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TRAVEL AND SUBSISTENCE PROVISIONS

FOR

DRIVER
(ON/OFF HAULING TO/FROM CONSTRUCTION SITE)

IN

ALAMEDA, CONTRA COSTA, SAN MATEO, SANTA CLARA,
SANTA CRUZ, AND SOLANO COUNTIES

AGREEMENT

BETWEEN

GAGLIASSO & SONS, INC.

AND

TEAMSTERS LOCAL NO. 287

November 1, 2002 thru October 31, 2005

Section 3 – Transfer of Classification

Whenever an employe performs work in more than one classification during the day, he shall be paid at the rate of the higher classification for the entire day.

Section 4 – Paydays

The regular paydays shall be weekly with a fully itemized voucher to the employee.

Section 5 – On the Job Injury

If an employee suffers a compensable injury during the first four (4) hours of work in his shift which disables him for the rest of his shift he shall receive (4) hours straight time pay for the shift. If he suffers such an injury after four (4) hours of work in his shift he shall receive not less than eight (8) hours straight time pay for the shift.

Section 6 – Bulletin Board

The Employer shall maintain a bulletin board in a prominent location in the plant upon which board the Union shall have the privilege of posting necessary notices pertinent to the conduct of Union business.

Section 7 – Defective Equipment

No employee shall be discharged or discriminated against by the Employer for refusal to work on or with equipment which is unsafe or defective including, but not limited to, unsafe brakes and/or unsafe steering mechanism.

Section 8 – Lunch Period

Employees shall have a lunch period of not less than thirty (30) minutes. If a person is instructed to work through their lunch period they shall be paid time and one-half (1-1/2) for such overtime. Such penalty shall be separate and distinct from any overtime payment.

Section 9 – Split Shift

No employee shall work a split shift. Time will lie computed as continuous from the time reporting for work until relieved from duty.

Section 10 – Travel Time

The first dispatch, empty, to the load site over 25 miles or more from the home terminal, drivers shall not be paid for travel time to the job. Thence, there after full rate until end of day.