

TRAVEL AND SUBSISTENCE PROVISIONS

CRAFT/CLASSIFICATION

Electrician: Communication & System Installer; Communication & System Technician

ID

61-X-7(NO-2)

LOCALITY

Alameda, Calaveras, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mariposa, Mendocino, Merced, Monterey, Napa, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma, Stanislaus, and Tuolumne Counties

TRAVEL AND SUBSISTENCE

Section 3:10. Travel Reimbursement.

(a) In this addendum, wages shall be paid for all time in going from shop to the job, from the job to the shop and from job to job. When workmen covered by the terms of this Agreement are ordered to report directly to a job site in an employer-furnished vehicle, travel expense shall be paid in accordance with the following schedule.

36 - 45 road miles	\$10.00 per day
46 - 55 road miles	\$20.00 per day
56 - 64 road miles	\$30.00 per day
65+ road miles	\$30.00 per day plus \$8.75 per hour starting at the 65th mile

Mileage shall be computed from the job site to the closer of the employee's residence, the local union where the employee was dispatched or the employer's normal place of business. Parking and bridge tolls paid if employees have to move vehicle during working hours.

A normal place of business is one which is prepared to and does perform the function of an electrical/communications contractor offering its services to the general public with a manager in charge who is authorized to submit bids and accept contracts and that is staffed full-time with personnel that perform all the fundamental aspects of a licensed business operation. The Employer shall notify the Local Union when such an office is established.

Mileage Computation

The determination for actual miles driven in a personal vehicle, as outlined above, shall be calculated by the utilization of an internet-based mapping software program that has been jointly agreed to by the parties to this addendum. The method of calculation shall involve the "quickest" route.

(b) In this addendum, when workmen covered by the terms of this Agreement are ordered to report directly to a job site in a personal vehicle, they shall receive travel expense in accordance with the above schedule and mileage expense at the published IRS rate for those miles traveled which exceed 35 road miles in each direction.

(c) In this Addendum, when it becomes necessary that an employee remain away overnight from the Employer's place of business, at the direction of the Employer, then such Employee shall receive either the round-trip mileage expense as set forth under Section 3.10 above or the actual expenses incurred in such transportation required, whichever is less. Additionally, when mutually agreed on by the employee and employer, when an employee is required to stay overnight from their home, the employer will be required to pre-pay for lodging. No more than 1 person per room. Meals will be reimbursed on receipted expenses not to exceed \$75.00 per day.

When mutually agreed on by the employee and employer, per diem of not less than \$300.00 per day shall be paid in lieu of pre-paid Lodging and reimbursed meals.

(d) Employees shall not use their personal vehicle to transport employer tools or material.

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Fresno, Kings, Madera, and Tulare Counties

TRAVEL AND SUBSISTENCE**TRAVEL**

Section 3.19 No stipend shall be paid before or after the established shift for travelling to or from any job in the jurisdiction of the Union when workers are ordered to report on the job or voluntarily uses transportation furnished by the Employer from shop to job, and job to shop.

When an Employee is required to drive an Employer furnished vehicle before or after the workday, excluding commuting, he shall receive a stipend of \$9.00 for every ten (10) road miles driven, or major fraction thereof. Road miles shall be determined by Google Maps (if unavailable, another mutually acceptable mainstream internet based source). Driving from shop to job, job to job, and job to shop during the work day shall be paid at the appropriate rate.

Section 3.20 Carrying tools or materials to or from the job is considered work, and no employee shall carry Employer tools or materials outside of working hours, however, this does not prohibit the employee using the Employer's vehicle to commute to and from work. When workmen are required to load tools or materials for jobs before or after regular working hours, as defined in Article III, section 3.1, they shall be paid at the rate called for in Article III, Section 3.1 through Section 3.3.

SUBSISTENCE

Section 3.21 There shall be established a permanent free zone within ten (10) air miles perpendicular to and from the center of State Highway 99 in either direction extending northward from Avenue 144 in Tulare County to Avenue 17 in Madera County; Ten (10) air miles perpendicular to and from the center of State Highway 168 in either direction extending from State Highway 99 eastward to Shepherd Avenue in Fresno County; and Ten (10) air miles perpendicular to and from the center of State Highway 198 in either direction extending from State Highway 99 eastward to State Highway 65 in Tulare County, whereby the employees working under the terms of this Agreement for Employers traveling from outside the jurisdiction and Employers with a recognized shop located within the jurisdiction of Local Union #100, IBEW, may be required to report on the job without travel time or expense at the regular starting time.

When the Employer's permanent shop is located in a town outside of the permanent free zone as described above, in the jurisdiction of Local Union #100, IBEW, a ten mile

radius free zone from the main post office of that town will prevail for those permanent local shops only. These employers shall be privileged to order and obtain workmen from the permanent free zone or the shop free zone.

A recognized permanent shop shall be an established place of business with a business telephone and mailing address located within the geographical jurisdiction of Local Union #100, IBEW, actively engaged in bidding and performing electrical work within said jurisdiction, and must be engaged in the above activity for a period of one year prior to being recognized as permanent.

Section 3.22 All jobs or projects outside of the free zone as described in Section 3.22 shall be considered as subsistence jobs. The subsistence for these jobs shall be paid per day based on the following zones unless the Employee has reported to the job in a vehicle furnished by the Employer:

- ZONE A Twenty (20) air miles perpendicular to and from the center of State Highway 99 in either direction, north of the Kern County Line and south of the Merced County line, excluding the FREE ZONE.
- ZONE B Between twenty (20) and thirty (30) air miles perpendicular to and from the center of State Highway 99 in either direction, north of the Kern County Line and south of the Merced County line.
- ZONE C Between thirty (30) and thirty-five (35) air miles perpendicular to and from the center of State Highway 99 in either direction, north of the Kern County Line and south of the Merced County line.
- ZONE D Any and all areas within the jurisdiction, but not included in the four zones described above.

Effective September 1, 2024 the subsistence pay for these zones shall be as follows:

- ZONE A - \$20.00 per day
- ZONE B - \$35.00 per day
- ZONE C - \$50.00 per day
- ZONE D - \$70.00 per day

Section 3.23 No agreement, which would make it necessary for a workman to possess a personal vehicle, is to be recognized in any way. When any workman does possess a personal vehicle, and is requested by the Employer to use that vehicle for transportation of his personal tools or himself to a new location, he shall receive the current published IRS Standard Mileage Rate (the business rate) per mile in addition to his normal wage. In no case shall any vehicle belonging to any workman be used for transportation of shop tools, materials, etc.