

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director – Research Unit
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TRAVEL AND SUBSISTENCE PROVISIONS

FOR

PAINTER:

BRUSH & SPRAY; INDUSTRIAL PAINTER;
SANDBLASTER, WATERBLASTER, STEAMCLEANER; EXOTIC
MATERIALS; PAPERHANGER, WALLCOVERING, LEAD
ABATEMENT; METALIZING AND THERMAL SPRAY

IN

ALAMEDA, CONTRA COSTA, LAKE, MARIN, MENDOCINO,
MONTEREY, NAPA, SAN BENITO, SAN FRANCISCO, SAN MATEO,
SANTA CLARA, SANTA CRUZ, SOLANO AND SONOMA COUNTIES

RECEIVED
Department of Industrial Relations

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Office of the Director-Research

**ARTICLE 1
DURATION**

Section 1. This Agreement is made and entered into this first day of July 2017 between the Northern California Painting and Finishing Contractors Association or their Successor, thereof, and/or Individual Employers who are signatory or may become signatory to this Agreement, and are actively engaged in the Painting Industry, hereinafter referred to as the "Employer" and District Council 16, hereinafter referred to as the "Union". This Agreement shall continue until June 30, 2020. Thereafter, this Agreement shall continue from year to year, commencing as of 12:01 a.m., July 1st, unless notice is given by one of the bargaining parties of its desire to effect changes in hours, wages or working conditions.

Section 15. SUBSISTENCE - If one employee is required to live away from his or her place of residence, said employee shall be paid one hundred dollars (\$100.00) per day, for room and board or actual room and board cost, whichever is greater. In addition, they shall receive the current rate of pay and fringe benefits for all hours worked.

- (a) Round trip airfare, mileage, or transportation shall be provided by the Employer on all jobs in which subsistence is required.
- (b) Employees shall receive Travel Time, from the point of dispatch to the jobsite and return, on all jobs in which subsistence is required.

Section 16. TRAVEL TIME - Employees who jobsite report more than fifty (50) miles from the point of dispatch (Union dispatch Office, employee's home or individual Employer's shop) as determined by the individual Employer, shall receive their Taxable Net Wage Rate for all time spent traveling beyond fifty (50) miles from the point of dispatch to the jobsite and return. Employees reporting in their private vehicles to a jobsite more than fifty (50) miles from the point of dispatch, shall also receive mileage at the current IRS rate per mile for all miles traveled outside of the fifty (50) miles. Mileage and drive time is to be based on Google Maps without traffic latest available version. Mileage will be paid on a per vehicle basis. This system is based on employees reporting to their jobsite at their regular start time and working on the job until their regular quitting time. Travel from jobsite to jobsite in a private vehicle shall be considered as hours worked and mileage will be reimbursed at the current IRS rate per mile. All travel commencing after being required to report to the Employers shop to and from the jobsite will be considered as hours worked and use of the employee's vehicle will be reimbursed at the current IRS rate per mile.

- (a) The following Travel Time Calculation Sheet shall be used in conjunction with Google Maps without traffic in order to determine Travel Time Reimbursement. Google Maps without traffic setting for Driving Speeds shall be; Interstate Highways – 65 mph, Limited Access Highways – 60 mph, Other Highways – 50 mph, Arterial Roads – 35 mph, Streets – 20 mph.

Travel Time Calculation Sheet (Formulas)

Employee Name	From:	Starting Address		
	To:	Destination Address		
		Minutes	Miles	Minutes Per Mile
Actual Commute (One Way)		(Enter minutes as per Google Maps without traffic)	(Enter miles as per Google Maps without traffic)	Calculation = (Minutes ÷ Miles)
Adjusted Commute (One Way)		Calculation = (Adjusted Commute Miles x Minutes Per Mile)	Calculation = (Actual Commute Miles – 50)	
Round Trip		Calculation = (Adjusted Commute Minutes x 2)	Calculation = (Adjusted Commute Miles x 2)	
Daily Travel Time/Mileage Reimbursement:		Calculation = (Taxable Net Wage Rate/60 X Adjusted Commute Minutes)	Calculation = (Round Trip Miles x Current IRS Mileage Reimbursement Rate)	
Total Daily Reimbursement		Calculation = Daily Travel Time Reimbursement + Daily Mileage Reimbursement		

Travel Time Calculation Sheet (Example)

John Doe	From:	123 Any Street, San Francisco, CA		
	To:	456 Main Street, Santa Cruz, CA		
		Minutes	Miles	Minutes Per Mile
Actual Commute (One Way)		71.00	72.80	0.98
Adjusted Commute (One Way)		22.34	22.80	
Round Trip		44.68	45.60	
Daily Travel Time/Mileage Reimbursement:		\$25.97	\$25.31	
Total Daily Reimbursement		\$51.28		

Section 17. TRAVEL EXPENSE - Whenever employees report to the jobsite, the employee shall be paid or reimbursed for all parking, bridge tolls and public transportation costs. Parking and bridge toll reimbursement shall be subject to the following criteria; in the event that free parking is not available within a quarter mile of the jobsite, the Employer will provide such facilities or shall have the right to designate the areas to be used for reimbursable parking. When free parking is not available the Employer shall reimburse the driver of the vehicle for the cost of such parking up to twenty-five dollars

(\$25.00) per day upon being presented with a receipt or voucher certifying the cost thereof. The Employer will reimburse the driver for his or her bridge tolls upon a showing of receipts for such on a weekly basis. "FasTrak" users will be reimbursed upon showing of receipts on a monthly basis. Public transportation costs shall be reimbursed if the employee chooses to utilize public transportation and such reimbursement is more economical than reimbursing parking and bridge tolls.