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

TRAVEL AND SUBSISTENCE PROVISIONS

FOR

IRONWORKER

IN

ALL LOCALITIES WITHIN THE STATE OF CALIFORNIA

RECEIVED
Department of Industrial Relations
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Labor Statistics & Research
Chief's Office

AGREEMENT

IRON WORKER EMPLOYERS

STATE OF CALIFORNIA AND A PORTION OF NEVADA.... AND

DISTRICT COUNCIL OF IRON WORKERS OF THE STATE OF CALIFORNIA AND VICINITY...

July 1, 2004 - June 30, 2007

through Friday. Time and one-half shall be paid for the first eight (8) hours worked on Saturday and double time shall be paid for all hours worked in excess of eight (8) hours. All other overtime worked, including Sundays and holidays, shall be paid at the double time rate. Overtime pay shall be computed by not less than half-hour increments. No work shall be performed on Labor Day except to save life and property.

Foremen – Effective July 1, 2003, Foremen shall be paid not less than 10% more than the regular hourly rate of the highest journeyman Iron Worker classification over which they have supervision.

When two (2) or more Iron Workers are employed, one (1) shall be selected by the individual employer to act as Foreman and shall receive a Foreman's wages.

B - **Parking Fees** - In congested areas the individual employer shall provide, or pay for, parking facilities for workmen where free parking is not available within three (3) standard blocks of the job. Bona fide validated parking tickets must be submitted to the individual employer.

San Francisco (including Yerba Buena Island) – Due to the unique parking and congestion problems common in San Francisco, each Iron Worker working in the City of San Francisco, as defined below, shall receive $8.00 per day as a Congestion Zone Fee. The Congestion Zone Fee shall be considered travel pay and shall not be paid on days where show-up expense is paid. The City of San Francisco is defined as the city limits of San Francisco (as described by the San Francisco County Recorder's Office as of July 1, 1998), the Golden Gate Bridge in its entirety, and the west side of the San Francisco Bay Bridge up to and including Treasure Island. The Congestion Zone Fee became effective July 1, 1999. All projects bid prior to July 1, 1999 were excluded.

The first phase of the San Francisco Bay Bridge Retrofit Project shall be excluded unless bid after January 1, 2000.

The Congestion Zone Fee will not apply to work performed in a permanent yard relative to

loading and unloading company equipment.

Effective January 1, 2002, the following counties shall be added to the Congestion Zone Fee: Santa Clara, Alameda and San Mateo. The Congestion Zone Fee for these counties shall be $8.00 per day. Jobs bid prior to the effective date shall be excluded.

Effective July 1, 2002, the Congestion Zone Fee for the City and County of San Francisco only shall be $10.00 per day. Jobs bid prior to January 1, 2002 shall be excluded.

Effective July 1, 2003, the Congestion Zone Fee for the City and County of San Francisco only shall be $12.00 per day. Jobs bid prior to January 1, 2002 shall be excluded.

C - **Tolls** - The individual employer shall pay all bridge and ferry tolls. Bona fide validated receipts must be submitted to the individual employer.

D - **Election Day** - Time will be allowed to vote in accordance with the provisions of the applicable California or Nevada Election Code.

SECTION 8. Pay Day

The regular pay day shall be once a week on such day agreed upon between the individual employer and the appropriate Local Union. Wages shall be paid before quitting time on the job, in cash, by check or other legal tender. When requested by the Union, an individual employer will make arrangements with a local bank to cash the workmen's pay check. Individual employers may withhold where necessary a reasonable amount of wages but not to exceed the provisions contained in the Labor Code of the State of California, or Nevada when applicable, to enable them to prepare the payroll. If pay day falls on a holiday, the workmen shall be paid the day preceding the holiday.

When workmen are laid off, or discharged, they shall be laid off or discharged at the site of construction and paid in full in cash, by check or

other legal tender immediately and, if required to go to some other point or to the office of the individual employer, the workmen shall be paid for time required to go to such places.

An employee who quits shall be mailed his pay in full by certified mail to his last known address within seventy-two (72) hours or be paid prior to leaving the job or project.

Any undue delay or loss of time caused the workmen through no fault of their own shall be paid for at the regular straight time wages by the individual employer causing such delay.

Accompanying each payment of wages shall be a separate statement identifying the individual employer, showing the total earnings, the amount of each deduction, the purposes thereof and net earnings.

If workmen are not paid by their individual employer during the usual working hours, they shall receive the applicable overtime rate for all time after the regular working hours that they are required by the individual employer to remain on the job site on such regular pay day. If workmen are not required to remain on the job site on the regular pay day they shall receive four (4) hours pay at the appropriate overtime rate. Workmen, who through no fault of their own, are not paid on the regular pay day shall be paid waiting time for each hour of time they are required to wait on the next and each succeeding day at the regular straight time hourly rate, not to exceed eight (8) hours per day. Where an employee is still employed by the individual employer, waiting time shall be in addition to the employee's regular hourly rate.

SECTION 9. Expenses Out of Town

A - **Subsistence Pay** - Where a job is located 50 miles or more from the City Hall of San Francisco, Oakland, San Jose, Sacramento, Stockton, Fresno, Bishop, Bakersfield, Eureka, Redding, Napa, Los Angeles, San Diego, San Bernardino, Ventura and El Centro of the State of California, and Reno and Las Vegas of the State

of Nevada, a workman will be compensated per scheduled work day for the job, depending on the bona fide residence of the workman. Subsistence pay is determined by ascertaining the workman's bona fide residence and the city hall enumerated above which is the closest to that residence. If the job is more than 50 miles from that city hall, subsistence is owed as follows:

Fifty (50) miles to sixty (60) miles	$10.00
Sixty (60) miles to seventy-five (75) miles.	$20.00
Seventy-five (75) miles to one hundred (100) miles	$25.00
One hundred (100) miles and over.	$40.00

If a workman chooses to relocate to another geographic jurisdiction more than 50 miles from his primary residence with the intent to work continuously within that new jurisdiction, subsistence pay will be determined by the alternate residence that the worker is residing in while performing the work.

Mileage will be the actual number of miles traveled over the most direct regularly traveled route between the job and the designated point.

When an out-of-town job is of one day's duration, a workman shall be paid travel reimbursement to and from the job. He shall not, in addition, be paid subsistence.

B - **Federal Installations:**

1 - In lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by three dollars ($3.00) per hour for all work performed;

Effective July 1, 2005, in lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by four dollars and fifty cents ($4.50) per hour for all work performed;

Effective July 1, 2006, in lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by six dollars ($6.00) per hour for all work performed at the following locations:

China Lake Naval Test Station
Chocolate Mountains Naval Reserve - Niland
Edwards Air Force Base
Fort Irwin Military Station
Fort Irwin Training Center - Goldstone
San Clemente Island
San Nicholas Island
Susanville Federal Prison
29 Palms - Marine Corps
U.S. Marine Base - Barstow
U.S. Naval Air Facility - Sealey
Vandenberg Air Force Base

2 - In lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by two dollars ($2.00) per hour for all work performed;

Effective July 1, 2005, in lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by three dollars ($3.00) per hour for all work performed;

Effective July 1, 2006, in lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by four dollars ($4.00) per hour for all work performed at the following locations:

Army Defense Language Institute - Monterey
Fallon Air Base
Naval Post Graduate School - Monterey
Yermo Marine Corps Logistics Center

3 - In lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by one dollar ($1.00) per hour for all work performed at the following locations:

Effective July 1, 2005, in lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by one dollar and fifty cents ($1.50) per hour for all work performed;

Effective July 1, 2006, in lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by two dollars ($2.00) per hour for all work performed at the following locations:

Port Hueneme
Port Mugu
United States Coast Guard Station - Two Rock

C - **Travel Expense to Whom Due** - When an individual employer hires workmen for a job more than 50 miles away from the City Hall in those cities listed in Paragraph A, the workmen shall be paid travel reimbursement and subsistence, in accordance with the Agreement, whether or not the job is located within another expense-free zone as provided by this Agreement. The individual employer shall pay bridge, ferry and toll road fares.

D - **Travel Reimbursement** - Travel reimbursement will be paid by the individual employer as follows:

Sixty (60) miles to seventy-five (75) miles . .	$25.00
Seventy-five (75) miles to one hundred (100) miles.	$50.00
One hundred (100) miles and over.	$60.00
Each additional fifty (50) miles.	$25.00

Mileage will be the actual number of miles traveled over the most direct regularly traveled route between the job and the designated point.

Such payments shall be based on travel from the City Hall in those cities listed in Paragraph A. The workmen shall be paid a travel reimbursement at the beginning and completion of the job. This reimbursement is in addition to subsistence as provided in this Agreement.

E - **Company Transportation** - When safe company transportation with proper protection from the elements is provided, workmen will be paid travel reimbursement.

F - **Travel Reimbursement, Job Not Continuous** - If any individual employer orders the same workmen to and from the same job more than once when the job is not continuous, workmen shall be paid travel reimbursement to and from the job for each round trip except where the break in continuous employment on the job is caused by Saturdays, Sundays, holidays or weather conditions.

G - **Travel Reimbursement When Due** - Travel reimbursement will be paid on the first pay day after the workman starts to work. Travel reimbursement for the return trip will be paid at the conclusion of the job. Subsistence payments will be made each regular pay day. Any workman who quits voluntarily before he has worked ten (10) days or who is discharged with just and sufficient cause prior to completion of the job, will not be entitled to return travel reimbursement.

On jobs of five (5) or more days duration, travel reimbursement will not be paid either way if a workman quits voluntarily before he has worked five (5) days or shifts.

H - **Expense Pay Each Day's Work** - Workmen eligible for subsistence shall be paid a single day's subsistence for any working day, whether more or less than eight (8) hours, or for work on Saturday, Sunday, or a holiday. No workman shall receive more than a single day's subsistence from a single individual employer for any one day worked.

I - **Adjacent Job Sites** - When workmen are transferred from one individual employer to another, without loss of time on same job or on an adjacent job, the original individual employer will not be required to pay the return travel reimbursement but the final individual employer will be required to pay the return travel reimbursement. The individual employer will notify the appropriate Local Union giving the names and Social Security Account numbers of workmen so transferred.

J - **"Show Up Expense"** - On jobs located outside the free zones, workmen who report for work and for whom no work is provided shall be paid a "show up" expense of $60.00 in addition to subsistence Mondays through Fridays. On Saturdays, Sundays and holidays "show up" expense will be based on the applicable overtime factor; provided that, to qualify for "show up" expense on any day the workman must remain at the job site for two (2) hours, available for work, unless released by the individual employer or his representative.

If a workman is put to work he will be paid in accordance with Section 6-E.

Note: The intent of both parties is that "show up" expense shall not be paid when the workman appears for work in an unfit condition or without proper tools or qualifications.

SECTION 10. Apprentices

†A - Apprentices shall be paid the following percentages for the classification of work in which they are engaged:

Effective July 1, 2004, for Structural, Ornamental, Reinforcing and Fence Erector apprentices who are under a three (3) year term of apprenticeship who were indentured prior to July 1, 2004:

First six months. 55%
Second six months 60%
Third six months. 65%
Fourth six months 70%
Fifth six months. 80%
Sixth six months. 90%

Effective July 1, 2004, for Structural, Ornamental, Reinforcing and Fence Erector apprentices who are under a four (4) year term of apprenticeship for apprentices who are indentured after July 1, 2004:

First six months. 50%
Second six months 55%
Third six months. 60%
Fourth six months 65%
Fifth six months. 75%
Sixth six months. 80%
Seventh six months. 90%
Eighth six months 95%

Welfare and Vacation Plan contributions will be paid on first through eighth period apprentices.

Annuity Fund and Emergency Relief Fund contributions are not paid on first through third period apprentices.

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† See pages 78 - 81 for appropriate wage rates.