

## **TRAVEL AND SUBSISTENCE PROVISIONS**

### **CRAFT/CLASSIFICATION**

Sheet Metal Worker: All Classifications EXCEPT Sheet Metal Worker: Metal Deck and Siding

### **ID**

166-104-1

### **LOCALITY**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

### **TRAVEL AND SUBSISTENCE**

#### **ARTICLE IX- TOOLS AND TRANSPORTATION**

SECTION 2. Journeyperson, Apprentice, Pre-apprentice and Classified Sheet Metal Workers covered by this Agreement shall not be permitted or required as a condition-of employment to furnish the use of automobile or other conveyance to transport men, tools, equipment or material from shop to job, from job to job or from job to shop; facilities for such transportation to be provided by the Employer. This provision shall not restrict the use of an automobile or other conveyance to transport its owner and personal cools from home to shop or job at starting time or from shop or job to home at quitting time.

#### **ITEM 11. TRAVEL MILEAGE AND SUBSISTENCE**

SECTION A. The established zones are as follows:

Zone 1 – Includes all of San Francisco and San Mateo Counties. Dispatch point is at 321 El Camino Real, South San Francisco and mileage point is 550 Gateway Boulevard, South San Francisco.

Zone 2 – Includes all of Alameda and Contra Costa Counties. Dispatch point is 1499 Greenville Rd., Livermore, and mileage point is Oakland City Hall, Oakland.

Zone 3 – Includes all of Napa and Solano Counties. Dispatch point is 4350 Central Place, Suite B, Fairfield. Mileage point is 401 Nebraska Street, Vallejo.

Zone 4 – Includes all of Lake, Marin, Mendocino, and Sonoma Counties. Dispatch point is 4350 Central Place, Suite B, Fairfield, and mileage point is 1700 Corby Avenue, Santa Rosa.

Zone 5 – Includes all of Del Norte, Humboldt, and Trinity Counties. Dispatch point is 4350 Central Place, Suite B, Fairfield and mileage point is 9th and “E” Streets, Eureka.

Zone 6 – Includes all of Santa Clara County. Dispatch point is 2350 Lundy Place, San Jose, and mileage point is 1st and Santa Clara Streets, San Jose.

Zone 7 – Includes all of Monterey, San Benito, and Santa Cruz Counties. Dispatch point is 11060 Commercial Parkway, Castroville, and mileage point is Market and Main Streets, Salinas for Monterey County; 5th and San Benito Streets, Hollister for San Benito County; and the Santa Cruz County Courthouse for Santa Cruz County.

SECTION B. Each Employer signatory with the Union to the SFUA and the various Addenda thereto shall have a free zone around the address of said Employer's shop that shall extend into any zone as established in Section "A" above. The zone shall extend in thirty (30) air-mile radius from the Employer's shop.

SECTION C. A signatory Employer, when working in a zone as per Section "A" outside the zone in which the Employer's shop is located, may request sheet metal worker from the dispatch point established for that zone; and for sheet metal workers so hired, there shall be a free zone extending in a thirty (30) air-mile radius from that zone' mileage point.

SECTION D. Employers not signatory to an agreement with SMWIA Local 104 must employ from and utilize the dispatch point of the zone in which the job is located.

CLARIFICATION: Employers not signatory to an Agreement with Local 104 must employ from and utilize the dispatch point of the zone in which the job is located for employees dispatched by the Union to the Employer.

For the purpose of determining travel pay for employees of Employers who are not signatory to an Agreement with Local 104 and who do not employ workers from the Union for work to be performed within the jurisdiction of the Union, the point of dispatch for such employees shall be the Employer's principal shop/place of business.

SECTION E. When transportation is furnished by the employee, the following shall apply:

1. Employees not furnished company transportation and traveling before the regular starting time and/or after the regular quitting time, shall be paid fifty-five cents (\$0.55) plus the IRS allowable, for each air-mile traveled beyond the free zone.
2. Employees not furnished company transportation during working hours and required to report from shop to job, job to shop, or job to job, shall be paid the IRS allowable per air-mile traveled and the IRS allowable per mile for each passenger if the driver is requested by Employer to transport said passenger.

SECTION F. When transportation is furnished by the Employer, the following shall apply:

1. An employee provided a company truck on a continuous basis and traveling before the regular starting time and/or after the regular quitting time, shall be paid fifty-five cents (\$0.55) for each air-mile traveled beyond a forty (40) air-mile-free zone for the purpose of computing travel time.

2. The Employer will furnish when possible, all transportation; but in no instance will an employee covered by this Agreement be required to travel in other than the factory-built passenger section of any vehicle. Exception to this requirement must be approved by the Union.

SECTION G. If an employee is required to report to the shop before starting for the jobsite and this is before the regular starting time, the thirty (30) air-mile –free zone shall not apply and the employee shall be compensated for all air-miles traveled, as stated in Sections E-1 and F-1.

SECTION H. If an employee is required to report back to the shop after the regular quitting time, the thirty (30) air-mile-free zone shall not apply and the employee shall be compensated for all air-miles traveled, as stated in Sections E-1 and F-1.

SECTION I. There will be a five (5) air-mile-free zone from the employee's home if the employee reports directly to the jobsite. Beyond five (5) miles revert to Sections E and F.

SECTION J. Bridge Tolls: The Employer agrees to reimburse the employee for bridge tolls incurred upon presentation of receipt for such tolls.

SECTION K. When driving a loaded company truck before starting time and after regular quitting time, it shall be considered work and will be paid for at one and one half (1 ½) times the regular wage rate. Service trucks carrying service material shall be considered as not loaded. In all other instances only saleable equipment and materials shall constitute a load. In those instances where it is a convenience for a member of the Union driving a company pick-up truck from home to job or from job to home, the Business Representative of said Union will use discretion in enforcement.

SECTION L. When an employee is assigned to a jobsite and is required to remain overnight, he/she shall receive a minimum of one (1) day's subsistence. Each employee working on a subsistence job shall receive hotel expense (hotel designated by the employer within a reasonable distance of the project) plus \$75.00 meal expense per day for seven (7) days per week. The only alternative to payment of seven (7) days' subsistence is payment of subsistence for multiple days worked on the job, plus roundtrip travel expense or travel time, as provided herein. When a subsistence job is of one (1) day's duration only, and employees are provided transportation and/or travel expenses, they shall not also receive subsistence. If an employee is required by the Employer to perform work outside of the United States, travel pay and/or subsistence arrangements shall be negotiated.

SECTION M. When an employee is assigned to a subsistence job and fail to report to the jobsite at the regular starting time, he/she shall not receive subsistence for that day. When an employee is living in the vicinity of the jobsite and is unable to work due to legitimate illness, industrial injury or inclement weather, he/she shall be paid subsistence for the day he/she is unable to work. This provision shall not apply for more than two (2) consecutive days due to illness or injury. Illness must be verified by the job Foreperson or Employer. A medical certificate may be required.

## ITEM 12. PARKING

SECTION A. The Employer agrees to reimburse the employee for reasonable parking fees incurred, upon presentation of receipt, and the Union agrees all employees will accept and utilize, in lieu thereof any reasonable parking facility provided by the Employer, at or within one quarter (1/4) mile of the shop or jobsite.

SECTION B. In lieu of paid parking, the employee has the option to use public transportation and the Employer will reimburse the employee for such cost not to exceed the cost of parking.

SECTION C. On projects that require designated offsite parking, the employee will travel in on their time and travel out on the Employer's time. If parking is more than one quarter (1/4) mile from the job or shop, shuttle transportation will be provided by the Employer.

SECTION D. If any employee of the company represented by the United Association receives a more favorable condition of this Item 12 Parking, such condition will apply to all employees working at the jobsite or shop covered by this Agreement.

## ITEM 14. VEHICLE IDENTIFICATION

SECTION A. The Employer agree to identify all vehicles used primarily to transport material, tools or equipment for work covered by this Agreement. The firm name and location must be affixed on both sides of each vehicle in a permanent manner, with legible letters. No employee may drive an unidentified company vehicle. Employee shall not affix company signs to

## ITEM 23: HIRING HALL AND REFERRAL

SECTION F. An applicant for employment may be registered on the out of work list at only one dispatch office/zone at any time. Each applicant for employment shall complete an electronic job qualification card. At the time of application, the dispatcher may require objective evidence of actual qualifications for the type of work listed by the applicant. Electronic job qualification cards shall be updated at the time of re-registration, in person at a dispatch office or online provided you are properly registered at Local 104's website. (Group B registrants see Section K.)

An applicant wishing to change the office at which he/she is registered shall make the request through the member portal, by telephone to the office in which the member is transferring, or in person during business hours his/her job qualification card and his/her name shall be stricken from the out of work list at that office/zone. An applicant may request his/her job qualification card be moved to the dispatch office/zone in which he/she registers. Once a member has moved from one dispatch office to another, he/she will lose his/her place on the out of work list maintained by the dispatch office from which he/she moved and be placed at the bottom of the list maintained by the dispatch office to which he/she will move.

SECTION I. TRAVEL PROVISION - No employee shall be allowed or required to relocate his/her job qualification card from one geographical dispatch office of Local 104 to another for purposes of circumventing the travel, mileage, and subsistence language as defined under Item 11 of Addendum One of SFUA (A-01-05). To implement the above, no Employer shall be allowed to request by name, any employee who has, within thirty (30) calendar days, been employed within another dispatch area of Local 104 by the requesting Employer. While Employers from outside the jurisdiction may not be solicited, such Employers may, at the Employer's option, call one (1) Foreperson per jobsite by name, provided the thirty (30) calendar-day provision is adhered to. The thirty (30) calendar-day provision shall not apply when the employee is officially re-dispatched by the Hiring Hall due to the employee's chronological order of registration nor shall it apply when the call by name is required to secure an individual possessing special skills or qualifications. If it is necessary, at the discretion of a Business Representative, to refer applicants from another Local 104 dispatch office to fill a "call for applicants" in a specific area, the thirty (30) calendar-day provision shall not be applicable.