STATE OF CALIFORNIA GRAY DAVIS, *GOVERNOR*

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
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HOLIDAY PROVISIONS

FOR

CARPENTER AND RELATED TRADES
CARPENTER AND RELATED TRADES (SECOND SHIFT)
CARPENTER AND RELATED TRADES (THIRD SHIFT)

IN

ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MARIN, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN FRANCISCO, SAN JOAQUIN, SAN MATEO, SANTA CLARA, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO, AND YUBA COUNTIES.

23 31-1

1999-2004

CARPENTERS' MASTER AGREEMENT

Between

CONSTRUCTION EMPLOYERS' ASSOCIATION
OF CALIFORNIA

and

CARPENTERS' 46 NORTHERN CALIFORNIA
COUNTIES CONFERENCE BOARD

of the

UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA (AFL-CIO)

RECEIVED
Department of Industrial Relations

MAY 31 2000

Div of Labor Statistics & Research
Chief's Office

Saturday make-up day. (The NCCRC district office phone numbers are as follows: Northern (916) 498-1002, Southern (408) 779-0312, and Central (510) 568-4788.)

Four (4) days of each year will be selected by the Union as designated off days as set forth below:

1999: Friday, May 28th; Friday, July 2nd; Friday, September 3rd; Friday, December 24th.

2000: Friday, February 18th; Friday, May 26th; Monday, July 3rd; Friday, September 1st.

2001: Friday, May 25th; Friday, August 31st; Monday, December 24th; Monday, December 31st.

2002: Friday, February 15th; Friday, May 24th; Friday, July 5th; Friday, August 30th.

2003: Friday, February 14th; Friday, May 23rd; Friday, August 29th; Friday, December 26th.

2004: Friday, January 2nd; Friday, May 28th; Friday, September 3rd; Friday, December 24th.

On Residential projects as described in Appendix C, "Residential Addendum" the work week shall remain as contained therein.

Designated Off Days on all public works shall be governed by Section 26 "Overtime."

SECTION 25
HOLIDAYS

The following are recognized holidays: New Year's Day, Martin Luther King's Day, Washington's Birthday, Decoration Day (Memorial Day), Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, and Christmas Day. If any of the above holidays fall on Sunday, the Monday following shall be observed as the holiday.

SECTION 26
OVERTIME

A. On all building construction, the first two (2) hours prior to the start of the regular or approved day or the first four (4) hours after the end of the approved or regular work day, not to exceed a total of four (4) hours in any one work day shall be paid at time and one-half.

2003-2008 CEA/CARPENTERS MASTER LABOR AGREEMENT

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding entered into this 3rd day of June, 2003, extends the current Master Labor Agreement between the Construction Employers' Association (CEA) and the Carpenters 46 Northern California Counties Conference Board through June 30, 2008 and provides the following modifications to the 1999-2004 CEA/Carpenters Master Labor Agreement:

I. Term of Agreement:

Agreement shall be effective July 1, 2003 through June 30, 2008.

II. Wage and fringe benefit increases are as follows:

July 1, 2003 -

<u>9 Counties Area</u>

$1.25 – Union's Discretion
$ .03 – Work Fees

<u>3 Counties and 34 Counties Areas:</u>

$.50 – Union's Discretion
$.03 – Work Fees

For extended employers, projects with a total base bid value of $25 million or more in the 3 and 34 Counties areas, bid or negotiated after the effective date of this Agreement and prior to July 1, 2004, wage rates for the duration of the project shall be $3.50 per hour above the applicable 3 or 34 Counties' wage rates, with the exception of wood frame residential construction of 3 stories or less which shall not be subject to this provision. Existing projects shall be grandfathered at July 1, 2003 rates for the remainder of the project.

August 1, 2003 -

<u>All Areas</u> - <$.75>

For extended employers, waive $.75 ($.71 for CEA members) for a seven month period (August 1, 2003 through February 29, 2004):
$.49 from Work Fees (Supplemental Dues)
$.06 from CWPC
$.07 from Contract Administration
$.03 from BIPTF
$.01 from CBAP
$.04 from BIT ($.01 for CEA members)

Initials: JM _____ _____

VI. Modify Apprenticeship provisions of Section 39 (Wage Rates) to read as follows:

"An individual employer ~~may~~ **shall** employ apprentices only in accordance with the provisions of this Agreement and the applicable rules and regulations of the Carpenters Training Committee and the Apprenticeship Standards."

"An individual employer who is entitled to employ apprentices may employ not more than one (1) apprentice for the first two (2) journeymen regularly employed by him and not more than one (1) additional apprentice for each three (3) additional journeymen employed by him. The first apprentice may not be employed until at least two (2) journeymen are regularly employed by the individual employer. ~~Subject to applicable law, the parties shall use their best efforts to employ apprentices.~~ **Any individual employer employing five (5) journeymen shall, while employing five (5) journeymen, also employ at least one (1) apprentice. For each additional five (5) journeymen then in his employ, he shall employ at least one (1) additional apprentice.**"

VII. Apprenticeship Wage and Fringe Benefits Schedule

The parties agree to modify the existing practice whereby fringe benefit increases are automatic, based on calendar months from an apprentice's indenture or re-indenture date. Wage and fringe benefit increases for all apprentices shall be governed by the individual Joint Apprentice Training Committees (based on calendar months, work hours and completion of mandatory training classes).

VIII. Subsistence

Add "Willits" to the cities listed in Section 1(a) of Appendix A (Subsistence).

IX. Designated Off Days

The parties agree to move the provisions setting forth the four designated off days for each year from Section 24 (Work Week) to Section 25 (Holidays). The four designated off days for 2003 and 2004 are as follows:

2003: Friday, February 14th; Friday, May 23rd; Friday, August 29th; Friday, December 26th.

2004: Friday, January 2nd; Friday, May 28th; Friday, September 3rd; Friday, December 24th.

The four designated off days for 2005, 2006, 2007 and 2008 shall be determined by the Union.

All other terms and conditions of the 1999-2004 Master Labor Agreement by and between the Construction Employers Association and the Carpenters 46 Northern California Counties Conference Board shall remain unchanged.

(Signature Page to Follow)

Initials: MNW _____ _____