



TRAVEL AND SUBSISTENCE PROVISIONS

FOR

ELECTRICIAN:
INSIDE WIREMAN (ALL SHIFTS)
CABLE SPLICER (ALL SHIFTS)
HEADING WIREMAN
HEADING CABLE SPLICER

IN

MARIPOSA, MERCED, STANISLAUS, AND TUOLUMNE COUNTIES

INSIDE CONSTRUCTION AGREEMENT

Between

**Local Union 684,
International Brotherhood
Of Electrical Workers**

&

**Modesto Branch,
Northern California Chapter, NECA**

Effective

June 1, 2015 through May 31, 2018

RECEIVED
Department of Industrial Relations
AUG 07 2015
Office of the Director-Research

Wage Zones

Section 3.07

There are three (3) zones created in the jurisdiction for the payment of wages:

Zone A is within a 50 mile driving distance, based on Google maps, of IBEW Local 684 office.

Zone B is outside a 50 mile driving distance, based on Google maps, of IBEW Local 684 office with a \$35 per day per diem.

Zone C is outside a 65-mile driving distance, based on Google maps, of IBEW Local 684 with a \$50 per day per diem.

Payment of Wages

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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 will not receive per diem. Workmen riding in company vehicles will not be mandatory with the exception of shuttle service from parking lot to the job site and back (reference 3.11 (e)). Per diem is not to be taxed if below daily amount listed in IRS publication 1542.

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.

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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. All Employees that are part of an assigned crew shall report to the same assignment area which shall be a job shack or a company owned gang box. This location shall not be more than 1,320 feet from the parking area. If the parking area is further than 1,320 feet from the assignment area, the employee will walk in on their time and will walk out on the employer's time. The applicable rate of pay shall apply. A representative of the Union and a representative of the Employer will determine the time required to walk to or from site.

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.

Subsection (g). On all work, where the employer requires the employee to remain away from home overnight the employer shall furnish transportation, lodging and all other necessary expenses.

Subsection (h). No worker shall use his automobile in any manner detrimental to the best interest of other workers, nor shall any worker use his automobile to transport the Employer's tools or materials.

Subsection (i). On day of dispatch the worker may drive their vehicle to Employer's shop and then out to job site. The Employer shall pay the worker travel time and vehicle mileage at the IRS allowable rate for reimbursement per mile - point to point- when the worker furnishes their own vehicle. Travel to pre-hire drug testing is exempt from mileage reimbursement.

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.

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Compensation for travel within tunnels: Distance from entrance to place of work and allowance for travel time.

Distance from entrance to place of work	Allowance for travel time
Up to 5,000 feet	An allowance equal to $\frac{1}{4}$ hour at the straight time rate doubled
5,000 to 15,000 feet	An allowance equal to $\frac{1}{2}$ hour at the straight time rate doubled
15,000 feet and beyond	An allowance equal to 1 hour at the straight time rate doubled

All travel time or allowance outside the regular working hours will be computed using the regular day shift hourly rate of pay.

Work on stoops or shafts where ladders or steps are used shall not be considered as "high time".

No man working under this Agreement shall be required to return to the heading or blasting area in less than ten (10) minutes after firing a full round. *A longer waiting period may be required to allow time for clearing of the air by the ventilation system in accordance with the California State Tunnel Safety Orders.