

DEPARTMENT OF INDUSTRIAL RELATIONS  
Office of the Director – Research Unit  
455 Golden Gate Avenue, 9<sup>th</sup> Floor  
San Francisco, CA 94102

MAILING ADDRESS:  
P. O. Box 420603  
San Francisco, CA 94142-0603



## TRAVEL & SUBSISTENCE PROVISIONS

FOR

**PLUMBER:**  
**PLUMBER, STEAMFITTER, REFRIGERATION FITTER (HVAC)**  
**&**  
**PLUMBER, STEAMFITTER, REFRIGERATION FITTER (HVAC)**  
**FOR TOTAL PLUMBING BID OF \$250,000 OR LESS**

IN

NAPA & SOLANO COUNTIES

# **MASTER LABOR AGREEMENT**

*between*

RECEIVED  
Department of Industrial Relations  
JUN 27 2014  
Office of the Director-Research

**Local Union 343  
of the  
United Association of  
Journeyman and Apprentices  
of the  
Plumbing and Pipe Fitting Industry  
of the  
United States and Canada**

*and*

**Northern California Mechanical  
Contractors Association  
and  
UMIC, Inc.-Industrial Contractors**

**EFFECTIVE: JULY 1, 2013-JUNE 30, 2016**

**58. Overnight Travel Expense** — On all jobs requiring an employee to remain away from home overnight, except where adequate subsistence is furnished on the job, the Individual Employer shall furnish, at a minimum, board and lodging and pay forty dollars (\$40.00) per day, per employee, on a seven (7) day per week basis.

**70. Travel From Parking Site to Jobsite** — When employees are required to park offsite, they shall be provided transportation to and from the jobsite. Travel between the jobsite and the offsite parking area shall be on the Individual Employer's time one way and the employee's time one way. However, by mutual consent of the Union and the Individual Employer, the Individual Employer may have the option of paying each employee an additional one dollar (\$1.00) per hour for each hour worked by each such employee and such employees shall be required to ride to and from the jobsite and offsite parking area on their own time. At no time shall any employee be charged a fee to ride to or from the parking area or the jobsite.

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employees for all authorized expenses and expenditures and Travel Card dues.

**75. Travel Expense Allowance** — When an employee is required, for the purposes of testing or working in a fabrication shop, to travel at his own expense outside the area covered by this Agreement, the Individual Employer shall pay to said employee a travel expense allowance of \$50.00 per day.

**76. Use of Employees' Personal Vehicles** — No employee covered by this Agreement shall use his/her own personal vehicle at any time during the working hours established by the terms of this Agreement, except for the absolute protection of such vehicle. At no time shall an employee transport tools or materials for an Individual Employer in the employee's personal vehicle.

**77. Subcontracting by Employees** — No employee covered by this Agreement shall be permitted to subcontract or lump the installation of any plumbing, heating, or pipe work or any other work covered by this Agreement, or be permitted to work in any shop where subcontracting is practiced by employees. No employee shall be allowed to work for himself, nor make a practice of doing work after hours or on Sundays or Holidays. Violations of this Section shall be referred to the Joint Conference Board.

**78. Notification to Union of Overtime Work** — It will be the responsibility of the Individual Employer and the employee to notify the Union of all programmed work (e.g., scheduled maintenance and scheduled shutdowns) to be performed before and after the regular work day and on Saturdays, Sundays and Holidays. Notification