



TRAVEL AND SUBSISTENCE PROVISIONS

FOR

PLUMBER, STEAMFITTER

REFRIGERATION FITTER (HVAC)

IN

SAN MATEO COUNTY

RECEIVED

Department of Industrial Relations

204-467-1

MOMORANDUM OF UNDERSTANDING

Between

Office of the Director-Research

**The San Mateo County Plumbers & Pipefitters
UA Local Union 467**

&

**The Northern California Mechanical Contractors Association
Plumbing-Heating Cooling Contractors Association of the Greater Bay Area
Industrial Contractors UMIC Inc**

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Department of Industrial Relations

JUL 09 2018

Office of the Director-Research

This Memorandum of Understanding effective July 1, 2018 will change the present Master Labor Agreement between all Signatory Contractors, all signatory Contractor Associations and UA Local Union 467 as follows:

- 1) The new agreement term is three years July 1, 2018 through June 30, 2021.

\$65. TRAVEL ALLOWANCE. [REMOVE... ~~A free zone shall be established within 40 highway miles of Local Union 467's referral office at 1519 Rollins Road, Burlingame, California, for those men referred from this Local Union's referral office, and a FREE ZONE of 40 highway miles shall be established around the Individual Employer's shop for those men referred from the Individual~~

~~Employer's shop.~~ **AND REPLACE WITH...** All of San Mateo County and the Employee's county of residence is a free zone.]

§66. On jobs [~~REMOVE... over forty (40) highway miles from the Local Union's referral office or the Individual Employer's shop~~ **& REPLACE WITH...** outside San Mateo County and the employee's county of residence], the employee shall receive [~~REMOVE... \$10.00~~ **& REPLACE WITH... \$20.00**] per day travel allowance. Where the Employee is required to stay overnight on jobs [~~REMOVE... over forty (40) highway miles from the Local Union's referral office or the Individual Employer's shop~~ **& REPLACE WITH...** outside San Mateo County and the Employee's county of residence] the Employer will furnish appropriate board and lodging satisfactory to the Employee. On jobs [~~REMOVE... more than forty (40) highway miles from the Local Union's referral office or the Individual Employer's shop~~ **& REPLACE WITH...** outside San Mateo County and the Employee's county of residence.] where the employee is required to stay overnight more than five (5) consecutive days, he or she shall be paid [~~REMOVE... \$100.00~~ **& REPLACE WITH... \$200.00**] per week, and in addition thereto, at the start and finish of the job shall be paid travel time in an amount equal to the straight time rate, not to exceed eight (8) hours in any work day and transportation at the [~~REMOVE... rate of regular railroad or bus fare~~ **& REPLACE WITH...** current IRS standard mileage rate (54.5¢/mile in 2018)]. [~~REMOVE... Where the workman is transported to and from the job on equipment furnished by the Individual Employer, travel allowance and transportation shall not be due.~~ **& MOVE TO §67.]**

§67. [~~REMOVE... "Shop" is defined to be the Individual Employer's permanent place of business or permanent branch place of business and shall not include jobsite shops or other temporary places of business.~~ **& REPLACE WITH...** Covered Employees transported to and from jobs located outside San Mateo County and the Employee's county of residence in Employer provided transportation are not due travel allowance.]

§68. EMPLOYER VEHICLES. [**ADD...** Employer vehicle surveillance cameras and/or microphones capturing video and/or audio of vehicle occupants are an invasion of privacy and are prohibited. Employers may use forward (outward) facing cameras and GPS tracking devices on company vehicles. Employees must be notified of any employer vehicle camera and/or GPS tracking that monitors employees during working time.]

**MASTER
LABOR AGREEMENT**

Between

U. A. LOCAL UNION #467

Of The

**UNITED ASSOCIATION
OF JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPE FITTING INDUSTRY
OF THE UNITED STATES AND CANADA, AFL-CIO**

And

**NORTHERN CALIFORNIA MECHANICAL CONTRACTORS ASSOCIATION
PLUMBING-HEATING-COOLING CONTRACTORS ASSOCIATION OF THE GREATER BAY
AREA**

INDUSTRIAL CONTRACTORS, UMIC, INC.

Effective July 1, 2015

Expires June 30, 2018

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By Office of the Director - Research Unit at 1:14 pm, Jul 29, 2015

65. TRAVEL ALLOWANCE. A free zone shall be established within 40 highway miles of Local Union 467's referral office at 1519 Rollins Road, Burlingame, California, for those men referred from this Local Union's referral office, and a FREE ZONE of 40 highway miles shall be established around the Individual Employer's shop for those men referred from the Individual Employer's shop.

66. On jobs over forty (40) highway miles from the Local Union's referral office or the Individual Employer's shop, the workman shall receive \$10.00 per day travel allowance. Where the workman is required to stay overnight on jobs over forty (40) highway miles from the Local Union's referral office or the Individual Employer's shop the Employer will furnish appropriate board and lodging satisfactory to the employee. On jobs more than forty (40) highway miles from the Local Union's referral office or the Individual Employer's shop where the workman is required to stay overnight more than five (5) consecutive days, he shall be paid \$100.00 per week, and in addition thereto, at the start and finish of the job shall be paid travel time in an amount equal to the straight time rate, not to exceed eight (8) hours in any work day and transportation at the rate of regular railroad or bus fare. Where the workman is transported to and from the job on equipment furnished by the Individual Employer, travel allowance and transportation shall not be due.

67. "Shop" is defined to be the Individual Employer's permanent place of business or permanent branch place of business and shall not include jobsite shops or other temporary places of business.

68. EMPLOYER VEHICLES. The Individual Employer's vehicle 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. A vehicle shall be provided with seats or benches. Employees are expressly forbidden to ride in the bed of trucks that contain gasoline, solvents, pipe, fittings, equipment or materials.