

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

San Francisco P.O. Box 420603
CA 94142-0603



SCOPE OF WORK 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.

2007-2012 CEA/CARPENTERS MASTER LABOR AGREEMENT

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding entered into this 29 day of May, 2007, extends the current Master Labor Agreement between the Construction Employers Association (CEA) and the Carpenters 46 Northern California Counties Conference Board through June 30, 2012 and provides the following modifications to the 2003-2008 CEA/Carpenters Master Labor Agreement:

I. Term of Agreement:

Agreement shall be effective July 1, 2007 through June 30, 2012.

II. Wage and fringe benefit increases are as follows:

A. Area 1 (Counties of Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma):

July 1, 2007 - \$2.25

\$1.00 - Wages
 \$1.00 - H&W
 \$.20 - Pension
 \$.05 - Vacation

For extended employers, waive \$.50 previously allocated to Building Industry Trust.

For employers who do not extend Agreement through June 30, 2012, \$.50 previously allocated to Building Industry Trust shall be re-allocated as follows:

\$.25 - H&W
 \$.25 - Apprenticeship

July 1, 2008 - \$2.80*
 July 1, 2009 - \$2.90*
 July 1, 2010 - \$3.10*
 July 1, 2011 - \$3.70* **

* Total package increases include \$.50 per year pre-allocated to Health & Welfare, \$.50 per year pre-allocated to Pension, \$.05 per year pre-allocated to apprenticeship, and \$.05 per year pre-allocated to Vacation. The Union reserves the right to reallocate.

** Includes "Incentive" Memorandum of Understanding expressly and permanently waiving \$.50, effective July 1, 2011 for employers who extend a future new Agreement.

B. Area 2 (Counties of Monterey, San Benito and Santa Cruz):

July 1, 2007 - \$2.25

\$1.00 - Wages
 \$1.00 - H&W

2007-2012 CEA/CARPENTERS MASTER LABOR AGREEMENT

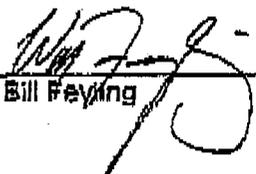
LETTER OF UNDERSTANDING

This Letter of Understanding entered into this 27th day of AUGUST, 2007, is intended to clarify and confirm the intent of the bargaining parties' modification to Section 4 (Work Covered) of the 2007-2012 Carpenters Master Labor Agreement by deleting reference to the particular material used in the installation of toilet partitions, as follows.

~~Metal toilet partitions/plastic laminate~~ toilet partitions

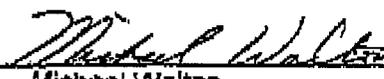
All other terms and conditions of the 2007-2012 Master Labor Agreement by and between the Construction Employers' Association and the Carpenters 46 Northern California Counties Conference Board shall remain unchanged.

Carpenters 46 Northern California Counties Conference Board

By: 
Bill Feying

Date: 8-27-07

Construction Employers Association

By: 
Michael Walton

Date: 8/27/07

INCORPORATED 1960
RUDOLPH AND SLETTEN.
GENERAL AND ENGINEERING CONTRACTORS

January 25, 2007

Attention: Mr. Corey Strack

Carpenters Local Union 46
4421 Pell Drive, Suite A
Sacramento, CA 95838

Reference: Kaiser Roseville Medical Center
Women's + Children's Center
R&S Job No. 2708-0

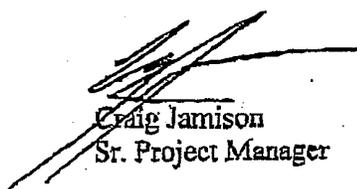
Subject: Headwall Installation

Dear Corey

The installation of the headwall units has been assigned to the Carpenters for all of the projects that have been undertaken in the last five years at the Kaiser Roseville Campus. This work extends to the receiving, distribution, layout of the headwalls, the installation of the backing plates and mounting of the headwall cover plates. The installation of the medical gas systems and low and medium voltage systems has been assigned to the Plumbers and Electrician's respectively

If you have any other questions, or if I can be of any further assistance, please feel free to call me.

Very truly yours,
Rudolph and Sletten, Inc.


Craig Jamison
Sr. Project Manager

c.c. P. Simpson - SGI
P. Aheme - R&S
B. Johnston - R&S
J. Foad - R&S
file

RECEIVED
JUN 15 2007

CARPENTERS 46 NORTHERN
CALIFORNIA COUNTIES
CONFERENCE BOARD

Good Morning Mike,

You posed a question to me the other day at lunch about what is expected when a Head Wall System is installed and who should take the lead in the bracing, placement, connections, fit and finish. I will attempt to answer your questions and address your concerns below.

1. It is the expectation of this Owner that the bracing and structural requirements are addressed by the Carpenters. The Carpenters are the only group that can assure the final fit and finish of the system is as it should be. In all of the Head Walls that I have ever seen installed and directed to be installed, the Carpenters were in the lead with the installation of the head wall itself.
2. The Plumbers would then come in and hook all of the med gasses up, then
3. The Electricians would come in and finish the electrical hook-ups.

We really look to the Carpenters to be the overall integrator of all Architectural Finish Elements in our Hospitals, the Head Wall System being one of them. Hope this adequately addressed your question.

Regards,

Chuck Stoner

Catholic Healthcare West

Area Manager, Design & Construction
c/o Corporate Real Estate
3400 Data Drive
Rancho Cordova, CA 95670

Direct Facsimile (RightFax) 916-859-1949

Web Site <<http://realestate.chw.edu>>

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Roebbelen

Friday, January 26, 2007

Mr. Dennis Dean
Carpenters Local 46
Fax No. 916-614-7911

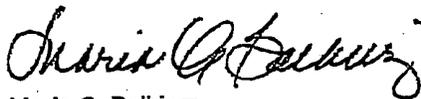
**RE: Owner Furnished / Carpenter Installed Headwalls
Document Number CON-LTR-001
Mercy Hospital Emergency Department Addition and Remodel - 30-06-183**

Dear Mr. Dean,

Please be advised that our contract on the above mentioned project includes the installation of the Owner Furnished Headwalls at Mercy Hospital in Folsom. The scope of work includes receiving the headwall units and the initial installation of the units only. All final connections will be done by the Plumbing or Electrical Trade Contractors.

Should you have any questions, please contact me directly.

Respectfully,
ROEBBELEN



Maria C. Balbierz
Project Manager

DEPARTMENT OF INDUSTRIAL RELATIONS

Division of Labor Statistics and Research

455 Golden Gate Avenue, 9th Floor

San Francisco, CA 94102

MAILING ADDRESS:

P. O. Box 420603

San Francisco, CA 94142-0603



February 22, 2007

ADVISORY SCOPE OF WORK

Please note that this advisory scope of work does not apply for metal roofing systems work in the counties where we have issued prevailing wage rates for the Metal Roofing Systems Installer. Please refer to the statewide general prevailing wage determinations for the Metal Roofing Systems Installer on pages 2J to 2J-15.

23-31-1

RECEIVED
Department of Industrial Relations

AUG 11 2004

Div. of Labor Statistics & Research
Chief's Office

2003-2008

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)**

The parties to this Agreement recognize the necessity of assuring the competitive position of the parties within the industry during the term of this Agreement. Consistent with that recognition, the parties will continually monitor the effectiveness of this Agreement relative to specific geographic or market areas and will endeavor, by mutual agreement, to initiate such modifications to the Agreement during its term as may be necessary to assure the work opportunities of the employees and the competitive position of the individual employers.

**SECTION 2-A
CARPENTERS WORK PRESERVATION COMMITTEE**

Notwithstanding the provisions of Section 2, the parties to the Agreement hereby establish a Committee composed of three (3) representatives appointed by the Carpenters 46 Northern California Counties Conference Board and three (3) representatives appointed by the Construction Employers' Association of California, Inc. This Committee will review requests for changes in the terms and conditions of the Labor Agreement that may be necessary to preserve work opportunities for employees and individual employers covered by the Agreement. The Committee is authorized to approve such changes as it deems to be in the best interest of the parties to the Agreement.

This Committee shall be empowered to develop rules and procedures, subject to the approval of the bargaining parties, to carry out the intent of the bargaining parties.

**SECTION 3
AREA COVERED**

The area covered by this Agreement shall be Northern California, consisting of the forty-six (46) counties located above the northerly boundary of San Luis Obispo County, the northerly boundary of Kern County, and the westerly boundaries of Inyo and Mono Counties, to wit: 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, Sonoma, Solano, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba.

**SECTION 4
WORK COVERED**

All carpentry work on all construction, including, but not limited to, construction, erection, alteration, repair, modification, demolition, addition or improvement of or to a building or any other structure or construction.

All carpentry work on heavy, highway and engineering construction, including, but not limited to, the construction, improvement, modification and demolition of all or any part of streets, highways, bridges, viaducts, railroads, storage elevators, tunnels, airports, water supply, irrigation, flood control and drainage systems, sewers and sanitation projects, dams, power houses, refineries, aqueducts, canals, river and harbor projects, wharves, docks, breakwaters, jetties, quarrying of breakwater or riprap stone, pipelines, offshore construction, or operations incidental to such heavy construction work.

Work in connection with new methods of construction or use of materials established or developed during the term of this Agreement, and the use and application of tools, devices, metal or plastic studs or any substitute thereof, metal or plastic forms or slip form procedures, mechanical power driven or otherwise, customarily and regularly used by carpenters, any mechanical or technological substitutes thereof, whether continuously or intermittently and which are regarded tools of the carpentry trade. This shall include though not be limited to the use and operation of forklifts, platform lifts and operation of concrete chutes.

All carpentry work in connection with plywood decking, beam sides and beam soffits and all concrete form work.

All carpentry work in connection with tilt-up construction including, but not limited to, benchmarks, layout, setting of all forms, blockouts, metal door and window jambs, templates for bolts, lift points, knee braces, stripping of forms, rigging, setting, plumbing and aligning, welding, drilling, cleaning, ledger bolts, setting ledgers, setting of expansion joints, and caulking. Also to include forms for stairs and loading docks (setting and stripping), installation of all doors, installation of laminated beams or precast structures, and operation of the forklift in reference to all of the above work.

All carpentry work in connection with displays, conventions, tradeshow and exhibitions.

All work in connection with self supporting scaffolds over fourteen feet (14') in height whether patent or otherwise constructed.

The work covered by this Agreement shall include all types of wood flooring of any size, shape or pattern, in all its branches and phases including pre-finished wood and hardwood products, such as nailing, filling, laying, stripping, tongue and groove, underlayment, blocks-mastic work, sanding, edging, staining, finishing, basing, application of shellac, varnishes, sealers, waxing and related work.

Should an individual employer party to this Agreement perform work as a drywall contractor or drywall subcontractor, he shall do so under the terms and conditions of the current Drywall/Lathing Master Agreement between the Carpenters 46 Northern California Counties Conference Board and/or the NCCRC and the appropriate Drywall Contractors Association for

the 46 Northern California Counties. However, drywall work which is incidental to the work of the individual employer may be performed under the terms and conditions of this Agreement.

Should an individual employer party to this Agreement perform work or subcontract work covered by the Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders Agreement, the individual employer shall observe the terms and conditions of said Agreement.

Should an individual employer party to this Agreement perform work or subcontract work covered by the Bridge Structure and Highway Related Addendum, the individual employer shall observe the terms and conditions of said Addendum.

Should an individual employer party to this Agreement perform work or subcontract work covered by the Office Modular Systems Addendum, the individual employer shall observe the terms and conditions of the Office Modular Systems Addendum.

SECTION 5 RECOGNITION OF EMPLOYER

The Union hereby recognizes the Employer as the sole and exclusive bargaining representative for their respective members, present and future, who are or hereafter become members.

SECTION 6 EMPLOYER MEMBERSHIP

This Agreement is made for and on behalf of and shall be binding upon all persons, firms or corporations under any name or style of doing business in the construction industry that, at the time of the execution of this Agreement are, or during the term hereof become, members of the Employer, in the area covered by this Agreement. A list of such individual employer members shall be furnished to the Union upon the execution of this Agreement, and thereafter shall be furnished to the Union not less often than once a month.

All individual employers shall be and remain liable under this Agreement for and during the term thereof, irrespective of whether such individual employers shall resign from membership in the Employer or withdraw from the Carpenter Multiemployer Bargaining Section prior to the expiration date of this Agreement, and such liability shall be deemed to have survived the termination of said membership or withdrawal and remain in force for and during the term of this Agreement. Such individual employers shall be bound by any amendments, modifications, supplements, changes, extensions or renewals of or to this Agreement unless such individual employer gives written notice to the Union not more than ninety (90) days nor less than sixty (60) days prior to July 1, 2008 or July 1 of any year in which this Agreement may terminate.

APPENDIX B

46 Counties of Northern California SPECIAL MILLWRIGHTS AGREEMENT

In Addition to the 46 Counties Carpenters Master Agreement

In addition to the working rules and conditions of the 46 Counties Carpenters Master Agreement, the following special working rules and wage rates shall apply to Millwrights.

Effective December 1, 2003, these conditions, rules and wage rates shall cover the Millwright Local Union within the 46 Counties.

SECTION 1 TRAVEL AND SUBSISTENCE

No Millwright shall use his vehicle for other than personal travel to and from the job.

1. If transportation is not furnished by the employer, Millwrights shall receive travel and/or subsistence expense as follows:
 - a. For the counties of Alameda, Contra Costa, Marin, San Francisco, and San Mateo, travel shall be established from the center of the Oakland Bay Bridge 0.2 miles west of the westerly end of the Yerba Buena Tunnel. In the remaining counties covered by this Agreement, from the City Halls of Chico, Eureka, Fresno, Modesto, Monterey, Redding, Sacramento, San Jose, Santa Rosa, Stockton, Vallejo, and Visalia. Travel from the above-defined points shall be as follows:
 - b. Over fifty (50) miles in free zone. \$15.00 per day worked.
 - c. Millwrights employed in the subsistence area set forth in the subsistence map in the 1968-71 Carpenters Agreement shall receive beginning January 1, 1986 - \$32.50 per day worked.
 - d. Special condition for Humboldt County and Ft. Bragg proper is subsistence for non-residents only. *Travel shall apply for residents as set forth in l.a. above.

*Residents of Ft. Bragg proper shall be defined as living within twenty (20) road miles of Ft. Bragg city hall.
 - e. Map Description - Area No. 1 Free Zone
Commencing with the mouth of the Carmel River in Monterey County,

(24) months by a recognized testing laboratory, is required to pass another test, the individual employer shall pay for time required for such test and testing lab fee.

- B. -When as a condition of employment, an employer requires a certified welder to re-certify at the jobsite, the employer shall provide the employee with a copy of his certification papers upon layoff or completion of job. It is understood this section shall not apply to employees who quit or are discharged for cause.

SECTION 11 OVERTIME

- A. On all 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 (1) day shall be paid at time and one-half.

Time and one-half shall be paid for the first eight (8) hours worked on designated off days and/or Saturdays.

All other time shall be paid at double the straight-time rate.

If work is to be performed on a specific construction jobsite on Saturday, Sunday, designated off days or holidays, Millwrights employed the preceding five (5) regular work days shall be given the opportunity to work such overtime.

- B. Special Single Shift: A single approved shift may be established where the premises cannot be vacated in whole or in part until the close of business. Workers then reporting for work shall be paid on the basis of eight (8) hours' pay for seven and one-half (7 1/2) hours' work. Any work prior to the approved shift and any work after the approved shift period shall be at time and one-half, not to exceed four (4) hours. Overtime work in excess of four (4) hours shall be double time.

SECTION 12 WORK COVERED

- A. This Agreement shall cover and apply to all work of the individual employer falling within the recognized jurisdiction of the Millwright Union as spelled out in the UBC Jurisdictional Claims Handbook approved by the General Executive Board of the United Brotherhood of Carpenters and Joiners of America dated January 1, 1961, including, but not limited to all recognized tools and equipment of the trade on new construction, repair, modifications, or maintenance work, including, but not limited to, all moving of machinery and/or equipment installed by Millwrights, making of skids and crates, skidding and unskidding, crating and uncrating; and installation of lubrication and/or Hydraulic lines or piping (on machines set by Millwrights) that come to the jobsite prefabricated, and computer floors.

- B. The work of the Millwright as spelled out in the Jurisdictional Claims Handbook referred to in Section A, above, is as follows:

The term "MILLWRIGHT AND MACHINE ERECTORS" shall mean the unloading, hoisting, rigging, skidding, moving, dismantling, aligning, erecting, assembling, repairing, maintenance, and adjusting of all machinery and equipment installed either in buildings, factories, structures, processing areas either under cover, underground or elsewhere, required to process material, handle, manufacture or servicing, be it powered or receiving power manually by steam, gas, electric, gasoline, diesel, nuclear, solar, water, air, or chemically, and in industries such as and including (identified for the purpose of description but not limited to) the following: woodworking plants, canning industries, steel, coffee roasting plants, paper and pulp, cellophane, stone crushing, gravel and sand washing and handling, refineries, grain storage and handling, asphalt plants, sewage disposal, water plants, laundry, bakery, mixing plant, can, bottle and bag packing plant, textile mills, paint mills, breweries, milk processing plants, power plants, aluminum processing or manufacturing plants, amusement and entertainment field. Installation of mechanical equipment in atomic energy plants; installation of reactors in power plants, installation of control rods and equipment in reactors, installation of mechanical equipment in rocket missile bases, launchers, launching gantry, floating bases, hydraulic escape doors and any and all component parts thereto, either assembled, semi-assembled or disassembled.

The installation of, but not limited to, the following: setting of all engines, motors, generators, air compressors, fans, pumps, scales, hoppers, conveyors of all types, sizes and their supports, escalators, man lifts, moving sidewalks, hoists, dumbwaiters, all types of feeding machinery, amusement devices, mechanical pin setters and spotters in bowling alleys, refrigeration equipment and installation of all types of equipment necessary and required to process material either in the manufacturing or servicing, the handling and installation of pulleys, gears, sheaves, fly wheels, air and vacuum drives, worm drives and gear drives, directly or indirectly coupled to motors, belts, chains, screws, legs, guards, boots, boot tanks, all bin valves, turn heads and indicators, shafting, bearing, cable sprockets, cutting all key seats in new and old work, troughs, chippers, filters, calendars, rolls, winders, rewinders, slitters, cutters, wrapping machines, blowers, forging machines, rams, hydraulic or otherwise, planing, extruder, ball, dust collectors, equipment in meat packing plants, splicing of ropes, cables.

The laying out, fabrication and installation of protection equipment including machinery guards, making and settling of templates for machinery, fabrication of bolts, nuts, pans, drilling of holes for any equipment which the Millwrights install regardless of materials; all welding and burning regardless of types, fabrication of all lines, hoses or tubing used in lubricating machinery, installed by Millwrights, grinding, cleaning, servicing and

machine work necessary for any part of any equipment installed by Millwrights, and the breaking in and trial run of any equipment or machinery installed by the Millwrights.

- C. It is understood that no dispute, complaint or grievance shall be filed under Section 51 (Grievance Procedure) of the Master Labor Agreement alleging violation of this Section 12, as a result of assignment of work as set forth in this section to other crafts working under collective bargaining agreements; but rather such dispute, complaint, or grievance shall be handled under Section 16 (Jurisdictional Disputes) of the Master Labor Agreement.
- D. The individual employer and the Local Union will cooperate promptly in attempting to resolve jurisdictional disputes that may arise on any job or project.
- E. When requested in writing by the Millwright Union, individual employers who are parties to this Agreement shall furnish signed letters promptly on a date mutually agreed upon by both parties, but in no case more than thirty (30) days, on the letterhead of the individual employer, stating he is employing or had employed Millwrights on a specific type of work and specific job and paid the negotiated scale of wages and fringe benefits for such work.

SECTION 13 PRE-JOB CONFERENCE

- A. // Whenever an individual employer or his representative holds a pre-job conference pursuant to Section 20 of the Master Labor Agreement, separate individual notice shall be given to the Millwright Local having jurisdiction over the project in the same format used to notify the other crafts attending.
- B. A markup meeting for the purpose of discussing jurisdiction shall be mandatory upon written request of the Local Union on all jobs whose total cost is one million dollars (\$1,000,000.00) or more. Markup meetings on jobs of less than one million dollars (\$1,000,000.00) shall be optional upon mutual consent of the individual employer and the unions involved. This is not necessarily an exclusive Millwright Markup. At a Markup

APPENDIX E

**CARPENTERS MASTER AGREEMENT
SCAFFOLD ERECTION ADDENDUM**

The terms and conditions of this work addendum shall apply to Scaffold/Shoring erection and dismantling work only and all terms and conditions of the Carpenters Master Agreement shall remain in full force and effect unless specifically amended by this Addendum.

1. The work day shall be eight (8) consecutive hours worked.
2. Travel pay from the employer's warehouse or shop in a company vehicle to the furthest jobsite shall be paid one way only at the regular scaffold wage rate. Fringe benefits are not to be included for travel pay.
3. There shall be no restrictions on the mobility of regular workers of the individual employers in the 46 Northern California Counties.
4. After the fifth (5th) working day of employment, the individual employer may discharge any employee for just cause only. Just cause is subject to Section 51, the grievance and arbitration provision of the Carpenters Master Agreement. The individual employer during the first five (5) working days of employment may reject or discharge any employee for any reason.
5. The training of scaffold/shoring erectors will be accomplished by establishing a four (4) year apprenticeship program. This program will be complimented with on-the-job training by the individual employer.

The wage rates for apprentices shall be the following percentages of the applicable journeyman classification in the appropriate geographical area:

First Period: 0 to 6 months.	60%	Health & Welfare
		Work Fee
		Industry Promotion
		UBC Health & Safety
		Work Preservation
		Training
		Carpenter Employers Contract
		Administration

APPENDIX F
CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES
BRIDGE STRUCTURE AND HIGHWAY RELATED
ADDENDUM TO THE 2003-2008 CEA-CARPENTERS
MASTER AGREEMENT

Notwithstanding the working rules and conditions of the 46 Counties Carpenters Master Agreement, the following special terms and conditions shall apply to Highway work as described herein.

The Carpenters 46 Northern California Counties Conference Board, for and on behalf of its affiliates, agrees to the following Addendum to the above Agreement:

SECTION 1—COVERAGE

All work performed by Bridge Builder Carpenters on highway construction including the construction, improvement, modification and demolition of all or any part of streets, highway and bridges.

SECTION 2—MOBILITY AND HIRING

There will be no restrictions on the free movement of workers employed by a signatory employer from one job to another anywhere within the 46 Northern California Counties. Should an employer require additional workers (new hires) on any given job that has commenced, such workers shall be hired from the hiring hall having primary geographical jurisdiction over the work site.

SECTION 3—WORK REGISTRATION

The Union will provide a separate format for work registration as a Bridge Builder Carpenter in their hiring hall procedures. When the Individual Employer requests a Bridge Builder Carpenter, the Union will only dispatch those members who have indicated Bridge Builder work experience. The dispatch of apprentices shall not be subject to this provision.

The parties agree that to adequately respond to the needs of the bridge building industry, the Union has agreed to establish a one-stop hiring procedure. The Union has agreed to establish a 1-800 number for Bridge Builder dispatch requests.

SECTION 4—WAGES & FRINGE BENEFITS

- A. Wage and fringe benefit rates for Bridge Builder Carpenters shall be as provided in Section 39 A, B, C and D of the 2003-2008 CEA/Carpenters Master Agreement, effective July 1, 2003.

BRIDGE STRUCTURE & RELATED HIGHWAY ADDENDUM

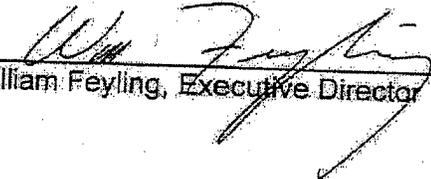
It is agreed to by and between the Construction Employers Association (CEA) and the Carpenters 46 Northern California Counties Conference Board (Union), that, in order to promote harmonious working relations and to reduce conflict in the application of the Bridge Structure & Related Highway Addendum (Addendum), the intent of the Addendum is clarified as follows:

The parties acknowledge that ambiguity in the language contained in the Addendum exists regarding scope of work and the appropriate rate of pay for apprentices employed in the Carpenter / Bridge Builder classification, therefore:

1. The parties have met, conferred and agree that coverage of the Addendum, and the Carpenter / Bridge Builder wage rates contained therein, does not apply to the construction of highway project related buildings and structures such as weigh stations, rest stop comfort stations, agricultural inspection stations, pump houses, etc.
2. For jobs that are bid or awarded after July 1, 2005, that utilization and wage rate of Apprentices on projects that fall under Bridge Builder Work, as defined in the Addendum, shall be the applicable wage rate percentage as calculated based on the Journeyman Bridge Builder wage rate in the Master Labor Agreement. No current apprentice employee shall suffer a reduction in pay due to the execution of this MOU.

The parties agree to jointly submit this document to the California Department of Industrial Relations as evidence of the intent of the bargaining parties as to effect corrections in the general prevailing apprentice schedule for the Bridge Builder classification.

Carpenters 46 Northern California Counties Conference Board

By: 
William Feyling, Executive Director

Date: 6-20-05

Construction Employers Association

By: 
Michael Walton, Secretary

Date: 6-20-05

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding entered into this 10th day of August, 2007, extends the current Master Labor Agreement between the Millwright Employers' Association (MEA) and the Carpenters 46 Northern California Counties Conference Board through June 30, 2012, and provides the following modifications to Appendix B of the 2007-2012 CEA/Carpenters Master Labor Agreement.

Section 1 (Travel and Subsistence):

Modify as follows, effective January 1, 2008:
Paragraph (b)—Increase dollar amount from \$15.00 to \$25.00
Paragraph (c)—Increase dollar amount from \$32.50 to \$50.00
Paragraph (f)— Increase dollar amount from \$15.00 to \$25.00

Section 3 (Foreman):

Modify paragraph B as follows, effective January 1, 2008:
Increase Foreman hourly wage rate from \$2.00 over Millwright's scale to \$2.50 over Millwright's scale

Section 4 (Wage Rates):

Modify as per the wage and fringe benefit increases and effective dates contained in the 2007-2012 CEA/Carpenters Master Agreement

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Department of Industrial Relations

Section 7 (Millwright Employers' Construction Advancement Program):

Remove all references to "AFL-CIO"

AUG 10 2007

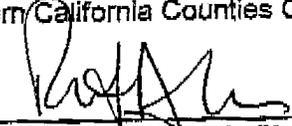
Div. of Labor Statistics & Research
Chief's Office

Section 8 (Tools):

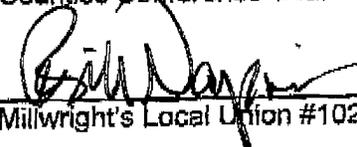
Modify as follows, effective January 1, 2008:
Paragraph A—Increase dollar amount from \$750 to \$850
Paragraph B—Increase dollar amount from \$1,500 to \$1,700

All modifications to the Master Agreement contained in the CEA/Carpenters extended agreement, attached hereto, are agreed to and incorporated into this Agreement.

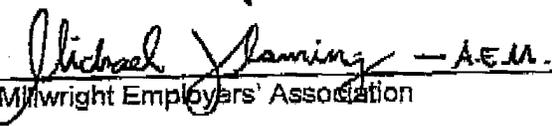
All other terms and conditions contained in Appendix B of the 2003-2008 Master Labor Agreement by and between the Millwright Employers' Association and the Carpenters 46 Northern California Counties Conference Board shall remain unchanged.


Carpenters 46 Northern California
Counties Conference Board

8/9/07
Date


Millwright's Local Union #102

8/9/07
Date

 - A.E.M.
Millwright Employers' Association

8/9/07
Date