

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
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San Francisco

TRAVEL AND SUBSISTENCE PROVISIONS

FOR

**ELECTRICIAN:
INSIDE WIREMAN
CABLE SPLICER
HEADING WIREMAN
HEADING CABLE SPLICER**

IN

MARIPOSA, MERCED, STANISLAUS, AND TUOLUMNE COUNTIES

61-684-1

INSIDE CONSTRUCTION AGREEMENT

RECEIVED
Department of Industrial Relations

JUN 26 2008

Div. of Labor Statistics & Research
Chief's Office

Between

Local Union 684,
International Brotherhood
Of Electrical Workers

&

Modesto Branch,
Northern California Chapter, NECA

Effective

July 1, 2008 through May 31, 2011

Wage Zones

Section 3.07

There are four (4) zones created in the jurisdiction for the payment of wages:

- | | |
|--------|---|
| Zone A | Ten (10) air miles from the City Halls of Livingston, Merced, Modesto, Oakdale and Turlock. 0-2 air miles from the intersection of Washington Street and Stockton Road, Sonora. |
| Zone B | All of Stanislaus and Merced Counties to that point 200 yards West of and parallel to Highway I-5 (except Zone A). |
| Zone C | 2-4 air miles from the intersection of Washington Street and Stockton Road, Sonora. Four (4) air miles from the City Halls of Mariposa and Los Banos. |
| Zone D | All of Stanislaus, Merced, Mariposa and Tuolumne Counties, not in Zones A, B or C. |

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Payment of Wages

Section 3.08

Subsection (a). Wages shall be paid weekly, not later than quitting time on Friday and not more than three days wages may be withheld at any time. Any workman laid off or discharged by the Employer shall be paid all of his wages immediately. In the event that he is not paid off, waiting time at the regular rate shall be charged until payment is made.

Subsection (b). The Employer shall pay a workman fifteen percent (15%) of the amount of any payroll check that is returned by the bank for insufficient funds as an inconvenience payment to the employee, excluding bank error, which must be verified with a written notice from the employer's bank. This amount is due and payable upon notification by the workman or his representative to the Employer. No employee shall return to work following a regular payday that has not received his wages for the previous pay period. Waiting time shall be paid at the regular rate of pay until payment is made but waiting time shall not exceed eight (8) hours in one twenty-four (24) hour period.

Subsection (c). Workmen laid off or discharged shall be given sufficient time to pick up their tools during normal working hours. If sufficient time is not given, the overtime rate shall apply.

Subsection (d). Any man required to report directly to the job shall be paid on the job unless he quits.

Subsection (e). Workmen riding in company vehicles to projects in Zone B, C, & D will not receive per diem. Workmen riding in company vehicles will not be mandatory. Per diem is not to be taxed if below daily amount listed in IRS publication 1542.

Wages

Section 3.09

Effective July 1, 2008, the minimum hourly wages including 18% or 8% vacation allowance as designated once a year (January 1st or on each change of employer) shall be as follows:

	CLASS	ZONE A	PER DIEM
WIREMAN 100% JNY WIREMAN	I	33.62	Zone B - \$9 per day
	II	31.62	Zone C - \$16 per day
	III	30.62	Zone D - \$27 per day
	IV	28.62	
110% SUB FOREMAN Or Certified Welder	I	36.98	Zone B - \$9 per day
	II	35.98	Zone C - \$16 per day
	III	33.98	Zone D - \$27 per day
	IV	31.98	

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	CLASS	ZONE A	PER DIEM
120% FOREMAN	I	40.34	Zone B - \$9 per day
	II	39.34	Zone C - \$16 per day
	III	37.34	Zone D - \$27 per day
	IV	35.34	
125% GEN FOREMAN	I	42.03	Zone B - \$9 per day
	II	41.03	Zone C - \$16 per day
	III	39.03	Zone D - \$27 per day
	IV	37.03	
110% JOURNEYMAN WIREMAN WHILE CABLE SPLICING	I	36.98	Zone B - \$9 per day
	II	35.98	Zone C - \$16 per day
	III	33.98	Zone D - \$27 per day
	IV	31.98	
+1.25 JOURNEYMAN WIREMAN WHEN WELDING OR HELIARC	I	34.87	Zone B - \$9 per day
	II	33.87	Zone C - \$16 per day
	III	31.87	Zone D - \$27 per day
	IV	29.87	

Note: Certified welders will be required to perform inside wireman work assignments at the regular inside scale when not welding.

Section 3.10

The wage package shall be increased as follows: \$0.60 effective January 1, 2009; \$0.73 effective July 1, 2009; \$0.72 effective January 1, 2010; \$0.75 effective July 1, 2010; and \$0.75 effective January 1, 2011.

NOTE: Listed below are the benefit rates for the four (4) classifications. Overtime and overtime shift rates will be computed at Class I wage rates.

CLASS	H&W	PENSION	NEBF	LMCT*	NEIF	ED TRUST	NLMCF**	CAF
I	8.80	6.25	3%	1.5%	½%	1.00	.01	1.5%
II	8.80	7.25	3%	1.5%	½%	1.00	.01	1.5%
III	8.80	9.25	3%	1.5%	½%	1.00	.01	1.5%
IV	8.80	11.25	3%	1.5%	½%	1.00	.01	1.5%

*LMCT – Labor Management Cooperation Fund

**NLMCF – National Labor Management Cooperation Fund

Travel Time

Section 3.11

Subsection (a). No traveling time shall be paid before or after working hours for traveling to or from any job in the jurisdiction of the Union when workers are ordered to report on the job.

Subsection (b). The Employer shall pay time for travel and furnish transportation from shop to job, job to job, and job to shop within the jurisdiction of the Union.

Section (c). When the employee is required to report to a job and required to change jobs during regular work hours, the Employer shall pay for traveling time and furnish transportation.

Subsection (d). When an employee must eat his meals on the job, arrangements shall be made for suitable protected quarters.

Subsection (e). When employees are required to report to a job site, they shall report to the end of an accessible, adequately maintained road where adequate parking is provided. A representative of the Union and a representative of the Employer will determine that which constitutes an accessible, adequately maintained road.

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Subsection (f). Workmen may be required to report directly on their own time in their own transportation to any job site within the local's jurisdiction. There is no travel time and mileage for reporting to job sites in Zones A, B, C, and D.

Section 3.12

Any applicant for employment, who reports to a job site over thirty (30) road miles from the Union Hall and is rejected at the job site, shall receive travel time and mileage both ways. This is neither considered time worked nor wages paid and the applicant for employment is not considered an employee of the company in any way. Any amount paid is considered a reimbursement for travel expense only.