

TRAVEL AND SUBSISTENCE PROVISIONS

CRAFT/CLASSIFICATION

Plumber: Fire Sprinkler Fitter (Protection and Control Systems, Overhead and Underground)

ID

204-669-1

LOCALITY

Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Inyo, Kern, Kings, Lake, Lassen, Los Angeles (Does not apply to Los Angeles city limits and twenty-five (25) miles beyond city limits of Los Angeles), Madera, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Nevada, Orange (Only applies to Aliso Viejo, Capistrano Beach, Coto De Caza, Daina Point, El Torousmc Air Station, Emerald Bay, Laguna Beach, Laguna Hills, Laguna Niguel, Lake Forest, Leisure World (Laguna Beach Area), Mission Viejo, Modjeska, Rancho Santa Margarita, San Clemente, Three Arch Bay, San Juan Capistrano, San Juan Hotsprings, Silverado Canyon, South Laguna & Trabuco Canyon), Placer, Plumas, Riverside, Sacramento, San Benito, San Bernardino (Excluding the cities of Ontario and Montclair), San Diego, San Joaquin; San Luis Obispo, Santa Barbara, Santa Cruz, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Ventura (Only applies to Casitas Springs; Colonia, El Rio, Faria, Foster Park, Hollywood Beach; La Conchita, Live Oaks Acres, Lockwood Valley, Meiners Oaks, Miramonte, Montalvo, Oak View, Ojai, Oxnard, Pierpont Bay, San Buenaventura, Saticoy, Seacliff, Solimor Beach, Summit, Ventura and Wheeler Springs), Yolo, and Yuba Counties

TRAVEL AND SUBSISTENCE

E. TRAVEL EXPENSES:

1. UNDER 60 MILES

When an employee is required to travel to a job within sixty (60) miles of his residence, he shall be paid in accordance with the Travel Pay Chart in Addendum H.

2. 60 TO 80 MILES

When an employee is required to travel to a job over sixty (60) miles up to and including eighty (80) miles from his residence, he shall be paid in accordance with the Travel Pay Chart in Addendum H.

3. 80 TO 100 MILES

When an employee is required to travel to a job over eighty (80) miles up to and including one hundred (100) miles from his residence, he shall be paid in accordance with the Travel Pay Chart in Addendum H.

4. OVER 100 MILES

When an employee is required to travel to a job over one hundred (100) miles from his

residence, the following shall apply:

- a. The employee shall be paid subsistence in accordance with the Travel Pay Chart in Addendum H.
- b. The employee shall be paid at the IRS Standard Mileage Rate going to the job for the first time, together with travel time at the rate of one quarter (1 /4) hour travel time for each fifteen (15) miles traveled, not to exceed eight (8) hours per day in any twenty-four (24) hour period.
- c. When the employee's job in excess of one hundred (100) miles is completed or the employee is transferred by his Employer to another job, the employee shall be paid at the IRS Standard Mileage Rate to the point at which the employee entered the Employer's service or the next contract, together with travel time at the rate of one quarter (1 /4) hour for each fifteen (15) miles traveled, not to exceed eight (8) hours per day in any twenty-four (24) hour period.

5. "FULLY EMPLOYED" AREA PROCEDURE & TRAVEL PAY

- a. The parties to this Agreement may, by written agreement, designate area(s) as "fully employed". The Employer may then request that the Union refer unemployed Journeymen or Apprentices who reside outside the designated area. The Union will, at the Employer's request, refer unemployed Journeymen and Apprentices from an unemployment list maintained for this purpose, to the extent available and within five (5) working days of its receipt of the Employer's request.
- b. Journeymen and Apprentices residing outside the area where the job site is located will be referred from the nearest Local 669 District and according to the length of time on the unemployment list, referred to above, pursuant to the Union's nondiscriminatory referral procedures established for this purpose.
- c. Journeymen and Apprentices referred pursuant to this procedure will be employed for at least thirty (30) working days unless the Employer has just cause to terminate them.
- d. Journeymen and Apprentices referred to the Employer pursuant to this procedure shall be paid the "Over 100 miles" subsistence rate on the Travel Pay Chart in Addendum H. There shall be no travel pay or mileage under this Article for travel from and to the employee's residence outside the "fully employed" area.
- e. For travel from job to job within the "fully employed" area when the employee is required to travel more than forty (40) miles, he shall be paid the Standard IRS Mileage Rate per mile between jobs and travel time at the rate of one-quarter (1/4) hour for each fifteen (15) miles traveled, not to exceed eight (8) hours pay in any twenty-four (24) hour period. Mileage shall be computed between jobs within the "fully employed" area, rather than from the employee's residence.

6. ADDITIONAL TRAVEL NOTES

- a. If an Employer provides suitable transportation for employees, the Employer shall not be required to pay for travel expenses under this Article, but he shall pay travel time and subsistence, if over one hundred (100) miles, under this Article. No subsistence shall be paid if the Employer furnishes daily transportation and

the employee chooses to travel back and forth from his home. "Suitable transportation" means vehicles in conformity with Federal Motor Vehicle Safety Standards & Regulations.

- b. If the employee leaves his work before it is completed and without the Employer's consent, traveling shall be at the employee's own time and expense.
- c. Residence shall be solely determined by the employee, and the employee shall file this in writing with the Employer and the Union.
- d. For the purpose of contributions to all Funds set forth in this Agreement, travel hours paid for shall be considered hours worked.
- e. All travel hours outside of the regular established working hours shall be at time and one half (except for Sundays and Holidays which shall be at double time) in accordance with Article 4, Section C.
- f. Nothing herein contained shall be considered as inconsistent with the Federal Wage and Hour Laws.
- g. For purposes of this Article, all miles traveled by an employee shall be determined by reference to maps.google.com. If the actual point of residence or job is not designated, miles traveled shall be the mileage between the points closest to the actual point of residence or job designated in maps.google.com.
- h. Subsistence, in accordance with Paragraphs E.4(a) and E.6(d) above, shall be paid if an employee is prohibited from working because of weather conditions.
- i. An employee shall receive fifty percent (50%) of the travel payment set forth in Article 4, Sections E.2. (60 to 80 miles) and E.3. (80 to 100 miles), if applicable, when the employee is entitled to a payment as provided in Article 4, Section C.4. above.
- j. Air Travel. The decision on whether travel should be by air shall be a joint decision between the Employer and employee. If a decision is made to travel by air, the Employer must purchase airline tickets for the employee in advance of travel. Employees may be required to pay for incidental expenses such as taxi, ride sharing, and parking. However, such expenditures must be reimbursed to the employee within fifteen (15) days following the employee providing receipts to the home office in a timely manner. The employee shall be entitled to eight (8) hours' travel pay at the rate applicable to the State/District in which the employee's residence is situated. The employee shall only be entitled to an airline ticket, reimbursement of expenses, and travel pay under this section for the initial trip made to the job and for the employee's final trip home or transfer by the Employer to another job.
- k. If an employee is required to work a six-day workweek over two hundred and fifty (250) miles from his residence, the employee shall be paid seven (7) days' subsistence. An employee who fails to report for work shall not be entitled to an additional days' subsistence under this paragraph.

G. OFF-SHORE DRILLING OPERATIONS

The following conditions of employment shall apply to offshore drilling operations:

Travel expenses, as applicable under Article 4, shall be paid from the employee's residence to the point of embarkation (i.e., boat landing, helicopter pad, etc.) servicing the structure on which the job is located. Time spent from the point of embarkation to the structure and from the structure to the point of embarkation shall be considered hours worked. Travel expense at job completion will be applied as provided under Article 4.

Subsistence as applicable under Article 4 shall be paid to the point of embarkation.

When an employee is required to live on the structure, he shall be furnished meals and lodging free of charge. Where meals and lodging are provided, no payment shall be paid under Article 4.

Hours of work including shifts, starting time, meal periods, etc., shall conform to practice on the structure.

Overtime at the rate of double the appropriate hourly rate shall be paid for hours worked outside the regularly scheduled work shift as established on the structure.

The hourly rate for Journeymen and Apprentices at the point of embarkation shall be the hourly rate for work performed on the structure and applicable travel expense.

An employee shall not be required to remain on the structure for more than fourteen (14) consecutive calendar days.

Addendum H Travel Pay Chart

EFFECTIVE DATE:	1-Apr-25	1-Apr-26	1-Apr-27	1-Apr-28	1-Apr-29
Residence to Job Site	EXPENSES per day	EXPENSES per day	EXPENSES per day	EXPENSES per day	EXPENSES per day
0 - 60 miles	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
60 - 80 miles	\$28.00	\$30.00	\$32.00	\$34.00	\$36.00
80 - 100 miles	\$37.00	\$39.00	\$41.00	\$43.00	\$45.00
	SUBSISTENCE per day	SUBSISTENCE per day	SUBSISTENCE per day	SUBSISTENCE per day	SUBSISTENCE per day
Over 100 miles	\$140.00	\$150.00	\$155.00	\$160.00	\$165.00
Mileage (Over 100 miles)	Per IRS Standard Mileage Rate in Effect				