

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director – Research Unit
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

P.O. Box 420603

San Francisco CA 94142-0603



SCOPE OF WORK PROVISIONS

FOR

ASBESTOS REMOVAL WORKER (LABORER)

IN

ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA,
CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN,
HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIN,
MARIPOSA, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA,
NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO,
SAN FRANCISCO, SAN JOAQUIN, SAN MATEO, SANTA CLARA,
SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA,
STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE,
YOLO AND YUBA COUNTIES

ARTICLE XXIII
Term of Agreement

- 23. This Agreement shall be binding upon the respective parties from December 1, 2013, to and including November 30, 2016, and shall be considered as renewed from year to year thereafter unless either party hereto shall give written notice to the other of its desire to modify, amend or terminate the Agreement not more than ninety (90) days and not less than sixty (60) days prior to the last date mentioned or any subsequent anniversary date of this Agreement.

IN WITNESS WHEREOF, the parties hereto execute this Agreement by their respective Officers authorized to do so this ____ day of January, 2014.

NORTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS, AFFILIATED WITH THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AND ITS AFFILIATED LOCAL UNION NO. 67

JUL 21 2010

LABORERS' ASBESTOS AND LEAD REMOVAL AGREEMENT Div. of Labor Statistics & Research
Chief's Office

THIS AGREEMENT is entered into this 1st Day of April, 2010, by and between the Association of Environmental Contractors and its respective members, hereinafter referred to as "Employer" and the NORTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS, affiliated with the Laborers' International Union of North America, and its affiliated LOCAL UNION NO. 67, hereinafter referred to as the "Union."

ARTICLE I
Recognition

1. The Employer and each Individual Employer recognizes the Union as the duly authorized, sole and exclusive collective bargaining representative of all employees of the Individual Employer over whom the Unions have jurisdiction in the area of the work covered by this Agreement.

ARTICLE II
Coverage

2. **Geographical Coverage.** This Agreement shall apply to Northern California, which term means that portion of the State of California above the Northerly boundary of Kern County, the Northerly boundary of San Luis Obispo County, and the Westerly boundaries of Inyo and Mono Counties, which includes the following counties: Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba.
 - 2.1 **Work Coverage.** The work covered by this Agreement is site mobilization, initial site cleanup, site preparation, shrink wrap, and work or removal of materials that have a potential to create hazardous exposure, as determined by job specification and/or state, federal or safety regulations. The work covered by this agreement includes asbestos; lead containing materials; mold; associated work; work requiring personal protection equipment ("PPE") and engineering controls; and any other tasks which the Individual Employer may direct in connection with this work. This work may be performed by hand, equipment or machinery and includes the erection of scaffolding, the fabrication of temporary wooden barriers and the assembly of decontamination stations.
 - 2.2 **Subcontractors.** If an Individual Employer shall subcontract work herein defined, such Subcontract shall state that such Subcontractor agrees to be bound by and comply with the terms and provisions of this Agreement. The Individual Employer will give written notice to the Union of any subcontracting involving the performance of work covered by this Agreement within five (5) days of entering such Subcontract, and shall specify the name and address of the Subcontractor.
 - 2.3 **Employee Coverage.** All asbestos and lead removal workers of the Individual Employer within the geographical area of this Agreement.
 - 2.4 **Exclusions.** This Agreement shall not cover supervisors, guards, clerical, managerial, technical or professional employees of the Individual Employer.

A.E.C.
ASSOCIATION OF ENVIRONMENTAL CONTRACTORS

July 20, 2007

Ms. Maria Robbins
Department of Industrial Relations
Prevailing Wage Unit
Division of Labor Statistics & Research
P.O. Box 420603
San Francisco, California 94142

RECEIVED
Department of Industrial Relations

AUG - 1 2007

Div. of Labor Statistics & Research
Chief's Office

Re: Northern California Laborers Asbestos and Lead Paint Removal Agreement Specialist I and Specialist II classification descriptions

Dear Ms. Robbins:

Pursuant to your request, we are writing this letter to clarify the difference between the Asbestos and Lead Removal Specialist I and the Asbestos and Lead Removal Specialist II as described in the 2005-2009 Laborers Asbestos and Lead Paint Removal Agreement by and between the Association of Environmental Contractors and its respective members and the Northern California District Council of Laborers (affiliated with the Laborers International Union of North America) and its affiliated Local Union No. 67 covering the 46 Northern California Counties.

A Specialist I is an employee who possesses the following documented qualifications:

1. Asbestos Supervisor Certified
2. Lead Removal Supervisor Certified
3. CPR/First Aid Certified
4. Need to understand the English language
5. California Drivers' License (if required to drive company vehicle)
6. A minimum of 4000 documented hours in the asbestos or lead industry.

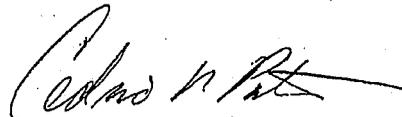
A Specialist II is an employee who works in a supervisory capacity as a foreman. The selection of a Specialist II is at the sole discretion of the employer; and the employer is not required to employ a Specialist II on any given jobsite or project.

If you have any questions or need additional information, please do not hesitate to contact either of our offices. Thank you.

Sincerely,



Richard Cleveland
Association of Environmental Contractors



Cedric Porter
Northern California District Council of Laborers

4780 Chabot Drive, Suite 200, Pleasanton, CA 94588
925.469.6800 • 925.469.6900 fax

**NORTHERN CALIFORNIA
DISTRICT COUNCIL
OF LABORERS**

Fax

To: Alicia/DIR Prevailing Wage Department From: Cedric Porter

Fax: 415-703-4771 Pages: 1

Re: Laborers' Scope of Work for Lead Removal Date: January 26, 2006

cc:

- Urgent
- For Review
- Please Comment
- Please Reply
- As Requested
- As Discussed

Comments: The scope of work "Lead Removal" as described in the Laborers' Asbestos and Lead Agreement is completely different from the Painters lead description.

The Laborers' "Lead Removal" scope of work covers: "the removal and abatement of any construction materials which contain lead as prescribed in state regulations," prior to demolition or reconstruction. Removal and abatement are not an incidental function for the Painter.

The Painter's limitation on lead contaminated surfaces is work described as the sealing and preparation of surfaces for painting.

If you have any further questions about the Laborers' scope of work, please do not hesitate to call.

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**GENE MASSEY
BUSINESS MANAGER/SECRETARY-
TREASURER**

2705 Constitution Drive, Livermore CA 94551
Phone (925) 245-1080 FAX (925) 245-1084



Fax

| | | | |
|--------|-----------------------------------|--------|------------------|
| To: | Alicia Petalver | From: | Doug Christopher |
| Fax: | 415-703-4771 | Pages: | (INC. COVER) 2 |
| Phone: | | Date: | 2/8/06 |
| Re: | Laborers' Scope of Work Agreement | CC: | |

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Urgent For Review Please Comment Please Reply Please Recycle

Per your fax request dated Jan. 27, 2006...

The content of the Worker Lead Abatement curriculum approved by the Department of Health Services of the State of California is deliberately one dimensional across the Trades. It addresses the Policies, Guidelines and Procedures for the safe removal and handling of Lead-based paint and the surfaces it occupies.

Individual Trades then take those Policies, Guidelines and Procedures and employ them within the context of the work that specific trade performs.

The Painter is a Finish Artisan not a Demolitionist.

To compare the functional work description of a Laborer and a Journey-Level Painter is disingenuous.

The Laborer performs tasks, as described in their own Lead Removal description as: "Removal and Abatement of construction materials" as in demolition and clean up; not remodeling or rehabilitation of existing surfaces which remain in place.

February 8, 2006

A Painter's task is not to "abate" demoltioned cabinets, doors, windows and walls by putting them into the appropriate plastic bag; any more than it is the job of a Laborer to remove lead-based paint from any surface. "Paint" is the venue of the Painter; and "Labor" is the venue of the Laborer.

The Painter prepares those same surfaces, preserving them in place, to receive new Color and Materials having mechanically or chemically removed the offending Lead-based paint, replacing it with compliant materials.

It is correct to say that removal and abatement, within the context of demolition as performed by a Laborer, are not an incidental function of the Painter.

To be precise, the removal of lead-based paint, preserving the surface material, and applying a new coat of environmentally compliant material without destroying that surface is an elementary function of the painter.

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Memorandum of Understanding
Between
The Laborers' International Union of North America
And
The United Union of Roofers, Waterproofers and
Allied Workers

In an effort to eliminate jurisdictional disputes in the Construction Industry, the Laborers' International Union of North America and the United Union of Roofers, Waterproofers and Allied Workers have agreed to the following:

- ◆ All removal of roofing materials on a roof deck where roofing material is to be re-applied is the work of the roofer. This is also to include any small repairs to the decking in preparation of laying the new roof.
- ◆ All removal of roofing materials on a roof deck where no new roofing material is to be applied is the work of Laborers.
- ◆ Demolition of roof decking is the work of Laborers.

It is understood that there shall be no stoppage of work by reason of any dispute concerning the work herein covered. In the event a dispute arises, the matter shall be referred to the offices of the two International Unions for resolution. This agreement shall serve as clarification of the 1993 correspondence.

Terence M. O'Sullivan
TERENCE M. O'SULLIVAN
Laborers' International Union of
North America

John C. Martini
JOHN C. MARTINI
United Union of Roofers, Waterproofers
And Allied Workers

09/08/03
DATE

09/08/03
DATE