

DEPARTMENT OF INDUSTRIAL RELATIONS

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

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



**IMPORTANT NOTICE TO AWARDING BODIES & ALL INTERESTED PARTIES
REGARDING CHANGES TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS**

**INTERIM DETERMINATION FOR THE CRAFTS OF
#PLUMBER: PLUMBER, STEAMFITTER, REFRIGERATION FITTER (HVAC),
SERVICE AND REPAIR, AND CONSTRUCTION TRADESMAN (YEARS 2-5)**

Issue Date: November 30, 2015

Expiration date of Determination: June 30, 2016** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director- Research Unit for specific rates at (415) 703-4774.

This determination applies only to projects advertised for bids on or after December 10, 2015. These rates supersede the Plumber: Plumber, Steamfitter, Refrigeration Fitter (HVAC), Service and Repair, and Construction Tradesman (Years 2-5) wage rates issued in the following General Prevailing Wage Determinations: SBE-2015-2 and STC-2015-2

Locality: All localities within San Benito and Santa Clara Counties.

CLASSIFICATION (Journey person)	Employer Payments						Straight-time		Overtime Hourly Rate		
	Basic Hourly Rate ^a	Health and Welfare	Pension	Vacation/ Holiday ^d	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 ½X	Saturday 1 ½X	Sunday/ Holiday
Plumber, Steamfitter, Refrigeration Fitter (HVAC)	\$58.91	14.71 ^b	17.92 ^c	-	1.45	1.35 ^e	8.0	94.34	126.05 ^f	126.05 ^f	157.75 ^g
Construction Tradesman Year 2	\$19.23	10.70	0.50	-	-	0.25 ⁱ	8.0	30.68	40.30 ^f	40.30 ^f	49.91
Construction Tradesman Year 3	\$24.83	10.70	0.50	-	-	0.25 ⁱ	8.0	36.28	48.70 ^f	48.70 ^f	61.11
Construction Tradesman Year 4	\$26.21	10.70	0.50	-	-	0.25 ⁱ	8.0	37.66	50.77 ^f	50.77 ^f	63.87
Construction Tradesman Year 5	\$29.20	10.70	2.25	-	-	0.25 ⁱ	8.0	42.40	57.01 ^f	57.01 ^f	71.60
Service and Repair	\$58.91	14.71 ^b	17.92 ^c	-	1.45	1.35 ^e	8.0	94.34	126.05	126.05 ^h	126.05

#Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>

^a Includes amount withheld for working dues.

^b Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^c Includes an amount for 401(a)-Part B Pension which is factored at the applicable overtime multiplier. Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^d Included in Basic Hourly Rate

^e Includes an amount for Supplemental Unemployment Benefit.

^f Rate applies to the first 2 daily overtime hours and the first 10 hours on Saturday; all other time is paid at the Sunday and Holiday overtime hourly rate.

^g Applies to the following holidays: New Year's Day, Labor Day, Thanksgiving Day, and Christmas Day. All other holidays use the Saturday overtime rate.

^h Saturday may be paid at straight time if the work week is Tuesday through Saturday.

ⁱ Amount is for Contract Administration.

**** Predetermined Increases**

Plumber: Plumber, Steamfitter, Refrigeration Fitter (HVAC) and Service and Repair

- Effective July 1, 2016, there will be an increase of \$3.50 to be allocated to wages and/or fringes.
- Effective July 1, 2017, there will be an increase of \$3.50 to be allocated to wages and/or fringes.

There are no further increases applicable to this determination.

Plumber: Construction Tradesman (Years 2-5)

- Construction Tradesman receive no predetermined increases.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.



HOLIDAY PROVISION

FOR

PLUMBER:

PLUMBER, STEAMFITTER, REFRIGERATION FITTER
SERVICE & REPAIR,
CONSTRUCTION TRADESMAN (YEARS 2-5)

IN

SAN BENITO & SANTA CLARA COUNTIES

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Department of Industrial Relations

SEP 02 2015

Office of the Director-Research

204-393-1

**Tentative Contract Agreement
between
United Association Local Union 393
and
Northern California Mechanical Contractors Association (NCMCA)
Santa Clara Valley Contractors Association (SCVCA)
Industrial Contractors Association - UMIC
Greater Bay Area Plumbing and Mechanical Contractors Association (GBA)
Individual Signatory Contractors
(Pending UA Local 393 Member Ratification)**

The previous Master Labor Agreement that was in effect from July 1, 2012 through June 30, 2015 shall remain in effect with the following exceptions:

Contract Term: Three Year (July 1, 2015 – June 30, 2018)

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UA Local 393 & Underground Mechanical Industrial Contractors "UMIC"
Contract Agreement ~ July 1, 2012 – June 30, 2015

The previous Master Labor Agreement that was in effect from July 1, 2009 through August 31, 2012 shall remain in effect with the following exceptions: *{Changes are in brackets, bold & italicized}*

Contract Term: ⇒ Three Year (July 1, 2012 – June 30, 2015)

204-393-1

MASTER LABOR AGREEMENT
between
LOCAL UNION 393 OF THE
UNITED ASSOCIATION
OF JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPE FITTING INDUSTRY
OF THE UNITED STATES AND CANADA

And

SANTA CLARA VALLEY CONTRACTORS
ASSOCIATION

NORTHERN CALIFORNIA MECHANICAL
CONTRACTORS ASSOCIATION

GREATER BAY AREA ASSOCIATION OF PLUMBING
AND
MECHANICAL CONTRACTORS

INDUSTRIAL CONTRACTORS - UMIC, INC.

Effective July 1, 2009
Expires June 30, 2012

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Div. of Labor Statistics & Research
Chief's Office

ARTICLE IX – Holidays

CONSTRUCTION: The following are holidays for all construction, including but not limited to new construction, remodel, retrofit and tenant improvement:

The day before New Year's Day
New Year's Day
Martin Luther King's Birthday (3rd Monday in January)
President's Day
Good Friday
Memorial Day
Fourth of July
First Friday in August
Labor Day
Columbus Day
Veterans' Day (2nd Monday in November)
Thanksgiving Day
Friday following Thanksgiving Day
The day before Christmas
Christmas Day

ADDITIONAL HOLIDAYS: The following days are Holidays:

Monday following a Sunday Holiday
Monday preceding a Tuesday Holiday
Friday following a Thursday Holiday
Friday preceding a Saturday Holiday
Friday preceding a Monday Holiday.
[except the Friday before Columbus Day, Martin Luther King's
Birthday and Veterans Day]
Saturday in conjunction with a Monday or Friday Holiday.

83. UNION ACTIVITIES DAY: The Contractor agrees that should the Union implement a Union Activities Day, the Contractor will permit employees to take off from work one (1) day per year, upon receiving thirty (30) days notice from the Union.

84. No work shall be required on Labor Day except in cases of extreme emergencies, where the health and/or safety of the public are endangered.

85. PLUMBING SERVICE AND REPAIR: The following shall be considered holidays on Service and Repair. The rate of pay for all work performed on service and repair holidays is time and one-half the taxable rate, plus straight time for all fringe benefit payments:

New Year's Day
President's Day
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Day

If a holiday falls on a Sunday, the Monday following shall be considered a holiday.



SCOPE OF WORK PROVISION

FOR

PLUMBER:

PLUMBER, STEAMFITTER, REFRIGERATION FITTER
SERVICE & REPAIR,
CONSTRUCTION TRADESMAN (YEARS 2-5)

IN

SAN BENITO & SANTA CLARA COUNTIES

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The previous Master Labor Agreement that was in effect from July 1, 2012 through June 30, 2015 shall remain in effect with the following exceptions:

Contract Term: Three Year (July 1, 2015 – June 30, 2018)

VI. Master Labor Agreement (MLA) Article XVII – Fabrication

A. Modify Paragraph 142

*be performed either on the job site
geographical area of,*

to now read "*All fabrication must
within the*

Santa Clara and San Benito Counties."

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between
LOCAL UNION 393 OF THE
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OF THE PLUMBING AND PIPE FITTING INDUSTRY
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And

SANTA CLARA VALLEY CONTRACTORS
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GREATER BAY AREA ASSOCIATION OF PLUMBING
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MECHANICAL CONTRACTORS

INDUSTRIAL CONTRACTORS - UMIC, INC.

Effective July 1, 2009
Expires June 30, 2012

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Div. of Labor Statistics & Research
Chief's Office

6. Work Covered: This Agreement shall cover all work described in Exhibit A to this Agreement and all work coming within the jurisdiction of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, as established and recognized by the Building and Construction Trades Department of the American Federation of Labor-Congress of Industrial Organization, excluding, transportation oil and gas pipeline work covered by the Statewide Pipeline Agreement.

56. SERVICE AND REPAIR DEFINED FOR PURPOSES OF CONTRACTORS WORKING WITH THE TOOLS: The repairing or replacing water heaters, water services, installing gas stoves, repairs to heating systems, clearing sewer stoppages, the replacement of any inoperative equipment with equipment of a like size and type. Replacing of pipe that has failed to function with pipe of the same type and size.

129. Any service and repair work done on a job under construction shall be paid at the construction rate and work week.

REFRIGERATION AND AIR CONDITIONING SERVICE REPAIR AND MAINTENANCE WORK (Paragraph 129)

130. Contractors signatory to this Agreement who perform work covered under the scope of work provisions of the Northern California and Northern Nevada Refrigeration and Air Conditioning Agreement may perform such work according to the wages, hours, and other working conditions provided in that Agreement. Disputes over coverage and performance under that Agreement shall be resolved under the grievance procedures of this Agreement unless the contractor is also signatory to that Agreement.

ARTICLE XVII - Fabrication

139. "Fabrication" is defined to mean cutting, threading, and/or joining together by any means or method all kinds of pipe regardless of its composition and all hangers and supports applied thereto.

140. Standard mill-run lengths of pipe are not fabricated material for the purpose of this Agreement. Custom lengths are fabricated material with the exception of pipe up to twelve inches (12") in length.

141. All pipe fabrication for specialty units, service facilities, or heating or air conditioning equipment used in building facilities or manufacturing establishments, which has been normally and traditionally done by employees in the bargaining unit covered by this Agreement shall continue to be performed by them.

142. All employees performing work covered in this Fabrication section shall be paid at a rate not less than the total cost package provided in this Agreement. At the written request of the Local Union, the Contractor will supply Certified Payroll as proof of compliance of this provision. All fabrication must be performed either on the job site within the geographical area of Santa Clara and San Benito Counties.

143. If any fabricated item is ordered from a person other than a signatory Contractor, all of the terms and conditions of this ARTICLE shall apply. In the event there is a violation of the fabrication clause, the Contractor shall pay as damages the wages and fringe benefits lost to the worker or workers on the top of the Union's out-of-work list. The Union shall not have the right to strike, picket or engage in other economic action to enforce this fabrication clause. It is understood and agreed that this provision shall be enforced only to the extent necessary to protect and preserve to the employees in the aforesaid multi-employer collective bargaining unit all of the work which has normally and traditionally been performed by them. It is further understood and agreed that enforcement of this provision shall not include any self-help on the part of the Local Union such as the removal of employees from the job. All enforcement will be under the grievance procedures of the collective bargaining agreement.

EXHIBIT A

The Fifty Points of Jurisdiction of work covered by this Agreement includes, but is not limited to, the following:

Journeyman and Apprentice

1. All piping for plumbing, water, waste, floor drains, drain grates, supply, leader, soil pipe, grease traps, sewage, and vent lines.
2. All piping for water filters, water softeners, water meters and the setting of same.
3. All cold, hot and circulating water lines, piping for house pumps, cellar drainers, ejectors, house tanks, pressure tanks, swimming pools, ornamental pools, display fountains, drinking fountains, aquariums, plumbing fixtures and appliances, and the handling and setting of the above mentioned equipment.
4. All water services from mains to buildings, including water meters and water meter foundations.
5. All water mains from whatever source, including branches and fire hydrants, etc.
6. All down spouts and drainage areas, soil pipe, catch basins, manholes, drains, gravel basins, storm water sewers, septic tanks, cesspools, water storage tanks, etc.
7. All liquid soap piping, liquid soap tanks, soap valves, and equipment in bath and washroom shower stalls, etc.
8. All bathroom, toilet room and shower room accessories, i.e., towel racks, paper holders, glass shelves, hooks, mirrors, cabinets, etc.
9. All lawn sprinkler work, including piping, fittings, and lawn sprinkler heads.
10. All sheet lead lining for x-ray rooms, fountains, swimming pools or shower stalls, tanks or vats for all purposes and for roof flashings in connection with the pipe fitting industry.
11. All fire stand pumps, fire pumps, pressure and storage tanks, valves, hose racks, fire hose, cabinets and accessories, and all piping for sprinkler work of every description.
12. All block in tin coils, carbonic gas piping, for soda fountains and bars, etc.
13. All piping for railing work, and racks of every description, whether screwed or welded.
14. All piping for pneumatic vacuum cleaning systems of every description.

15. All piping for hydraulic vacuum, pneumatic air, water, steam, oil, or gas, used in connection with railway cars, railway motor cars, and railway locomotives.
16. All marine piping, and all piping used in connection with ship building and ship yards.
17. All power plant piping of every description.
18. The handling, assembling, and erecting of all economizers, superheaters, regardless of the mode or method of making joints, hangers, and erection of same.
19. All internal and external piping on boilers, heaters, tanks and evaporators, water legs, water backs and water grates, boiler compound equipment, etc.
20. All soot blowers and soot collecting piping systems.
21. The setting, erecting and piping, for all smoke consuming and smoke washing and regulating devices.
22. The setting, erecting and piping of instruments, measuring devices, thermostatic controls, gauge boards and other controls used in connection with power, heating, refrigerating, air conditioning, manufacturing, mining and industrial work.
23. The setting and erecting of all boiler feeders, water heaters, filters, water softeners, purifiers, condensate equipment, pumps, condensers, coolers, and all piping for same in power houses, distributing and boosting stations, refrigeration, bottling, distilling and brewing plants, heating, ventilating and air conditioning systems.
24. All piping for artificial gases, natural gases, and holders and equipment for same, chemicals, minerals and by-products and refining of same, for any and all purposes.
25. The setting and erecting of all underfeed stokers, fuel burners, and piping, including gas, oil, power fuel, hot and cold air piping, and all accessories and parts of burners and stokers.
26. All ash collecting and conveyor piping systems, including all air washing and dust collecting piping and equipment, accessories and appurtenances and regulating devices, etc.
27. The setting and erection of all oil heaters, oil coolers, storage and distribution tanks, transfer pumps, and mixing devices, and piping thereto of every description.
28. The setting, erecting and piping of all cooling units, pumps, reclaiming systems and appurtenances in connection with transformers, and piping to switches of every description.
29. All fire extinguishing systems, and piping, whether by water, steam, gas or chemical, fire alarm piping, and control tubing, etc.

30. All piping for sterilizing, chemical treatment, deodorizing, and all cleaning systems of every description, and laundries for all purposes.
31. All piping for oil, or gasoline tanks; gravity and pressure lubricating and greasing systems, aid and hydraulic lifts, etc.
32. All piping for power, or heating purpose, either by water, air, steam, gas, oil chemicals, or any other method.
33. All piping, setting and hanging of all units and fixtures for air conditioning, cooling, heating, roof cooling, refrigeration, ice making, humidifying, dehydrating, by any method, and the charging and testing service of all work after completion.
34. All pneumatic tube work and all piping for carrying systems by vacuums, compressed air, steam, water, or any other method.
35. All piping to stoves, fire grates, blast and heating furnaces, ovens, dryers, heaters, oil burners, stokers and boilers and cooking utensils, etc., of every description.
36. All piping in connection with central distributing filtration, treatment stations, boosting stations, waste and sewage disposal plants, central chlorination and chemical treatment work, and all underground supply lines to cooling wells, suction basins, filter basins, settling basins, and aeration basins.
37. All process piping for refining, manufacturing, industrial, and shipping purposes, of every character and description.
38. All air piping of every description.
39. All temporary piping of every description in connection with building and construction work, excavating and underground construction.
40. The laying out and cutting of all holes, chases and channels, the setting and erection of bolts, inserts, brackets, supports, sleeves, thimbles, hangers, conduit and boxes, used in connection with the pipe fitting industry.
41. The handling and setting of boilers, setting of fronts, setting of soot blowers, and attaching all boiler trimmings.
42. All pipe transportation lines for gas, oil, gasoline, fluids, and fluid water aqueducts, and water lines, and booster stations of every description.
43. All acetylene and arc welding, brazing, lead burning soldered and wiped joints, caulked joints, expanded joints, rolled joints or any other mode or method of making joints in connection with the pipe fitting industry.
44. Laying out, cutting, bending and fabricating of all pipe work of every description, by whatever mode or method.

45. All methods of stress relieving of all pipe joints made by every mode or method.
46. The assembling and erecting of tanks, used for mechanical, manufacturing, or industrial purposes, to be assembled with bolts, packed or welded joints.
47. The handling and using of all tools and equipment that may be necessary for the erection and installation of all work and materials used in the pipe fitting industry.
48. The operation, maintenance, repairing, servicing and dismantling of all work installed by journeymen members of the United Association.
49. All piping for cataracts, cascades (i.e., artificial water falls), make-up water fountains, captured waters, water towers, cooling towers, and spray ponds, used for industrial, manufacturing, commercial, or for any other purpose.
50. Piping herein specified means pipe made from metal, tile, glass, rubber, plastics, wood, or any other kind of material or product manufactured into pipe, usable in the pipe fitting industry, regardless of size or shapes.

In addition, the following pieces of equipment will be considered tools of the trade: Welding machines, air compressors, pumps, small portable heating units, transit for performing work shooting our own grades, and shall be operated and serviced by members of the United Association.

**Construction Tradesman
Scope of Work**

51. General housekeeping.
52. Truck driving to deliver parts or equipment.
53. All digging and backfilling of trenches for piping, including cutting and patching.
54. Clean fixtures.
55. Remove any and all material not to be re-used after it has been disconnected by a Journeyman or Apprentice.
56. Any incidental work needed to complete the piping system which is not the work of the Journeyman or Apprentice.
57. All sewer lines, regardless of material, located outside the building, other than a single sewer line.
58. All underground storm sewers and drains, regardless of material, located outside of the building.
59. Grouting, dry packing and diapering of joints, including pouring of concrete over joints.
60. Complete Demolition of a building or structure.

**Material Handler
Scope of Work**

61. Truck driving to deliver materials, parts and equipment;
62. Receiving and stocking materials, parts and equipment in shop;
63. Filling orders in the shop of materials, parts and equipment for delivery to job sites;
64. Delivery of materials, parts and equipment to job sites shall be to a designated storage area or (one drop);
65. No distribution of materials, parts and equipment shall be made at a job site.



TRAVEL AND SUBSISTENCE PROVISION

FOR

PLUMBER:

PLUMBER, STEAMFITTER, REFRIGERATION FITTER
SERVICE & REPAIR,
CONSTRUCTION TRADESMAN (YEARS 2-5)

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Contract Term: ⇒ Three Year (July 1, 2012 – June 30, 2015)

10. Article VIII – Working Conditions - §69 - Parking:

Parking fees shall be paid by the Contractor where there is no free parking available within a **{(¼) quarter}** mile from the jobsite, **{after parking receipts are provided}**.

(Note: The balance of the existing language has been deleted.)