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TRAVEL AND SUBSISTENCE PROVISION

FOR

MODULAR FURNITURE INSTALLER (CARPENTER)

IN

46 Northern California Counties

For every ten (10) employees, the employer shall employ:

Master Installer	One (1)
Lead Installer	Three (3)
Installer I	Three (3)
Installer II	Three (3)

The following chart shall be applied to the ratio in the event that crew sizes do not meet the ratios described in this section:

NUMBER OF EMPLOYEES	MASTER INSTALLER	LEAD INSTALLER	INSTALLER I	INSTALLER II
10	1	3	3	3
11	1	3	3	4
12	1	3	4	4
13	1	4	4	4
14	1	4	4	5
15	1	4	5	5
16	1	5	5	5
17	1	5	5	6
18	1	5	6	6
19	1	6	6	6
20	2	6	6	6

SECTION 9 TRAVEL

9.01.00 Travel Stipend: On job sites or projects located over fifty (50) road miles from the employer's designated principle place of business to the furthestmost job site, a travel stipend shall be paid one (1) way only for travel over fifty (50) road miles, at a rate of \$7.50 for each 15 miles of travel over that initial fifty (50) road miles. Travel stipend will be calculated in 15 mile increments (i.e. 51 to 65 miles; 66 to 80 miles; 81 to 95 miles; 96 to 110 miles, etc.). Fringe benefits are not to be included for the travel stipend. Travel between jobs during work day shall be considered as hours worked without regard to distance of job from employer's designated principle place of business.

The rate of \$7.50 for the travel stipend shall be in effect for 2008 and 2009. The rate of \$7.75 for the travel stipend shall be in effect from 2010 and 2011. This shall be considered a stipend and not subject to taxes.

9.02.00 Out-of-Town Work: Job sites exceeding fifty (50) miles from the employer's designated principle place of business, or job sites which the employer requires overnight stays, shall be known as "out of town" work. The employer is responsible for providing the employee(s) with adequate room and board when the employer determines that the job requires enough travel distance for an overnight stay to be warranted. On jobs or projects where the employer provides the employee(s) with room and board, a travel stipend shall only be required on the first and last day the employee(s) is/are on the job or project, as well as one (1) trip home per month on jobs or projects where the employee(s) is/are required to stay thirty (30) days or longer. If the employer or job site conditions require air travel (purchased by employer), a travel stipend shall not be applicable.

9.03.00 Mileage Reimbursement: During the course of the regular work shift, any employee required to travel from job to job utilizing their personal vehicle shall be reimbursed at the appropriate federal mileage reimbursement rate (currently \$.505/mile). Employees required by the Employer to use personal vehicles to transport company equipment or product for work will be compensated at the appropriate federal mileage reimbursement rate (currently \$.505/mile).

9.04.00 Subsistence: Appendix A (Subsistence), Paragraph 1(b) of the Carpenters Master Agreement shall be paid at the rate of thirty-five (\$35.00) per day.