



TRAVEL AND SUBSISTENCE PROVISION

FOR

PLUMBER: Plumber, Pipefitter, Steamfitter

(ALAMEDA COUNTY)

And

PLUMBER: Steamfitter

(CONTRA COSTA County)

MASTER LABOR AGREEMENT

EFFECTIVE: JULY 1, 2015 - JUNE 30, 2018



between

United Association Local 342

and

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

204- 342-3

MASTER LABOR AGREEMENT

Between

RECEIVED
Department of Industrial Relations

APR 05 2016

Office of the Director-Research

**Local Union 342
of the
United Association of
Journeymen 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, 2015 through June 30, 2018

MASTER LABOR AGREEMENT
PLUMBERS AND STEAMFITTERS LOCAL 342
July 1, 2015 through June 30, 2018

This Agreement made and entered into this first day of July, 2015 between the NORTHERN CALIFORNIA MECHANICAL CONTRACTORS ASSOCIATION, on behalf of its members and as the successor to the Air Conditioning and Refrigeration Contractors of Northern California; Residential Plumbing and Mechanical Contractors of Northern California and the Northern California Piping Contractors Association; UMIC INC.-Industrial Contractors (hereinafter referred to as the collective bargaining representatives of the Employer) and such Individual Employers as are now or may hereafter become members of said Associations and all Individual Employers who may now or hereafter become signatory to this Agreement or any counterpart thereof, and who are regularly engaged in plumbing, heating and air conditioning, utility, refrigeration and industrial pipe fitting work, and PLUMBERS AND STEAMFITTERS LOCAL 342 OF THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, AFL-CIO UA Local 342, hereinafter referred to as the Union, which is signatory hereto for itself.

108. EMPLOYER AND EMPLOYEE VEHICLES

A. EMPLOYER VEHICLE SIGNAGE — All Employers' trucks are to be identified by a sign on each side of the truck, legible at one hundred feet (100'), displaying the name of the firm.

B. EMPLOYER VEHICLE TRANSPORTING EMPLOYEES — Employer vehicles transporting employees shall be driven by a competent driver. No employee shall accept transportation in an Individual Employer's vehicle unless it is satisfactorily enclosed against the elements of the weather. Vehicles shall be provided with seats or benches. Employees are forbidden to ride in the bed of trucks that contain gasoline, solvents, pipe fittings, equipment or materials.

C. EMPLOYEE VEHICLES — No employee shall furnish an automobile or any conveyance for any purpose other than to convey himself/herself to and from work.

D. RENTING TOOLS, EQUIPMENT OR VEHICLES BY EMPLOYEES — No Individual Employer shall lease, rent, borrow or use tools, equipment or means of conveyance belonging to any employee.

E. EMPLOYEE PAYMENT FOR FUEL — No Employee shall pay for fuel in a company vehicle while on company business.

110. SUBSISTENCE —On jobs forty (40) highway miles from the Union Hall in Concord, California, and outside Alameda and Contra Costa Counties, the employee shall receive a per diem of one hundred dollars (\$100.00) or actual expenses per receipts, whichever is greater, for each workday on any job requiring the employee to stay overnight. In addition thereto, at the start and finish of the job the employee shall be paid travel time in amount equal to the straight time rate not to exceed eight (8) hours in any workday and transportation at the then current applicable mileage rate as set from time to time by the Internal Revenue Service if not using company furnished equipment.

143. PARKING FEES — Parking fees will be paid by the Employer, provided there is no free parking available within two-tenths (2/10) of a mile of the jobsite, on submission of receipt if requested.