STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 8th Floor
San Francisco, CA 94102

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

SCOPE OF WORK PROVISIONS

FOR

PARKING AND HIGHWAY IMPROVEMENT PAINTER (LABORER)

IN

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

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Department of Industrial Relations

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Div. of Labor Statistics & Research
Chief's Office

2003-2006

AUTOMOTIVE, MARINE & SPECIALTY PAINTERS LOCAL NUMBER 1176

AND

THE NORTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS

NORTHERN CALIFORNIA HIGHWAY IMPROVEMENT AGREEMENT

contractors and whose principal contracting business is the execution of contracts requiring the art, science, knowledge, experience, skill, and ability to layout and perform the following operations as covered by this Agreement.

1. All painting, application, and installation of protective coatings, lines, arrows, bumpers, and curbs, etc., on parking lots, air fields, highways, game courts, and other such surfaces.

2. The handling, painting, and installing of all car stops, traffic regulatory signs, and any other type of sign installed for the purpose of regulating traffic on such surfaces.

3. The installation of temporary and/or permanent traffic delineating devices, including, but not limited to, striping, thermoplastics, delineators, and reflective traffic tapes.

4. The installation of parking gates, ticket spitters, parking meters, and other such mechanical and automatic control devices.

5. Pavement markers.

6. Line removals.

7. Installation of guard rails, posts, and protective devices.

8. Manufacturing and installation of all car stops, i.e. metal, wood, concrete, and plastics, etc., and all traffic regulator materials.

9. Manufacturing, painting, stenciling, repairing, placing, and removal of traffic safety and control devices barricades.

10. Manufacturing of all thermoplastics, paints, and pavement markers.

11. The preparation and maintenance of all surfaces, as outlined above.

12. Traffic control includes all aspects of controlling traffic on all new construction, maintenance, and rehab work involving roads and/or freeways.

Enhancement of Productivity - The parties recognize that it is essential to enhance productivity on the jobsite. It is therefore agreed by the parties that the Individual Employer may establish a composite crew consisting of Laborers and Painters in such proportion as are respective of the type of work to be performed. These composite crew members will not be restricted as to the duties they will perform while working on the assigned work. The determination of crew size, number of crews and foreman for the composite crew will be solely the responsibility of the Individual Employer. This understanding shall not be construed to mean that any craft has relinquished in any way its traditional, historic craft jurisdiction, nor shall this understanding be used as a basis for establishing craft jurisdictional claims by any Union or work assignments by the Individual Employer.

pay hourly contributions for each paid for and/or worked, including overtime pay, in accordance with the schedule specified in Section 19.

B. Each Employer shall be subject to and entitled to the benefits of all of the provisions of the Trust Agreement specified herein establishing said Funds and any amendment or modifications [or amendments or modifications]. In order to provide for benefits to employees without disruption during periods of contract negotiations and to assure an orderly means of collecting Trust Fund contributions during such periods, each signatory Employer agrees that he or it shall be obligated to contribute to each and every Trust Fund referred to in this Agreement for any period following their termination date of this Agreement unless and until a lawful impasse occurs or until a successor Agreement is negotiated. Each signatory Employer further agrees that any and all said Trust Funds may enforce this obligation by action to collect such delinquent contributions filed in any court of competent jurisdiction.

C. The Health and Welfare Plan shall be supplemented to provide that the Trustees shall apply amounts from the contributions specified in this Agreement to such Plan for the purpose of providing benefits to employees retired pursuant to the Provisions of the Laborers Pension Trust Fund for Northern California.

D. The Union and the Employer agree that the Employer covered by this Agreement may continue the coverage of their supervisory personnel above the rank of foreman in the Laborers Health and Welfare Trust Fund for Northern California, the Laborers Pension Trust Fund for Northern California, the Laborers Vacation-Holiday-Dues Supplement Trust Fund for Northern California, and the Laborers Training and Retraining Trust Fund for Northern California, by paying into all Trust monthly on the basis of one hundred seventy (170) hours per month in accordance with the schedules set forth in this Agreement, regardless of the hours worked by any such employee in a month, provide, however, the Employer having made on (1) payment on an employee shall continue to make such payment so long as the employee is in his employ.

ARTICLE 21. CATEGORIES OF WORK

A. Public Work on Roadways, Highways, Freeways, Airports, Runways, and Heliports, Etc.

1. Striping Definition: operations including, but not limited to, the layout and application of painted traffic stripes and markings, hot thermoplastic traffic stripes and marking, and tape traffic stripes and markings.

2. Pavement Markers Definition: Operation including, but not limited to, the layout and application of pavement markers and adhesives and all related surface preparation work (sandblasting, waterblasting, and grinding, etc.).

3. Traffic Delineating Device Applicator (TDDA) Definition: Operations including, but not limited to, the manufacturing, layout, and installation of traffic signs, delineators, object markers, rumble bars, raised traffic bars, guide markers, and all other traffic

protective delineating devices related to highway and road work.

4. Surface Sandblasting Definition: Operations including, but not limited to, the abrasive removal of traffic lines and marking utilizing sandblasting, waterblasting, shotblasting, grinding, or any other abrasive removal techniques.

5. Protective Delineating System Definition: Operations including, but not limited to, the manufacturing, removing, relocating, and installing permanently affixed roadside and parking delineation barricades and guard rails, cable anchors, and reference markers (monument).

6. Traffic Controlperson Definition: The sole operation of this individual is to control and direct traffic through conventional and moving lane closures. Additional services may include, but not be limited to, the labor for the placement of directional cones, lights, arrows, temporary construction area signs, barricades (with or without flasher lights), trucks with safety crash cushions, lighted message boards, or type I and type II arrow boards that serve to warn traffic of approaching construction sites. Also, these services shall cover labor for the flag person (assigned or trained for this job) warning traffic by paddle sign to stop or control speed.

B. Public Work On Parking Lots, Playgrounds, and Game Courts.

1. Striping Definition: Operations including, but not limited to, the removal, layout, and application of painted lines and markings.

2. Wheelstop Installation Definition: operations including, but not limited to, the application of all types of wheelstops.

ARTICLE 22. SKILL LEVELS (PAINTERS LOCAL UNION 1176 AND NORTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS LOCAL UNIONS)

A. Public Work on Roadways, Highways, Freeways, Airports, Runways, and Heliports, Etc.

1. Trainee Step I Definition: A person who has limited use of the tools of the trade and who is being trained under the direct supervision of a journeyperson.

2. Trainee Step II Definition: A trainee who has limited use of the tools of the trade and who is being trained, over a period of time, under the direct supervision of a journeyperson.

3. Trainee Step III Definition: A trainee who has completed Step I and Step II who has unlimited use of the tools of the trade and who is being trained, over a period of time, under the direct supervision of a journeyperson.

4. Serviceperson Definition: A person who is employed for the purpose of doing those other jobs, such as stock clerk, equipment maintenance, and repair work, not directly related to the application and removal of directional materials.

5. Journeyperson Definition: A person who has attained the skills and abilities for a particular category of work (see **ARTICLE 21**). These skills and abilities shall include, but not be limited to, layout, reading and following plans and specifications, operation of all related equipment, and all aspects of traffic safety.

6. Foreperson Definition: A journeyperson who is in charge of a crew.

B. Public Works on Parking Lots, Playgrounds, and Game Courts.

1. Journeyperson Definition: A person who has attained the skills and abilities for all aspects of parking lot striping and specifications and operation of all related equipment, installation of bumper blocks.

ARTICLE 23. TRAINEE PROGRAM & RATES FOR PUBLIC WORKS FOR MEMBERS OF PAINTERS LOCAL UNION 1176 & NCDCL.

The Trainee Program is designed to provide on the job training that is supervised by a journeyperson for work performed on roadways, highways, freeways, airports, and game courts. This shall be accomplished in three steps as follows;

	Base Wage	Vacation Pay	Health & Welfare	Pension	Training	Total Wage
Painter						
1st 2000 hrs	$12.81	$1.42	$4.40	$0.00	$0.10*	$18.63
2nd 2000 hrs	13.83	1.42	4.40	1.00	0.10*	20.65
3rd 2000 hrs	15.37	1.42	4.40	1.00	0.10*	22.19

* Agree to formally adopt an Apprenticeship Program. No contributions will commence until the Apprenticeship Program is approved by the State of California. In 2006, the Painters will receive the increase negotiated in the Laborers Master Agreement plus ten cents ($.10) per man hour for the Apprenticeship Program if an Apprenticeship Program has been established.

Laborers						
1st 2000 hrs	$11.82	$2.28	$4.54	$0.00	$0.23	$18.87
2nd 2000 hrs	12.82	2.28	4.54	2.16	0.23	22.03
3rd 2000 hrs	14.32	2.28	4.54	2.16	0.23	23.53

After trainees complete a total of six thousand (6,000) working hours they shall enter into the Journeyperson Program. A working hour, as referred to in this ARTICLE, shall be defined as one hour of actual labor performed in the craft and does not include any travel time.