STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
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TRAVEL AND SUBSISTENCE PROVISION

FOR

LIGHT FIXTURE MAINTENANCE
(ALL CLASSIFICATIONS)

IN

IMPERIAL AND SAN DIEGO COUNTIES

61-569-20

AGREEMENT

BETWEEN

LOCAL UNION 569

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

AND

OSRAM SYLVANIA LIGHTING SERVICES

JANUARY 1, 1993 - DECEMBER 31, 1995

RECEIVED
Department of Industrial Relations
JUL 28 1995
Div. of Labor Statistics & Research
Chief's Office

> FOR SINGLE INDIVIDUAL

20-95)

At no time shall an employee be promoted to a higher classification and receive a decrease in pay rate, however, employees may be promoted to a higher classification at a lateral pay rate.

B. There shall be one (1) leadman to each fifteen (15) employees. The rate of pay for leadmen shall be ten per cent (10%) above the top of the rate.

C. Wages shall be paid weekly on Wednesday and not more than five (5) days shall be withheld at any time. Due to circumstances beyond the Company's control, pay day will be no later than 4:30 p.m. on Friday.

D. Each day an employee is required to report for work and does report, but is furnished less than four (4) hours' work, said employee shall be paid a minimum of four (4) hours at his regular rate of pay.

E. All time shall commence from the time of arrival at the job site. The employee shall receive portal to portal, at a rate of twenty-five ($.25) cents per mile, from plant site to job site and return, if required to report to the plant site. Any mileage beyond a twenty-five (25) mile radius from the shop shall be furnished transportation by the Company.

F. When performing work in a plant that is signatory to a Collective Bargaining Agreement with the I.B.E.W., Local 569, the Employer agrees to pay its employees the prevailing median hourly rate as required for the classification of the in-plant employee performing similar work. The rate schedules for any plant under contract to Local 569 shall be made available to the Employer upon request, except Fixture Cleaners, who shall be paid the current Fixture Cleaner rate.

G. When an employee is required to work out of town and will be required to be away from home overnight, he/she shall be reimbursed for reasonable actual expenses of meals and lodging. The Company agrees to pay fifty ($50.00) dollars per meals and lodging. Should actual expenses exceed fifty ($50.00) dollars, the employee must furnish Company with all receipts for reimbursement.