covered by this Agreement, and that the failure of an Individual Employer to make said payments, in the manner and at the time prescribed, causes damage to all employees, including the employees of the Individual Employer in default, in the amount of the unpaid fringe benefits and dues as well as the liquidated damages established herein, interest, and any attorneys' and accountants' fees which the Union, the Funds, or Plan, or any of them, may incur with respect to said default; **(c)** that the Union, the Funds, or Plan, or any of them, may bring a claim or legal action against the Individual Employer's license bond on behalf of an employee or employees covered by this Agreement.

94. PROTECTING PAYMENTS OF WAGES AND FRINGES — Whenever the Union, in its judgment, deems it necessary to protect payments to the Funds or the Plan or to protect the payment of wages to employees working under this Agreement, it may require any Individual Employer to supply the Union, not less often than weekly, with a written record of the names of all employees and their hours (specifying straight time and overtime) worked upon all or any particular job or jobs. The Union shall have the right to withdraw and withhold the employees of any Individual Employer who fails to furnish such information promptly

95. BONDING — The following Employers, as described in **Sections 95-A and 95-B**, shall be required to post a Fringe Benefit bond or equivalent cash as provided for herein, in addition to any bond required by applicable law based on the number of employees for whom contributions are required to be made effective January 1, 2013. The required bond amount as determined below in **Items A** through **E** shall be determined using the transmittals showing contributions for hours worked in the prior three months (i.e., September, October and November, using an average of those months to determine the amount owed). After that, the bonding requirement will be reviewed annually, during the first quarter of each year, based on the average of the number of employees for which an employer contribution was required in the three months immediately preceding the review of hours worked is made and then the same

months for each succeeding year. If an employer is unable to obtain a bond or post cash, and is delinquent at least two months, joint checks may be required. Otherwise, the Union is authorized to pull the workers.

A. EXISTING EMPLOYERS — An existing Employer as of January 1, 2013 is any employer who is not either “New” or “Delinquent” as defined below who has over 30 employees dispatched by UA Local 342, and has provided NCPT or UA Local 342 with a \$100,000 Fringe Benefit Bond or irrevocable Letter of Credit or cash.

- 1) In addition, any employer for whom the Chair and Co-Chair of the UA Local 342 Joint Labor-Management Cooperation Committee, Inc. request bonding shall be required to post a bond consistent with **Section 95-D.2**. Any such determination is at the discretion of the Chair and Co-Chair of such Committee.

B. NEW EMPLOYER — The term "New Employer" for purposes of this **Section 95** shall mean an Individual Employer who has not performed work covered by this Agreement, within a period of twelve months preceding the job the Employer is about to perform.

C. DELINQUENT EMPLOYER — The term "Delinquent Employer" for purposes of this **Section 95** shall mean an Individual Employer who, at any time during the term of this Agreement or within the eighteen months preceding the term of this Agreement has failed to pay employees or Trust Funds promptly for more than one month and in accordance with this Agreement and applicable Trust or other established document. The term "Delinquent Employer" shall also include any Individual Employer who at any time in the past has been cleared of any indebtedness to employees or the Trust Funds through adjudication in bankruptcy.

D. INDIVIDUAL EMPLOYER — For purposes of this **Section 95**, the term "Individual Employer" shall include any former sole proprietor Individual Employer, a member of a partnership or associate Individual Employer, or an officer, director, or stockholder of a corporate Individual Employer who or which has been delinquent as defined herein, or a superintendent, responsible managing officer or employee or other authorized representative of a former such Individual Employer who hereafter entered into any phase of the contracting business covered by this Agreement, either as a sole proprietor, partner, or owner of an interest in a contracting firm or corporation.

- 1) An Individual Employer required to post a bond under this **Section 95** shall maintain the bond in effect for the period covered by this Agreement.

- 2) The amount of the bond shall be based on the maximum number of employees employed by the Individual Employer on work within the territory covered by this Agreement based on the number of covered employees for whom you were required to make contributions as outlined in this **Section 95** as follows:

1 to 5 employees	\$17,000
6 to 10 employees	\$35,000
11 to 20 employees	\$60,000
21 to 30 employees	\$80,000
31 to 40 employees	\$100,000
41 to 50 employees	\$125,000
51 to 60 employees	\$150,000
61 to 70 employees	\$175,000
71 to 80 employees	\$200,000
Over 80 employees	\$250,000

- 3) Said bond shall be posted with the Union and/or Trust Funds, and the bond shall guarantee prompt payment of all wages and other payments to employees as provided for in this Agreement and the prompt payment of all fringe benefits, liquidated damages, interest and attorneys' fees and costs as provided for in this Agreement and in applicable Trust documents.
- 4) If the bond is a surety bond, the bonding company and the form of the bond shall be subject to approval by the Union and the Directors of the Joint Labor Management Fund. There is nothing to preclude the bargaining parties from entering into an agreement with an insurance company or other entity to provide bonding for some or all Employers.
- 5) In lieu of a surety bond, the Individual Employer shall provide a cash bond in the appropriate amount and in a form acceptable to the Union and the Directors of the Joint Labor Management Fund. The cash bond shall be held in escrow by the Trust Fund Office of the Northern California Pipe Trades Trust Funds and shall accrue interest. If the Employer cannot post the full amount of the cash bond in one lump sum, the Employer may provide the full amount through a payment plan upon approval by the Board of Directors. No interest shall be posted to the Employer's cash bond account until the full amount of the cash bond is paid. Interest is determined by the Interest Policy as stated in the Pension Plan. In the event the Employer disputes a claim made against the cash bond, the claim will be paid upon decision of the Joint Conference Board, in the case of money due employees, or upon the decision of the Trustees of the appropriate Trust Fund or Funds

or their agent in the event of a claimed Trust Fund delinquency. The Employer shall be entitled to a refund of any amount remaining in its cash bond account upon a determination that it has legally terminated its Collective Bargaining Agreement with the Union or actually ceased doing business in Northern California, after any obligations due and owing the employees, Union or the Trust Funds have been deducted from the Employer's cash bond account.

E. FAILURE TO POST BOND — If any Employer who is required to post a bond under this **Section 95** fails to do so prior to the commencement of work (in the case of a "New Employer") said Employer must post bond when first fringe benefit payment is due, but in no case shall bond be posted more than thirty (30) days after the commencement of work.

- 1) If within five (5) days of a written demand for any Individual Employer to post bond, it shall not be a violation of this Agreement for the Union to withdraw and withhold employees of that Individual Employer until the bond is posted and the Individual Employer shall be liable to any employees withdrawn for that reason for the wages and fringe benefits lost, up to a maximum of sixteen (16) working hours.
- 2) If a Delinquent Employer is not able to obtain a bond due to delinquency, or at the discretion of the Board of Directors, once said Employer is current in principal contributions; the Bond requirement will be reinstated.
- 3) If a Delinquent Employer is not able to obtain a bond due to delinquency, no contributions to the Credit Union, HRA or the NCPT Supplemental 401(k) Retirement Plan will be allowed above the mandatory amounts, or as directed by the Board of Directors.

96. CHANGE OF CONTRACTORS — Whenever an Individual Employer has taken over a job that has been only partially completed by another Contractor, the Employer shall notify the Union in writing as soon as the Employer becomes aware of that situation. If the first Contractor owes money on that job to employees or the Trust Funds, and the Individual Employer and the Union are unable to reach agreement upon a method for payment of amounts due, it shall not be a violation of this Agreement for the Union to withhold employees from working on said job, or to withdraw employees who are already working thereon, until all such moneys have been paid.

97. REMOVAL OF EMPLOYEES — The Union may withdraw and withhold the employees of an Individual Employer who defaults in payments of wages or in payments as provided in this Article and the applicable Trust documents, including principal, liquidated damages, interest, and/or attorneys' fees and costs.

98. RETURN OF EMPLOYEES — When employees are removed from an Individual Employer's shop or job because of delinquency in payment of fringe benefits or wages, the Employer shall pay to all such removed employees sixteen (16) hours including time worked on the date of removal, if any, at their regular rate of pay plus fringe contributions, in the same manner as if they were employed on the job. When the delinquent wages and/or fringe contributions are paid and the account is cleared in

full and the employees notified to return to work prior to said sixteen (16) hours, then and only then shall the Individual Employer be liable only for those hours the employees were off the job because of such violation of Contract, and provided further that if they are not available to return to work within two (2) hours after receipt of such notice by the Union, they shall receive pay for only two (2) hours after receipt of such notice by the Union.

99. WORKING FOR ANOTHER EMPLOYER — Employees removed from the job may accept work orders to a different Individual Employer and still be eligible to be transferred back to the Individual Employer from which they were removed providing the delinquencies were corrected and the transfer effected within sixteen (16) working hours of the removal time and provided such employees shall not be reimbursed under this Article for the time they were paid while working for another Individual Employer.

100. NOTICES OF DELINQUENCY — The NCPT shall be responsible for sending notices of delinquency to the Trustees of the Plan, and shall be responsible for immediate notification to the Trustees of the Plan when a delinquency is corrected.

ARTICLE XI DUES CHECK-OFF

101. DUES CHECK-OFF — Effective July 1, 2015, each Individual Employer shall deduct from the regular wages of its employees and pay into a Dues Check-off Account designated by the Union the sums set forth in **Section 68** by each of its Senior General Foremen; General Foremen; Foremen; Journeymen; and Apprentices (as set forth in **APPENDIX B**). Employee taxes shall be computed upon the employee's total wages (including Dues Check-off payments) and deducted from the employee's regular paycheck. The amounts deducted from wages for Dues Check-off shall be accompanied by a report form to be furnished by the Union as set forth in **Article X**.

102. DUES CHECK-OFF DELINQUENT PAYMENT — Upon written demand from the Union, an Individual Employer who is or has been delinquent in one (1) or more payments shall within ten (10) days post a bond, or deposit cash in a banking institution, to secure the payment of all future contributions to the Dues Check-off Account. The amount of such bond or cash deposit shall be equal to the average monthly contribution of such Employer made or owed to the Dues Check-off Account during the preceding six (6) month period, but in no event less than two thousand dollars (\$2,000). The time limits on posting of such bond, the procedures for appeal, and the right of the Union to withhold employees for failure to post the bond, shall be the same as set forth in this **Article XI**. The bonding requirements of this **Section 102** are in addition to and do not supersede any of the provisions of **Section 95** of this Agreement.

103. CHECK-OFF AUTHORIZATIONS — Voluntary dues deduction authorizations executed by each employee shall be filed with the Union as the agent for the Individual Employer. Copies of the dispatch or authorizations may, upon an Employer's request to the Union, be obtained by any Individual Employer.

104. DUES CHECK-OFF ACCOUNT — The Dues Check-off Account shall not be considered part of any Trust Fund provided for in this Agreement, or subject to the jurisdiction of any Board of Trustees. It shall be administered by the financial institution pursuant to agreement with the Union, in compliance with all applicable laws.

105. DUES CHECK-OFF ADMINISTRATIVE EXPENSES — The Union shall pay all administrative expenses incurred in the operation of the Dues Check-off Account other than those incurred within the Individual Employer's office.

ARTICLE XII WORKING CONDITIONS

106. EMPLOYER WORKING WITH TOOLS — No employee shall work for any Individual Employer who handles tools, except:

A. JOBBING OR REPAIR WORK — On jobbing or repair work an Individual Employer has the right to work with or without Journeymen for a time period not to exceed four (4) hours on any one job. Total work on a job on which Employer works must not require more than four (4) hours to complete.

B. NEW CONSTRUCTION WORK — On new construction work, on any job which does not involve more than twelve (12) plumbing fixtures. On such new construction work the Employer must employ a Journeyman dispatched under this Agreement. Two (2) or more Employers may not work together on new construction without employing an equal number of Journeymen.

107. EMPLOYER RULE RE: TOOLS — No Individual Employer covered hereby will be permitted to handle tools unless he is a stockholder of the firm and properly listed as such, or a bona fide partner in the firm, with such partnership duly filed and then, and then only, on work as provided in **Section 106**. No firm shall be allowed more than one (1) working member and the name of such member must be filed with the Local Union having jurisdiction over the area in which the firm's principal place of business is located.

108. EMPLOYER AND EMPLOYEE VEHICLES

A. EMPLOYER VEHICLE SIGNAGE — All Employers' trucks are to be identified by a sign on each side of the truck, legible at one hundred feet (100'), displaying the name of the firm.

B. EMPLOYER VEHICLE TRANSPORTING EMPLOYEES — Employer vehicles transporting employees shall be driven by a competent driver. No employee shall accept transportation in an Individual Employer's vehicle unless it is satisfactorily enclosed against the elements of the weather. Vehicles shall be provided with seats or benches. Employees are forbidden to ride in the bed of trucks that contain gasoline, solvents, pipe fittings, equipment or materials.

C. EMPLOYEE VEHICLES — No employee shall furnish an automobile or any conveyance for any purpose other than to convey himself/herself to and from work.

D. RENTING TOOLS, EQUIPMENT OR VEHICLES BY EMPLOYEES — No Individual Employer shall lease, rent, borrow or use tools, equipment or means of conveyance belonging to any employee.

E. EMPLOYEE PAYMENT FOR FUEL — No Employee shall pay for fuel in a company vehicle while on company business.

109. REGULAR WORK WEEK — The Individual Employer agrees to use his best efforts to the end that an employee works a regular work week, subject to necessary layoffs or dismissals for cause. The Individual Employer agrees not to close down his shop or job for any portion of the regular work week, except for reasons of inclement weather or unavailability of work or materials.

110. SUBSISTENCE — On jobs forty (40) highway miles from the Union Hall in Concord, California, and outside Alameda and Contra Costa Counties, the employee shall receive a per diem of one hundred dollars (\$100.00) or actual expenses per receipts, whichever is greater, for each workday on any job requiring the employee to stay overnight. In addition thereto, at the start and finish of the job the employee shall be paid travel time in amount equal to the straight time rate not to exceed eight (8) hours in any workday and transportation at the then current applicable mileage rate as set from time to time by the Internal Revenue Service if not using company furnished equipment.

111. FOREMAN SELECTION — The selection and number of Foremen is the responsibility of the Individual Employer subject only to the following qualifications:

A. FOREMAN REQUIRED — On any job where there are three (3) and not more than twelve (12) Journeymen and Apprentices, one (1) Journeyman shall be selected by the Individual Employer to act as Foreman and shall receive Foreman's rate.

B. FOREMAN RATIO — When more than twelve (12) Journeymen and Apprentices are employed on any job, Foremen shall be selected by the Individual Employer in the ratio of one (1) Foreman for each twelve (12) Journeymen and Apprentices.

C. CREW SIZE PER FOREMAN — No Foreman shall supervise a crew with more than a combined total of twelve (12) Journeymen and Apprentices.

D. WORKING FOREMAN — Foremen shall be entitled to perform any of the duties normally assigned to a Journeyman when there are not over eight (8) Journeymen and Apprentices under the Foreman's supervision.

E. FOREMAN ON OVERTIME — There shall be a Foreman on all overtime work or on a second or third shift.

F. FOREMAN BY CLASSIFICATION — There is no requirement for separate Foreman by classification.

G. FOREMAN ON INDUSTRIAL WORK — On Industrial Work, working Foremen are not allowed on projects with more than one Foreman, except for working rigging Foremen.

112. GENERAL FOREMAN RATIO — When there are two (2) or more Foremen, there shall be a General Foreman.

A. CREW SIZE PER GENERAL FOREMAN — A General Foreman may oversee no more than sixty (60) Journeymen and/or Apprentices or seven (7) Foremen (total of 67).

B. GENERAL FOREMAN SELECTING FOREMEN — The General Foreman will be responsible for selection of Foremen

C. GENERAL FOREMAN DIRECTING EMPLOYEES — General Foremen may give orders directly to employees in case of emergency.

113. SENIOR GENERAL FOREMEN RATIO —When there are two (2) or more General Foremen on a jobsite, one shall be designated as Senior General Foreman.

A. CREW SIZE PER SENIOR GENERAL FOREMAN — Senior General Foreman may supervise up to three (3) crews. If more crews are added, a second General Foreman will be required.

B. SENIOR GENERAL FOREMAN DIRECTING FOREMEN — Where there is one (1) General Foreman and a Senior General Foreman on a project, the Senior General Foreman may give direction to remaining Foremen that are not under direction of General Foreman.

C. SENIOR GENERAL FOREMAN DIRECTING EMPLOYEES — Where there are two (2) General Foremen on a project, the Senior General Foreman may not give direction to employees except in case of emergency.

114. APPRENTICE RATIO

A. FIRST APPRENTICE REQUIRED — Where there is one (1) or more Journeyman employed, the Individual Employer may employ an Apprentice. Where there are four (4) or more Journeymen employed, the Individual Employer must employ one (1) Apprentice.

B. ADDITIONAL APPRENTICE REQUIRED — After the first required hire of an Apprentice, the Individual Employer may hire an additional Apprentice for every three (3) Journeymen and he must, if available, hire at least one (1) Apprentice for every additional eight (8) Journeymen.

C. APPRENTICE WORKING UNDER JOURNEYMAN — An Apprentice shall be under the direct supervision of a Journeyman at all times.

D. APPRENTICE WORKING WITHOUT JOURNEYMAN SUPERVISION — Apprentices who have completed four (4) years of training may, in their fifth (5th) year of training, work on jobbing and repair work, with or without a Journeyman, at the prevailing Apprentice rate of pay under the supervision of the Steamfitter Joint Apprenticeship Committee.

E. APPRENTICE RATIO — Business Office, by mutual agreement with the Employer, may allow for up to a 1-1 (Journeyman-Apprentice) ratio on certain jobs.

F. SMALL JOB APPRENTICE RATIO — On small jobs with a total crew size of up to eight (8) members, there may be a 1-1 (Journeyman-Apprentice) ratio provided that there is also a 50/50 name call to dispatch ratio for all employees. The foreman may work with the tools. The following hiring procedure must be followed:

- 1) **1st Journeyman**-name call
- 2) **1st Apprentice**-list call
- 3) **2nd Journeyman**-list call
- 4) **2nd Apprentice**-name call
- 5) **3rd Journeyman**-name call
- 6) **3rd Apprentice**-list call
- 7) **4th Journeyman**-list call
- 8) **4th Apprentice**-name call

G. SMALL JOB LAYOFF RATIO — Lay-off or other work-force reduction must be such that the 50/50 ratio is maintained.

H. APPRENTICE WELDERS PASSING TEST — On Industrial Work an Apprentice who successfully passes one or more weld test and regularly performs welding tasks shall be paid the Journeyman wage rates. On non-Industrial work, Apprentices 7th period or above who successfully pass one or more weld tests that performs welding in a standard work day shall be paid Journeyman wage rates for that standard work day.

115. TIME OF STARTING WORK Employees shall not be at the Employer's shop, yard, or his place of work ready for work prior to five (5) minutes before the commencement of the workday except in an emergency. No employee shall leave the Employer's shop, yard, or his place of work prior to the end of the workday. [See also **Section 82-A.**]

116. WALKING TO WORK AREA—Where, because the work area is located inside on a particular job, the employee is required to walk to the work area and the time required to walk to the work area creates a hardship on the employee, the Employer's representative and the Union's representative shall meet to establish a reasonable time to be allowed to walk one way on the Individual Employer's time. If the Union's representative and the Employer's representative cannot agree on a reasonable time, the matter shall be referred to the Joint Conference Board and the decision of the Board shall be binding on all parties.

117. SHIFT WORK

A. ESTABLISHED SHIFTS — Shifts may be established by the Individual Employer, providing they are worked for five (5) or more consecutive workdays in a forty (40) hour week.

B. FIRST SHIFT START TIME 5-8'S — When a 5/8 work week is used, regular starting time of the first or day shift shall be between 6:00 a.m. and 8:00 a.m. When a 4/10 work week is used, the regular starting time of the first or day shift shall be between 6:00 a.m. and 8:00 a.m.

C. SECOND AND THIRD SHIFT PREMIUM — If the work week is established as being five (5) days per week and eight (8) hours per day and two (2) or three (3) shifts are worked, the second or third shift shall be eight (8) hours for which each employee shall receive pay for the hours worked, plus fifteen percent (15%). Work in excess of eight (8) hours per shift shall be paid at overtime rates, including the shift premium rate.

D. ACCEPTABLE HOURS FOR SHIFT WORK — If three (3) shifts are worked, the Employer and the Union shall establish mutually acceptable hours for shift work, considering among other things the schedule of shift work of the related crafts in the Local Building Trades area in which the job is located. Wherever the Local Union Collective Bargaining Agreement provides for less than an eight (8) hour workday, shifts shall be established in conformity therewith.

E. SECOND SHIFT PREMIUM ON 4-10'S — If the work week is established as being four (4) days per week and ten (10) hours per day and two (2) shifts are worked, the second shift shall be ten (10) hours for which each employee shall receive pay for the hours worked, plus fifteen percent (15%). Work in excess of ten (10) hours per shift shall be paid at overtime rates, including the shift premium rate.

F. CHANGING START TIME — The regular starting time designated above may be changed by mutual agreement of the Union and the Individual Employer.

G. ALTERNATE STARTING SHIFT — It is agreed that either the swing or graveyard shift may be utilized as the starting shift.

118. SHOW-UP PAY — Any employee, after being hired and reporting for work at the regular starting time and for whom no work is provided, shall receive pay for four (4) hours at the prevailing rate of wages, unless he has been notified not to report. Any employee who reports to work and for whom work is provided, shall receive not less than four (4) hours pay, and if more than four (4) hours are worked in any day, shall receive not less than a full day's pay. However, the exception shall be when strike conditions make it impracticable to put such an employee to work, where stoppage of work is occasioned thereby or when an employee leaves work on his/her own accord.

119. INCLEMENT WEATHER — An employee reporting for work at the regular starting time at a shop or job, and for whom no work is available due to weather conditions, will receive two (2) hours pay for reporting time. To be eligible to receive such reporting pay, the employee must check in at the job or shop at the regular starting time and remain there for two (2) hours. In order to qualify for the pay provided in this **Section 119**, the employee must remain on the job available for work during the period of time for which employee receives pay, unless released sooner by the Employer's principal supervisor.

A. PAY AFTER STARTING WORK — After starting to work and work is stopped because of weather conditions, the employee shall receive pay for the actual time on the job, but in no event less than two (2) hours.

B. EMPLOYER TO DETERMINE IF WORK IS AVAILABLE — The Employer shall have sole responsibility to determine availability of work due to weather conditions.

C. WEATHER ON OVERTIME OR SHIFT WORK — When the conditions set forth in this **Section 119** occur on an overtime day, or on shift work, the premium rate shall be paid.

120. SAFETY — All parties shall comply with all Federal and State Laws, City and County Ordinances pertaining to the Plumbing, Heating and Pipe Fitting Industry, including all Federal and State safety and health measures and laws. There shall be no disciplinary action by the Employer against any employee who observes this **Section 120**.

121. INADEQUATE EQUIPMENT — If a Journeyman is of the opinion that scaffolding, ladders and ventilating equipment is inadequate, the employee shall report same to his/her Foreman and Steward and employee will not be disciplined for so doing.

122. FACILITIES / WATER / EMERGENCY PHONE — Notwithstanding, any concurrent responsibility of any other person or Employer to do so, it shall be the primary responsibility of the Individual Employer that on all jobs there shall be provided to employees covered by this Agreement:

A. WASH AND TOILET FACILITIES — Temporary wash and toilet facilities sufficient to maintain proper sanitary conditions (chemical toilets shall be used only when other facilities are not available)

B. DRINKING WATER — Sufficient clean, cold drinking water so that there are no significant periods when the jobsite is without water.

C. EMERGENCY PHONES — Emergency telephones with identification signs posted.

123. CHANGE ROOMS — Sufficient clean heated change rooms for the duration of the project shall be provided.

124. PAY DAY/PAY ON DISCHARGE — Pay day shall be once each week with not more than three (3) days' pay being withheld, except that if because of the size of the job and payroll more time is needed, the time will be extended to not more than five (5) days upon request to the Union involved. Employees are to be paid during the regular shift, whether working in the shop, Individual Employer's yard, or in the field. When employees are laid off or discharged, they must be paid wages due to them immediately at the time of layoff or discharge in compliance with the California State Labor Code.

125. PROTECTIVE CLOTHING — Employees required to work in any area where they are exposed to rain, acids and caustics, or any other hazardous conditions, shall be provided protective clothing including rubber boots and equipment by the Individual Employer.

A. DAMAGED CLOTHING — Upon submitting proof of damages, employees will be reimbursed for all loss of personal clothing that may become damaged or destroyed.

B. EMPLOYERS TO PROVIDE GLOVES — Employers shall furnish welding gloves, when requested to do so by the Welder, and any Fitter or Apprentice working with a Welder must also be furnished leather gloves.

C. EMPLOYERS TO PROVIDE AND MAINTAIN PPE — The Employer shall provide Employees with all Personal Protective Equipment (PPE) that is required for the job by project owner. The employer shall ensure that all proper sizes are available for each employee. The Employer shall also undertake the maintenance of all employer supplied PPE (e.g., Nomex suits or other fire retardant clothing.)

D. RUBBER BOOTS — On jobs where conditions warrant rubber boots, the contractors will provide overshoes or galoshes.

E. STEEL TOED BOOTS — Reimbursement for steel toed boots.

- 1) On any jobs where steel toed boots are required by owner or employer, the employer will reimburse each employee up to \$100 per 12 month period.
- 2) Union agrees to work with contractors to police payment to members.

126. ELECTION DAYS — Employees shall be allowed time off to vote in accordance with the Election Code of the State of California.

127. LOCAL ON STRIKE OR LOCKOUTS — A Local on strike or lockout shall have power to reject all Travel or Transfer Cards.

128. NO LIMIT ON PRODUCTION — There shall be no limitation or restriction on the use of machinery, tools or other labor-saving devices supplied by the Individual Employer provided such equipment is operated in accordance with the jurisdictional awards of the Building and Construction Trades Department of the AFL-CIO, and approved by the Industrial Accident Commission of the State of California, and approved by the Underwriters Laboratory.

129. WELDING TESTS — Whenever any test is required of any employee by an Individual Employer, the Union agrees that, upon being requested to furnish employees for such test, they will supply only employees who are experienced in the type of work for which the test is required, unless otherwise expressly agreed to by the Individual Employer. Before any employee commences the test, the employee shall be placed on the payroll of the Individual Employer. Any employee failing to pass the test shall be paid for the time required to complete the test, wages to be paid in accordance with this Agreement and at no time be less than eight (8) hours. If any Welder is retested within a thirty (30) day period from the time that employee failed the test, then all Welders that have previously failed will be eligible for retesting.

A. TESTS AND COUPONS — It shall be the obligation of the Employer, or the Employer's designated testing laboratory, to properly label and identify the individual Welder's test coupons and to see that these coupons are available for a period of not less than thirty (30) days, where possible, in the case of a question arising as to whether or not an employee properly passed said welding test. It,

however, is to be understood that the only tests recognized as proper are those that have a written procedure for testing an employee's ability. The Union shall receive within thirty (30) days written verification of the welding qualifications based on employee's test results.

B. WELD TEST PROCEDURES — Welding test procedures will be posted on the jobsite where the test will be given and a copy of said required test will be furnished to the Local Union at the pre-job conference.

130. EMPLOYEE CONTRACTING OR SUB-CONTRACTING PROHIBITED TESTS — No employee will be permitted to sub-contract or lump the installation of any plumbing, heating or pipe work or any other work under the jurisdiction of the Local Union, or to work in any shop where sub-contracting is practiced by Journeymen. No employee shall be allowed to work for himself or herself or make a practice of doing work after hours or on Saturday, Sunday or holidays.

131. JOB ACCESS BY UNION — The Business Representative of the Union shall have access to the jobsite within a reasonable length of waiting time during working hours for the purpose of checking on the employees and the manner in which the work and the terms of this Agreement are being complied with. If any conditions requiring adjustment are observed, the Business Representative shall report them to the Individual Employer or its authorized representatives.

132. TOOLS — No tools shall be furnished by any employee except, that employees may furnish their own hoods and goggles, if they so desire. No employee shall deposit any money to guarantee the safety of any tools or materials, nor shall any money be deducted from their pay for the same. The Individual Employer shall furnish employees with clear glass for their hoods and goggles and shall furnish helmets to the Apprentices for their protection.

133. PROPER CARE OF TOOLS — All employees shall accept the responsibility for the proper care of all tools and/or equipment furnished by the Individual Employer. Any employee who abuses the provisions of this Section shall be subject to investigation of the Joint Conference Board and any disciplinary action it levies.

134. USE OF AUTOMOBILES — No employee covered by the terms of this Agreement shall lease, rent, or furnish an automobile or any conveyance or any equipment for any purpose other than to convey himself/herself to and from work.

135. FAVORED NATION PROVISION — No Individual Employer signatory hereto shall be required to pay higher wages or be subject to less favorable working conditions than those applicable to other Individual Employers employing employees performing similar work in the area covered by this Agreement with the following exceptions (A and B):

A. WAGES ON MAINTENANCE WORK — On maintenance work the Individual Employer shall not request the lower wage rate recognized by the Union and other Contractors for specialized maintenance work.

B. SPECIAL PROJECT AGREEMENTS — The Favored Nation's provision shall not apply to the work performed under any Special Project Agreement or to fringe benefit contribution rates during the first twenty-four (24) months under any first contract entered into by the Union and any newly organized Individual Contractor.

New employees dispatched to the Contractor will be dispatched at the rates provided in this Agreement. The twenty-four (24)-month waiver does not apply to work under Special Project Agreements (i.e., all fringe benefits must be paid in accordance with the provisions of Special Project Agreements). The Union will notify the Employer Associations when it enters into an agreement under this Section, giving the name of the newly organized Contractor and the special fringe benefit rates agreed to.

C. CONTRACTOR NOTIFICATIONS — When the Union learns of any project to be built within its jurisdiction, the Union will make every effort to contact all signatory contractors to inform them of any special or extraordinary provisions allowed to any other signatory contractor so that no signatory contractor will be provided by the Union more favorable conditions that would affect the bidding process. The Contractor shall be responsible to inquire about Agreements with the Association and the Union.

136. SPECIAL PROJECT AGREEMENTS — When a project to be constructed in the jurisdiction of UA Local 342 presents a unique problem of providing hours to be worked, or effective competition, the Individual Employer may, through his representative Association, petition the Joint Conference Board for Special Project Agreement consideration. After proper presentation of special circumstances of the project, the Special Project Agreement may be agreed to by the Joint Conference Board.

137. JOB STEWARDS — A Job Steward shall be a Journeyman appointed by the Local Union who shall, in addition to his/her work as a Journeyman, be permitted to perform during working hours such of his Union duties as cannot be performed at other times (it being understood and agreed that the Job Steward's duties shall include any matters relating to referral, hiring and termination). The Union agrees that such duties shall be performed as expeditiously as possible and the Employer agrees to allow the Job Steward a reasonable amount of time for the performance of such duties.

A. STEWARD ON OVERTIME — If employees are required to work overtime, the Job Steward, or a Journeyman appointed by the Job Steward, assigned by the Contractor to such overtime work, shall perform the duties of Job Steward.

B. RELIEVING STEWARD — The Job Steward shall remain on the job until its completion unless removed by the Business Office of the Union; however, a Job Steward may be terminated for just cause.

138. DISCHARGE AND LAYOFF: NOTICE OF REASON FOR:

A. NOTICE OF TERMINATION — When an employee is discharged or laid off, the employee will be given written notice, dated and signed by his/her Foreman and proper company representative, giving reason for such discharge or layoff. A carbon copy of same will be furnished to the Job Steward. Termination slips will be supplied by Local Union.

B. JUST CAUSE NOTIFICATION — An Individual Employer who discharges an employee for just cause must notify the Union in writing within five (5) working days of such discharge of the reason or reasons therefore, failing which it shall be conclusively presumed that the discharge was not for just cause.

C. PROGRESSIVE DISCIPLINE — If the Employer has not established steps of progressive discipline, the following will be adhered to:

- 1) Verbal warning advising employee of infraction.
- 2) Written warning advising employee of pending disciplinary measures.

D. TERMINATION FOR REPEATED VIOLATIONS — Termination for repeated violations after verbal and written warnings.

E. PRESENCE OF UNION REPRESENTATION — At any meeting between the Employer and the Employee where the Employee reasonably believes discipline may be discussed, the Employee shall be entitled to the presence of a union representative.

F. ALTERNATE DISCIPLINE PROCEDURES — If the Owner/General Contractor has a different discipline or discharge procedure, which will take precedent from the above paragraphs.

G. SUBSTANCE ABUSE — If an Individual Employer is asked to bid a job which incorporates a mandatory drug and alcohol policy containing provisions less favorable to the employees than those set forth in this **Section 138**, the contractor or its bargaining representative may petition the Business Manager of the Union for a waiver, or modification, of the provisions of this **Section 138**. Any such request for a waiver or modification shall be submitted to the Business Manager prior to the due date for bids, in order that any signatory contractors bidding that project will be authorized to bid on the same basis. The Union shall notify the Associations of any waiver or modification applicable to a specific job, and said Associations shall then be responsible for communicating the Business Manager's decision to the Associations' members.

- 1) **INDICATION OF BEING UNDER INFLUENCE** — An employee whose work performance and/or behavior indicates that he/she is under the influence of alcohol or drugs may be required by the Employer to submit to drug and/or alcohol testing at the Employer's expense to determine his/her fitness to remain on the job.
- 2) **REASONABLE GROUNDS OF BEING UNDER INFLUENCE** — Reasonable grounds to believe that an employee is under the influence of alcohol or drugs, includes abnormal coordination, appearance, behavior, speech or odor.
- 3) **TESTING EMPLOYEES** — Employees required to take a test shall be taken by a company employee to the nearest qualified hospital or nearest qualified testing facility where such test shall be taken.

- 4) **CONFIRMING TEST** — If the test confirms the belief that the employee's work performance is impaired by the use of alcohol or drugs, the Employer may discipline such employee up to and including discharge.
- 5) **NOTIFICATION OF TEST** — In the event the employee is discharged for drug or alcohol impairment, the Employer shall notify the Union in writing recommending that such employee be counseled to seek rehabilitative assistance.
- 6) **NEGATIVE TEST** — If the employee's test results indicate that he/she was not impaired by drug or alcohol use, the employee shall be returned to the job and paid for any lost time.
- 7) **REFUSAL TO TEST** — Refusal to submit to a test upon the reasonable request of the Employer shall subject such employee to immediate termination.
- 8) **PRESCRIBED MEDICATIONS** — Impairment resulting from drugs prescribed by a licensed California physician as part of the course of treatment shall not be cause for discharge pursuant to this policy.
- 9) **REHABILITATION PROGRAMS** — Any employee who successfully completes an alcohol or drug rehabilitation program recognized by the Northern California Pipe Trades Health and Welfare Trust Fund shall not be discriminated against and shall be eligible for rehire.
- 10) **POLICY REVIEWS** — As this policy implements a pilot program, either the Union or the Employer may upon thirty (30) days written notice request that this Section be reopened for further modification as experience warrants.
- 11) **SITE SPECIFIC REQUIREMENTS** — If a different Drug and Alcohol policy is agreed to by the Union it will be adhered to at the job sites where it is applicable.

139. WORKPLACE DIGNITY

A. RESPECT AND DIGNITY — All employees are entitled to be treated with dignity and respect.

B. EMPLOYER RESPONSIBILITY — Individual Employers shall keep all workplaces free from harassment and hostile work environments

C. ABUSIVE LANGUAGE AND ACTIONS — Employees shall not engage in abusive language or actions, nor shall any of their supervisors.

140. DRUG AND ALCOHOL PROGRAM – It is the policy of both the signatory Employers and the Union to eliminate, insofar as it is possible, the safety and health hazards associated with drug and alcohol use as it relates to the performance of work covered by this Agreement. To that end, pre-hire drug and alcohol testing is permitted and the following after-hire program is established:

141. PRE-JOB CONFERENCE — On all jobs over 3,500 U.A. hours, there shall be a Pre-Job Conference.

142. RIGGING WORK — On rigging work performed under the jurisdiction of this Agreement, where a mobile truck crane is assigned to employees under this Agreement and is in excess of ten (10) tons rated lifting capacity, the rigging crew will consist of a minimum of three (3) United Association employees, one (1) of whom is to be appointed a Working Foreman.

143. PARKING FEES — Parking fees will be paid by the Employer, provided there is no free parking available within two-tenths (2/10) of a mile of the jobsite, on submission of receipt if requested.

144. ON THE JOB INJURIES — When an employee is injured on a job, serious enough to require medical treatment, the injured employee shall be paid for the entire workday for the date injury occurred if the attending doctor determines the employee is not able to return to work. The employee shall be accompanied to the hospital or physician's office by the Job Steward, if available, or another employee, or by a representative of the Employer. The employee accompanying the injured member shall be compensated for the time lost.

145. EQUAL RESPONSIBILITIES — It is to be the equal responsibility of the UA Local 342 supervision as well as the Individual Employer to police tool theft, alcohol and drug abuse, early quits, etc...

ARTICLE XIII WARRANTY

146. DOCUMENTS TO BE SIGNED BY EMPLOYEES — The Employer shall supply the Union with its standard packet of documents to be signed by the employee. Further, any site specific documents shall be given to the Union as soon as possible. The parties recognize that harmonious labor relations require that employees represented by the Union sign certain documents for the benefit of their Employers.

147. WARRANTIES AND AGREEMENTS — Each of the parties hereto warrants and agrees that it will not, by the adoption or amendment of any provision of its Articles of Incorporation, ownership, or change in geographical location, Constitution, By-Laws, or by contract, or by any means whatsoever, take any action that will prevent or impede it in the full and complete performance of each and every term of conditions hereof. The warranties and agreements contained in this **Section 147** are made by each of the signatories hereto on its own behalf and on behalf of each organization for which it is acting hereunder. The individuals signing this Agreement in their official capacities and the signatories hereto guarantee and warrant their authority to act for and bind the respective parties or organizations whose signatures purport to represent, and the Local Union on whose behalf the said parties are signing the said Agreement.

148. COVENANTS, STIPULATIONS AND PROVISIONS — This Agreement contains all of the covenants, stipulations, and provisions agreed upon by the parties hereto and no agent or representative of either party has authority to make, and none of the parties shall be bound by nor be liable for, any statement, representations, promise, inducement or agreements not set forth herein; that any provisions in the working rules of the Local Union, with reference to the relations between the Individual Employer and his employees, in conflict with the terms of this Agreement, shall be deemed to be waived and any such rules or regulations which may hereafter be adopted by the Local Union shall have no application to the work hereunder.

ARTICLE XIV GENERAL SAVINGS CLAUSE

149. SUSPENDED ARTICLES OR PROVISIONS — If any Article or provision of this Agreement shall be declared invalid, inoperative or unenforceable by any competent authority of the executive, legislative, judicial or administrative branch of the Federal or any State government, the Employer and the Union shall suspend the operation of such Article or provision during the period of its invalidity and shall substitute, by mutual consent, in its place and stead, an Article or provision which will meet the objections to its validity and which will be in accord with the intent and purpose of the Article or provision in question.

150. ARTICLES OR PROVISIONS NOT AFFECTED BY SUSPENSION — If any Article or provision of this Agreement shall be held invalid, inoperative or unenforceable by operation of law or by any of the above mentioned tribunals of competent jurisdiction, the remainder of this Agreement or the application of such Article or provision to persons or circumstances other than those as to which it has been held invalid, inoperative or unenforceable shall not be affected thereby.

ARTICLE XV AFFIRMATIVE ACTION COMMITTEE

151. AFFIRMATIVE ACTION COMMITTEE — Within sixty (60) days after the execution of this Agreement, the Northern California Mechanical Contractors Association shall appoint three (3) representatives and the UMIC Inc.-Industrial Contractors shall appoint one (1) representative and the Union shall appoint four (4) Union Representatives as members of the Affirmative Action Committee for the Plumbing and Pipe Fitting Industry of Alameda and Contra Costa Counties. The members of the Committee may, but need not, be members of the Joint Conferences Board.

A. RESPONSIBILITIES OF COMMITTEE — The Committee shall meet, select their officers and establish an Affirmative Action Program to assure members of minority groups of equal opportunity for employment in the Pipe Fitting Industry of Alameda County and Contra Costa County.

B. COMMITTEE REVIEWS — The Committee will review the Affirmative Action Program established under this Agreement, evaluate the progress made under the Program and will review methods of implementing additional and new programs.

C. COMMUNICATION AND COORDINATION — The Committee will establish communications with leaders of local interested public and private organizations and other Affirmative Action Programs to review the possibility of integrating programs to eliminate a duplication of efforts within the Building Construction Industry.

D. COMMITTEE UNDER JLM — The Committee shall be under the jurisdiction of the Joint Conference Board which shall have the power to review its actions and to overrule any such actions which are in its judgment in violation of the terms of this Agreement.

ARTICLE XVI EFFECTIVE AND TERMINATION DATE

152. EFFECTIVE AND TERMINATION DATES — This Agreement shall be in full force and effect from July 1, 2015 through June 30, 2018 and in effect each subsequent year, unless either party shall, not less than sixty (60) days, or more than ninety (90) days, prior to midnight June 30, 2018, or June 30th of any subsequent year, give notice to the other party of its desire to amend or terminate the Agreement, except as otherwise mutually agreed to by the parties signatory to this Agreement.

153. MODIFICATIONS TO AGREEMENT — When agreement upon the proposed modifications has been reached, such agreement shall be incorporated into this Agreement so that all of the terms and provisions of this Agreement as so modified shall be and continue in full force and effect.

APPENDIX A 50 POINTS OF JURISDICTION

The following is the jurisdiction of work of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

- 1.** All piping for plumbing, water, waste, floor drains, drain grates, supply, leader, soil pipe, grease traps, sewage, and vent lines.
- 2.** All piping for water filters, water softeners, water meters and the setting of same.
- 3.** All cold, hot and circulating water lines, piping for house pumps, cellar drainers, ejectors, house tanks, pressure tanks, swimming pools, ornamental pools, display fountains, drinking fountains, aquariums, plumbing fixtures and appliances, and the handling and setting of the above mentioned equipment.
- 4.** All water services from mains to buildings, including water meters and water meter foundations.
- 5.** All water mains from whatever source, including branches and fire hydrants, etc.
- 6.** All down spouts and drainage areas, soil pipe, catch basins, manholes, drains, gravel basins, storm water sewers, septic tanks, cesspools water storage tanks, etc.
- 7.** All liquid soap piping, liquid soap tanks, soap valves, and equipment in bath and washroom shower stalls, etc.
- 8.** All bathroom, toilet room and shower room accessories, i.e., towel racks, paper holders, glass shelves, hooks, mirrors, cabinets, etc.
- 9.** All lawn sprinkler work, including, piping, fittings, and lawn sprinkler heads.
- 10.** All sheet lead lining for X-ray rooms, fountains, swimming pools or shower stalls, tanks or vats for all purposes and for roof flashings in connection with the pipe fitting industry.
- 11.** All fire stand pumps, fire pumps, pressure and storage tanks, valves, hose racks, fire hose, cabinets and accessories, and all piping for sprinkler work of every description.
- 12.** All block in tin coils, carbonic gas piping, for soda fountains and bars, etc...
- 13.** All piping for railing work, and racks of every description, whether screwed or welded.
- 14.** All piping for pneumatic vacuum cleaning systems of every description.
- 15.** All piping for hydraulic vacuum, pneumatic, air, water, steam, oil or gas, used in connection with railway cars, railway motor cars, and railway locomotives.
- 16.** All marine piping, and all piping used in connection with shipbuilding and shipyards.
- 17.** All power plant piping of every description.
- 18.** The handling, assembling, and erecting of all economizers, superheaters,

regardless of the mode or method of making joints, hangers, and erection of same.

- 19.** All internal and external piping on boilers, heaters, tanks and evaporators, water legs, water backs and water grates, boiler compound equipment, etc...
- 20.** All soot blowers and soot collecting piping systems.
- 21.** The setting, erecting and piping, for all smoke consuming and smoke washing and regulating devices.
- 22.** The setting, erecting and piping of instruments, measuring devices, thermostatic controls, gauge boards and other controls used in connection with power, heating, refrigerating, air conditioning, manufacturing, mining and industrial work.
- 23.** The setting and erecting of all boiler feeders, water heaters, filters, water softeners, purifiers, condensate equipment, pumps, condensers, coolers, and all piping for same in power houses, distributing and boosting stations, refrigeration, bottling, distilling and brewing plants, heating, ventilating and air conditioning systems.
- 24.** All piping for artificial gases, natural gases, and holders and equipment for same, chemicals, minerals and by-products and refining of same, for any and all purposes.
- 25.** The setting and erecting of all underfed stokers, fuel burners, and piping, including gas, oil, power fuel, hot and cold air piping, and all accessories and parts of burners and stokers.
- 26.** All ash collecting and conveyor piping systems, including all air washing and dust collecting piping and equipment, accessories and appurtenances and regulating devices, etc...
- 27.** The setting and erection of all oil heaters, oil coolers, storage and distribution tanks, transfer pumps, and mixing devices, and piping thereto of every description.
- 28.** The setting, erecting and piping of all cooling units, pumps, reclaiming systems and appurtenances in connection with transformers, and piping to switches of every description.
- 29.** All fire extinguishing systems, and piping, whether by water, steam, gas or chemical, fire alarm piping, and control tubing, etc...
- 30.** All piping for sterilizing, chemical treatment, deodorizing, and all cleaning systems of every description, and laundries for all purposes.
- 31.** All piping for oil, or gasoline tanks, gravity and pressure lubricating and greasing systems, aid and hydraulic lifts, etc...
- 32.** All piping for power, or heating purpose, either by water, air, steam, gas, oil chemicals, or any other method.
- 33.** All piping, setting and hanging of all units and fixtures for air conditioning, cooling, heating, roof cooling, refrigeration, ice making, humidifying, dehydrating, by any method, and the charging and testing service of all work after completion.

34. All pneumatic tube work and all piping for carrying systems by vacuums, compressed air, steam, water, or any other method.
35. All piping to stoves, fire grates, blast and heating furnaces, ovens, driers, heaters, oil burners, stokers and boilers and cooking utensils, etc., of every description.
36. All piping in connection with central distributing filtration, treatment stations, boosting stations, waste and sewage disposal plants, central chlorination and chemical treatment work, and all underground supply lines to cooling wells, suction basins, filter basins, settling basins, and aeration basins.
37. All process piping for refining, manufacturing, industrial, and shipping purposes, of every character and description.
38. All air piping of every description.
39. All temporary piping of every description in connection with building and construction work, excavating and underground construction.
40. The laying out and cutting of all holes, chases and channels, the setting and erection of bolts, inserts, brackets, supports, sleeves, thimbles, hangers, conduit and boxes, used in connection with the pipe fitting industry.
41. The handling and setting of boilers, setting of fronts, setting of soot blowers, and attaching all boiler trimmings.
42. All pipe transportation lines for gas, oil, gasoline, fluids, and fluid water aqueducts, and water lines, and booster stations of every description.
43. All acetylene and arc welding, brazing, lead burning soldered and wiped joints, caulked joints, expanded joints, rolled joints or any other mode or method of making joints in connection with the pipe fitting industry.
44. Laying out, cutting, bending and fabricating of all pipe work of every description, by whatever mode or method.
45. All methods of stress relieving of all pipe joints made by every mode or method.
46. The assembling and erecting of tanks, used for mechanical, manufacturing, or industrial purposes, to be assembled with bolts, packed or welded joints.
47. The handling and using of all tools and equipment that may be necessary for the erection and installation of all work and materials used in the pipe fitting industry.
48. The operation, maintenance, repairing, servicing and dismantling of all work installed by Journeymen members of the United Association.
49. All piping for cataracts, cascades, (i.e., artificial waterfalls), make-up water fountains, captured waters, water towers, cooling towers, and spray ponds, used for industrial, manufacturing, commercial, or for any other purpose.
50. Piping herein specified means pipe made from metal, tile, glass, rubber, plastics, wood, or any other kind of material or product manufactured into pipe, usable in the pipe fitting industry, regardless of size or shapes.

All work assignments will be made in accordance with **Article I, Section 9**.

APPENDIX B WAGE AND FRINGE BENEFIT SCHEDULES

UA LOCAL UNION 342 PLUMBERS & STEAMFITTERS
 935 Detroit Avenue Concord, CA 94518-2501 Phone 925/686-5880 Fax 925/685-3710
MASTER LABOR AGREEMENT, Contract 010, 011, 710
 EFFECTIVE 7/1/15 THROUGH 6/30/16

Example: HRA-A	JOURNEYMAN	FOREMAN	GEN. FOREMAN	SENIOR GEN. FOREMAN
TAXABLE WAGE RATE	\$ 53.46	\$ 58.81	\$ 64.15	\$ 69.50
<i>(Dues Check Off - Deduction)</i>	<i>(2.47)</i>	<i>(2.71)</i>	<i>(2.94)</i>	<i>(3.18)</i>
Health & Welfare	17.55	17.55	17.55	17.55
Pension	13.44	13.44	13.44	13.44
401a Mandatory	5.00	5.00	5.00	5.00
Health Reimbursement Account	.50	.50	.50	.50
LU Training Fund	3.60	3.60	3.60	3.60
International Training Fund	.10	.10	.10	.10
Labor Management Corp	.05	.05	.05	.05
Retiree Fund	.40	.40	.40	.40
Contract Administration	.25	.25	.25	.25
<i>Fringe Total</i>	<i>40.89</i>	<i>40.89</i>	<i>40.89</i>	<i>40.89</i>
TOTAL PACKAGE	\$ 94.35	\$ 99.70	\$105.04	\$110.39

401(k) Elective Plan Deductions: The 401(k) Elective Plan hourly deduction rate choices are: No Deduction, \$2.00, \$4.00, \$6.00 or \$8.00 per hour. The 401(k) is deducted and remitted at straight time, time and one-half, and at double time rates. The 401(k) is **exempt** from state and federal income tax. (Not subject to state and federal income tax, though is subject to Social Security (FICA), Medicare, and federal unemployment taxes (FUTA) and SDI (State Disability Insurance).

OVERTIME: The first 2 hours after an 8 hour workday, Monday through Friday, and the first 10 hours on Saturday are paid at time and one-half rate. Sunday and Holidays and in excess of 10 hours are paid at the double time rate.

The **401a Mandatory and Health Reimbursement Account/HRA** are paid at straight time, time and one-half, and at the double time rates. **The 401a Mandatory and HRA are excluded for all tax purposes.** All overtime on other fringes are paid at the straight time rate.

Shift Work: The second and third shifts receive pay for the hours worked, plus fifteen percent (15%). The 15% is based on the Journeyman wage rate of \$53.46, Foreman rate of \$58.81, Gen.Frmn. rate of \$64.15, and the Sr.Gen.Frmn. rate of \$69.50. All Journeyman receive \$8.02 per hour, Foreman \$8.82 per hour, Gen.Frmn. \$9.62 and Sr. Gen.Frmn. \$10.43. Please see the Master Labor Agreement.

Alloy Welder: Receives 8% premium based on the Journeyman rate of \$53.46. The 8% equals \$4.28, and this amount needs to be added to their taxable hourly wage. On Shift work the 8% equals \$4.92. *(affects wage only)*

The **Dues Check Off and Credit Union** deductions are deducted from the Taxable Wage rate and submitted at straight time, time and one-half and at double time rates. **Credit Union is a voluntary payroll deduction.** The member's dispatch will reflect applicable changes if the member enrolled in the \$1.00, \$2.00, \$3.00, \$4.00, or \$5.00. per hour deduction.

ALL the above are remitted once a month to the Northern California Pipe Trades Trust Funds. For Contractors not paying Contract Administration and/or the Joint/Management Cooperation contributions, Apprentice Training shall be paid an equivalent hourly amount in lieu of such contribution(s).

IMPORTANT: Please see the following pages for wage and benefit information regarding the HRA rates noted under A, B, C, D, E, F and G for Journeyman, Foreman, Gen. Foreman and Sr. Gen. Foreman, and the 401(k) Elective deductions.

WAGE AND FRINGE BENEFIT SCHEDULES

UA LOCAL 342; MASTER LABOR AGREEMENT, Contract #010, 011, 710 EFFECTIVE 7/1/15 - 6/30/16

JOURNEYMAN PAGE: Please see Individual Dispatch for HRA levels A through G, and 401(k) Elective and voluntary Credit Union deductions.

JOURNEYMAN, No 401(k) Elective:

(Trust Fund: RT# 01040A, 01140A through # 01040G, #01140G)

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	50.99	-0-	2.47	53.46	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	94.35
B	50.49	-0-	2.47	52.96	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	94.35
C	49.99	-0-	2.47	52.46	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	94.35
D	48.99	-0-	2.47	51.46	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	94.35
E	47.99	-0-	2.47	50.46	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	94.35
F	46.99	-0-	2.47	49.46	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	94.35
G	45.99	-0-	2.47	48.46	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	94.35

JOURNEYMAN, with a 401(k) Elective of \$2.00:

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	48.99	2.00	2.47	53.46	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	94.35
B	48.49	2.00	2.47	52.96	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	94.35
C	47.99	2.00	2.47	52.46	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	94.35
D	46.99	2.00	2.47	51.46	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	94.35
E	45.99	2.00	2.47	50.46	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	94.35
F	44.99	2.00	2.47	49.46	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	94.35
G	43.99	2.00	2.47	48.46	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	94.35

JOURNEYMAN, with a 401(k) Elective of \$4.00:

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	46.99	4.00	2.47	53.46	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	94.35
B	46.49	4.00	2.47	52.96	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	94.35
C	45.99	4.00	2.47	52.46	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	94.35
D	44.99	4.00	2.47	51.46	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	94.35
E	43.99	4.00	2.47	50.46	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	94.35
F	42.99	4.00	2.47	49.46	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	94.35
G	41.99	4.00	2.47	48.46	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	94.35

JOURNEYMAN, with a 401(k) Elective of \$6.00:

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	44.99	6.00	2.47	53.46	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	94.35
B	44.49	6.00	2.47	52.96	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	94.35
C	43.99	6.00	2.47	52.46	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	94.35
D	42.99	6.00	2.47	51.46	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	94.35
E	41.99	6.00	2.47	50.46	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	94.35
F	40.99	6.00	2.47	49.46	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	94.35
G	39.99	6.00	2.47	48.46	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	94.35

JOURNEYMAN, with a 401(k) Elective of \$8.00:

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	42.99	8.00	2.47	53.46	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	94.35
B	42.49	8.00	2.47	52.96	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	94.35
C	41.99	8.00	2.47	52.46	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	94.35
D	40.99	8.00	2.47	51.46	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	94.35
E	39.99	8.00	2.47	50.46	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	94.35
F	38.99	8.00	2.47	49.46	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	94.35
G	37.99	8.00	2.47	48.46	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	94.35

WAGE AND FRINGE BENEFIT SCHEDULES

UA LOCAL 342; MASTER LABOR AGREEMENT, Contract #010, 011, 710 EFFECTIVE 7/1/15 - 6/30/16
FOREMAN PAGE: Please see Individual Dispatch for HRA levels A through G, and 401(k) Elective and voluntary Credit Union deductions.

FOREMAN, No 401(k) Election.

(Trust Fund:RT# 01041A, 01141A through # 01041G, #01141G)

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	56.10	-0-	2.71	58.81	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	99.70
B	55.60	-0-	2.71	58.31	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	99.70
C	55.10	-0-	2.71	57.81	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	99.70
D	54.10	-0-	2.71	56.81	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	99.70
E	53.10	-0-	2.71	55.81	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	99.70
F	52.10	-0-	2.71	54.81	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	99.70
G	51.10	-0-	2.71	53.81	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	99.70

FOREMAN, with a 401(k) Elective of \$2.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	54.10	2.00	2.71	58.81	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	99.70
B	53.60	2.00	2.71	58.31	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	99.70
C	53.10	2.00	2.71	57.81	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	99.70
D	52.10	2.00	2.71	56.81	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	99.70
E	51.10	2.00	2.71	55.81	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	99.70
F	50.10	2.00	2.71	54.81	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	99.70
G	49.10	2.00	2.71	53.81	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	99.70

FOREMAN, with a 401(k) Elective of \$4.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	52.10	4.00	2.71	58.81	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	99.70
B	51.60	4.00	2.71	58.31	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	99.70
C	51.10	4.00	2.71	57.81	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	99.70
D	50.10	4.00	2.71	56.81	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	99.70
E	49.10	4.00	2.71	55.81	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	99.70
F	48.10	4.00	2.71	54.81	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	99.70
G	47.10	4.00	2.71	53.81	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	99.70

FOREMAN, with a 401(k) Elective of \$6.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	50.10	6.00	2.71	58.81	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	99.70
B	49.60	6.00	2.71	58.31	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	99.70
C	49.10	6.00	2.71	57.81	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	99.70
D	48.10	6.00	2.71	56.81	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	99.70
E	47.10	6.00	2.71	55.81	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	99.70
F	46.10	6.00	2.71	54.81	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	99.70
G	45.10	6.00	2.71	53.81	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	99.70

FOREMAN, with a 401(k) Elective of \$8.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	48.10	8.00	2.71	58.81	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	99.70
B	47.60	8.00	2.71	58.31	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	99.70
C	47.10	8.00	2.71	57.81	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	99.70
D	46.10	8.00	2.71	56.81	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	99.70
E	45.10	8.00	2.71	55.81	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	99.70
F	44.10	8.00	2.71	54.81	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	99.70
G	43.10	8.00	2.71	53.81	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	99.70

WAGE AND FRINGE BENEFIT SCHEDULES

UA LOCAL 342; MASTER LABOR AGREEMENT, Contract #010, 011, 710 EFFECTIVE 7/1/15 - 6/30/16

GENERAL FOREMAN PAGE: Please see Individual Dispatch for HRA levels A through G, and 401(k) Elective and voluntary Credit Union deductions.

GENERAL FOREMAN, No 401(k) Election.

(Trust Fund: RT# 01042A, 01142A through # 01042G, #01142G)

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	61.21	-0-	2.94	64.15	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	105.04
B	60.71	-0-	2.94	63.65	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	105.04
C	60.21	-0-	2.94	63.15	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	105.04
D	59.21	-0-	2.94	62.15	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	105.04
E	58.21	-0-	2.94	61.15	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	105.04
F	57.21	-0-	2.94	60.15	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	105.04
G	56.21	-0-	2.94	59.15	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	105.04

GENERAL FOREMAN, with a 401(k) Elective of \$2.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	59.21	2.00	2.94	64.15	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	105.04
B	58.71	2.00	2.94	63.65	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	105.04
C	58.21	2.00	2.94	63.15	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	105.04
D	57.21	2.00	2.94	62.15	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	105.04
E	56.21	2.00	2.94	61.15	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	105.04
F	55.21	2.00	2.94	60.15	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	105.04
G	54.21	2.00	2.94	59.15	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	105.04

GENERAL FOREMAN, with a 401(k) Elective of \$4.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	57.21	4.00	2.94	64.15	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	105.04
B	56.71	4.00	2.94	63.65	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	105.04
C	56.21	4.00	2.94	63.15	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	105.04
D	55.21	4.00	2.94	62.15	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	105.04
E	54.21	4.00	2.94	61.15	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	105.04
F	53.21	4.00	2.94	60.15	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	105.04
G	52.21	4.00	2.94	59.15	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	105.04

GENERAL FOREMAN, with a 401(k) Elective of \$6.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	55.21	6.00	2.94	64.15	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	105.04
B	54.71	6.00	2.94	63.65	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	105.04
C	54.21	6.00	2.94	63.15	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	105.04
D	53.21	6.00	2.94	62.15	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	105.04
E	52.21	6.00	2.94	61.15	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	105.04
F	51.21	6.00	2.94	60.15	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	105.04
G	50.21	6.00	2.94	59.15	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	105.04

GENERAL FOREMAN, with a 401(k) Elective of \$8.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	53.21	8.00	2.94	64.15	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	105.04
B	52.71	8.00	2.94	63.65	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	105.04
C	52.21	8.00	2.94	63.15	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	105.04
D	51.21	8.00	2.94	62.15	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	105.04
E	50.21	8.00	2.94	61.15	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	105.04
F	49.21	8.00	2.94	60.15	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	105.04
G	48.21	8.00	2.94	59.15	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	105.04

WAGE AND FRINGE BENEFIT SCHEDULES

UA LOCAL 342; MASTER LABOR AGREEMENT, Contract #010, 011, 710 EFFECTIVE 7/1/15 - 6/30/16

SR. GENERAL FOREMAN PAGE: Please see Individual Dispatch for HRA levels A through G, and 401(k) Elective and voluntary Credit Union deductions.

SENIOR GENERAL FOREMAN, No 401(k) Election. (Trust Fund: RT# 01043A, 01143A through # 01043G, #01143G)

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	66.32	-0-	3.18	69.50	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	110.39
B	65.82	-0-	3.18	69.00	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	110.39
C	65.32	-0-	3.18	68.50	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	110.39
D	64.32	-0-	3.18	67.50	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	110.39
E	63.32	-0-	3.18	66.50	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	110.39
F	62.32	-0-	3.18	65.50	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	110.39
G	61.32	-0-	3.18	64.50	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	110.39

SENIOR GENERAL FOREMAN with a 401(k) Elective of \$2.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	64.32	2.00	3.18	69.50	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	110.39
B	63.82	2.00	3.18	69.00	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	110.39
C	63.32	2.00	3.18	68.50	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	110.39
D	62.32	2.00	3.18	67.50	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	110.39
E	61.32	2.00	3.18	66.50	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	110.39
F	60.32	2.00	3.18	65.50	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	110.39
G	59.32	2.00	3.18	64.50	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	110.39

SENIOR GENERAL FOREMAN, with a 401(k) Elective of \$4.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	62.32	4.00	3.18	69.50	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	110.39
B	61.82	4.00	3.18	69.00	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	110.39
C	61.32	4.00	3.18	68.50	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	110.39
D	60.32	4.00	3.18	67.50	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	110.39
E	59.32	4.00	3.18	66.50	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	110.39
F	58.32	4.00	3.18	65.50	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	110.39
G	57.32	4.00	3.18	64.50	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	110.39

SENIOR GENERAL FOREMAN, with a 401(k) Elective of \$6.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	60.32	6.00	3.18	69.50	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	110.39
B	59.82	6.00	3.18	69.00	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	110.39
C	59.32	6.00	3.18	68.50	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	110.39
D	58.32	6.00	3.18	67.50	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	110.39
E	57.32	6.00	3.18	66.50	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	110.39
F	56.32	6.00	3.18	65.50	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	110.39
G	55.32	6.00	3.18	64.50	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	110.39

SENIOR GENERAL FOREMAN, with a 401(k) Elective of \$8.00

HRA	Base	401(k)	Dues	HrlyWage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
A	58.32	8.00	3.18	69.50	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	110.39
B	57.82	8.00	3.18	69.00	17.55	13.44	5.00	1.00	3.60	.10	.05	.40	.25	41.39	110.39
C	57.32	8.00	3.18	68.50	17.55	13.44	5.00	1.50	3.60	.10	.05	.40	.25	41.89	110.39
D	56.32	8.00	3.18	67.50	17.55	13.44	5.00	2.50	3.60	.10	.05	.40	.25	42.89	110.39
E	55.32	8.00	3.18	66.50	17.55	13.44	5.00	3.50	3.60	.10	.05	.40	.25	43.89	110.39
F	54.32	8.00	3.18	65.50	17.55	13.44	5.00	4.50	3.60	.10	.05	.40	.25	44.89	110.39
G	53.32	8.00	3.18	64.50	17.55	13.44	5.00	5.50	3.60	.10	.05	.40	.25	45.89	110.39

WAGE AND FRINGE BENEFIT SCHEDULES

UNITED ASSOCIATION LOCAL 342 APPRENTICE MASTER LABOR AGREEMENT

EFFECTIVE 7/1/15 THROUGH 6/30/16

CONTRACT 010, 011, 710

Period	Scale	Base	Dues	Hrly Wage	H&W	Pension	401a	HRA	Trng	ITF	L/M	RF	CTR	FringeT	TPKG
1 st	40%	20.99	.89	21.88	17.55	-	-	.50	3.60	.10	.05	.40	.25	22.45	44.33
2 nd	45%	23.56	1.00	24.56	17.55	-	-	.50	3.60	.10	.05	.40	.25	22.45	47.01
3 rd	50%	25.64	1.09	26.73	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	67.62
4 th	55%	28.20	1.20	29.40	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	70.29
5 th	60%	30.77	1.31	32.08	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	72.97
6 th	65%	33.33	1.42	34.75	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	75.64
7 th	70%	35.89	1.53	37.42	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	78.31
8 th	75%	38.46	1.64	40.10	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	80.99
9 th	80%	41.02	1.75	42.77	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	83.66
10 th	85%	43.58	1.86	45.44	17.55	13.44	5.00	.50	3.60	.10	.05	.40	.25	40.89	86.33

Trust Fund: RT# : 1st = 01020, 2nd = 01021, 3rd = 01022, 4th = 01023, 5th = 01024, 6th = 01025, 7th = 01026, 8th = 01027, 9th = 01028, 10th = 01029.
No Assoc/RT#: 1st = 01120, 2nd = 01121, 3rd = 01122, 4th = 01123, 5th = 01124, 6th = 01125, 7th = 01126, 8th = 01127, 9th = 01128, 10th = 01129.

BASIS FOR CALCULATING APPRENTICE RATES

The Apprentice rates are a percent of the Building Trades Journeyman Rate of \$53.46 (1 st and 2 nd Periods have an additional .50 Cents)	
JOURNEYMAN	
Gross Taxable Wage	\$ 53.46
<i>Health & Welfare</i>	<i>17.55</i>
<i>Pension</i>	<i>13.44</i>
<i>401a Mandatory</i>	<i>5.00</i>
<i>Health Reimbursement Acct.</i>	<i>.50</i>
<i>LU Training Fund</i>	<i>3.60</i>
<i>International Training Fund</i>	<i>.10</i>
<i>Labor Management Corp</i>	<i>.05</i>
<i>Retiree Fund</i>	<i>.40</i>
<i>Contract Administration</i>	<i>.25</i>
<i>Fringe Total</i>	<i>40.89</i>
TOTAL PACKAGE	\$ 94.35

1. Dues Check-Off amounts (Union Dues) are included in the Taxable Wage.

2. The Wage Rate for 1st and 2nd period apprentices includes an additional \$0.50.

3. There are no pension or 401(a) contributions required for 1st and 2nd period apprentices.

4. Credit Union *voluntary* payroll deduction is available to members at \$1.00, \$2.00, \$3.00, \$4.00 or \$5.00 per hour. The Credit Union amount is reflected on the dispatch and deducted from the taxable wage.

The 401(k) Elective Plan is now available for 3rd through 10th period Apprentices. The hourly deductions are: *No Deduction, \$2.00, \$4.00, \$6.00 and \$8.00 per hour. The 401(k) elections are indicated on the members' dispatch.* The 401(k) Plan amounts are **not** subject to State or Federal Taxes, though they are subject to social security (FICA), Medicare, and federal unemployment taxes (FUTA), and SDI (State Disability Insurance). Deducted and submitted at straight time, time and one-half and at double time rates.

APPENDIX C STANDARD OF EXCELLENCE

MEMBER AND LOCAL UNION RESPONSIBILITIES:

To ensure the **UA Standard for Excellence** platform meets and maintains its goals, the Local Union Business Manager, in partnership with his/her implementation team, including Shop Stewards and the local membership, shall ensure all members:

- Meet their responsibilities to the employer and their fellow workers by arriving on the job ready to work, every day on time (Absenteeism and tardiness will not be tolerated.)
- Adhere to the contractual starting and quitting times, including lunch and break periods (Personal cell phones will not be used during the workday with the exception of lunch and break periods.)
- Meet their responsibility as highly skilled craft workers by providing the required tools as stipulated under the local Collective Bargaining Agreement while respecting those tools and equipment supplied by the employer
- Use and promote the local union and international training and certification systems to the membership so they may continue on the road of lifelong learning, thus ensuring UA craft workers are the most highly trained and sought after workers
- Meet their responsibility to be fit for duty, ensuring a zero tolerance policy for substance abuse is strictly met
- Be productive and keep inactive time to a minimum
- Meet their contractual responsibility to eliminate disruptions on the job and safely work towards the on-time completion of the project in an auspicious manner
- Respect the customers' property (Waste and property destruction, such as graffiti, will not be tolerated.)
- Respect the UA, the customer, client and contractor by dressing in a manner appropriate for our highly skilled and professional craft (Offensive words and symbols on clothing and buttons are not acceptable.)
- Respect and obey employer and customer rules and policies
- Follow safe, reasonable and legitimate management directives

EMPLOYER AND MANAGEMENT RESPONSIBILITIES:

MCAA/MSCA, PFI, MCPWB, PCA, UAC and NFSA and their signatory contractors have the responsibility to manage their jobs effectively, and as such have the following responsibilities under the **UA Standard for Excellence**.

- Replace and return to the referral hall ineffective Superintendents, General Foremen, Foremen, Journeymen and Apprentices
- Provide worker recognition for a job well done
- Ensure that all necessary tools and equipment are readily available to employees
- Minimize workers' downtime by ensuring blueprints, specifications, job layout instructions and material are readily available in a timely manner
- Provide proper storage for contractor and employee tools
- Provide the necessary leadership and problem-solving skills to jobsite supervision
- Ensure jobsite leadership takes the necessary ownership of mistakes created by management decisions
- Encourage employees, but if necessary, be fair and consistent with discipline

- Create and maintain a safe work environment by providing site specific training, proper equipment and following occupational health and safety guidelines
- Promote and support continued education and training for employees while encouraging career building skills
- Employ an adequate number of properly trained employees to efficiently perform the work in a safe manner, while limiting the number of employees to the work at hand, thereby providing the customer with a key performance indicator of the value of the **UA Standard for Excellence**
- Treat all employees in a respectful and dignified manner, acknowledging their contributions to a successful project
- Cooperate and communicate with the job steward

PROBLEM RESOLUTION THROUGH THE UA STANDARD FOR EXCELLENCE POLICY:

Under the **UA Standard for Excellence** it is understood, that members through the Local Union, and management through the signatory contractors, have duties and are accountable in achieving successful resolutions.

MEMBER AND LOCAL UNION RESPONSIBILITIES:

- The Local Union and the Steward will work with members to correct and solve problems related to job performance.
- Job Stewards shall be provided with Steward training and receive specialized training with regard to the **UA Standard for Excellence**.
- Regular meetings will be held where the Job Steward along with UA supervision will communicate with the management team regarding job progress, work schedules, and other issues affecting work processes.
- The Job Steward shall communicate with the members about issues affecting work progress.
- The Business Manager or his delegate will conduct regularly scheduled meetings to discuss and resolve issues affecting compliance of the **UA Standard for Excellence** policy.
- The Steward and management will attempt to correct such problems with individual members in the workplace.
- Individual members not complying with membership responsibility shall be brought before the Local Union Executive Board, which will address such members' failure to meet their obligation to the local and the UA, up to and including filing charges. The Local Union's role is to use all available means to correct the compliance problem.

EMPLOYER AND MANAGEMENT RESPONSIBILITIES:

- Regular meetings will be held where the management team and UA supervision will communicate with the Job Steward regarding job progress, work schedules, and other issues affecting the work process.
- Management will address concerns brought forth by the Steward or UA supervision in a professional and timely manner.

- A course of action shall be established to allow the Job Steward and/or UA supervision to communicate with higher levels of management in the event there is a breakdown with the responsible manager.
- In the event that the employee is unwilling or unable to make the necessary changes, management must make the decision whether the employee is detrimental to the **UA Standard for Excellence** platform and make a decision regarding his/her further employment.

ADDITIONAL JOINTLY SUPPORTED METHODS OF PROBLEM RESOLUTION:

- In the event an issue is irresolvable at this level, the local or the contractor may call for a contractually established labor management meeting to resolve the issues.
- Weekly job progress meetings should be conducted with Job Stewards, UA supervision and management.
- The local or the contractor may involve the customer when their input is prudent in finding a solution.
- Foremen, General Foremen, Superintendents and other management should be educated and certified as leaders in the **UA Standard for Excellence** policy.

APPENDIX D INDUSTRIAL WORK

- Oil refinery piping and other refining or manufacturing process piping and equipment
- All permanent and stationary marine piping facilities and equipment, excluding all work covered under any recognized UA Maritime Agreement
- All power plant piping, boilers, boiler piping and equipment
- Refrigeration piping and equipment installations other than work covered by the Northern California and Northern Nevada Refrigeration & Air Conditioning Agreement
- Heating, ventilating and air conditioning systems in connection with manufacturing, bottling, distilling, brewing and food process piping other than work covered by the Northern California and Northern Nevada Refrigeration and Air Conditioning Agreement
- Electric transformer piping and equipment
- Chemical piping work
- Plumbing and booster stations in connection with transportation and transmission pipeline
- Piping for filtration, reducing, boosting and treatment stations or plants in connection with water, waste and sewage
- Piping in connection with space vehicles, missiles, aircraft, railroads, and transit systems
- Tanks
- All pneumatic and hydraulic systems
- Industrial process piping for smog and pollution control
- Equipment piping
- Miscellaneous piping
- Control systems for industrial process piping
- Cooling towers

SIGNATURE PAGE

This Agreement shall be deemed to be executed when the parties covered hereby shall have affixed their signatures hereto:

**UA LOCAL 342
OF THE UNITED ASSOCIATION OF
JOURNEYMEN AND APPRENTICES OF
THE PLUMBING AND PIPEFITTING INDUSTRY
OF THE UNITED STATES AND CANADA AFL-CIO**



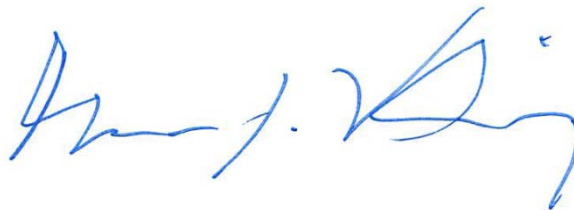
**Derrick Kualapai
Business Manager**

◆
**NORTHERN CALIFORNIA MECHANICAL
CONTRACTORS ASSOCIATION**



**Ron Mitchell
Executive Vice President**

◆
UMIC INC.-Industrial Contractors



**Michael Vlaming
Chairman**

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