

SCOPE OF WORK PROVISIONS

CRAFT/CLASSIFICATION

Water Well Driller: Driller, Pump Repairman; Pump Installer; Helper

ID

63-3-65

LOCALITY

Butte, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, Nevada, Sacramento, San Joaquin, Solano, Sonoma, and Yolo Counties

SCOPE OF WORK

01.00.00 RECOGNITION

01.01.00 The Union has demonstrated and/or offered to demonstrate that it represents a majority of the Employer's Employees in the collective bargaining unit. The Employer, having satisfied itself that the Union represents a majority of its Employees, hereby recognizes and acknowledges Operating Engineers Local Union No. 3 of the International Union of Operating Engineers as the bargaining representative of all of its Employees covered by this Agreement within the meaning of Section 9(a) of the National Labor Relations Act

02.00.00 COVERAGE

02.01.00 This Agreement shall apply only to those Employees for whom job classifications, and hourly rates of pay therefore, are provided herein.

02.01.01 All other employees, including managers, office employees, guards and supervisors within the meaning of the Labor Management Relations Act, as amended, are specifically excluded from the terms of this Agreement.

02.02.00 This agreement shall cover all Employees as defined by the LMRA (excluding any office and clerical employees, managerial employees, guards, and supervisors as defined in the LMRA) employed by the Employer on work covered by this Agreement, such persons hereinafter being referred to as "Employees."

03.00.00 EMPLOYMENT

03.01.00 In the hiring of Employees covered by this Agreement, and provided competency, efficiency, skill and ability are satisfactory (of which Employer shall be the sole judge), preference shall be given by Employer:

03.01.01 to former employees of the Employer who are available for rehire;

03.01.02 to persons experienced to that work for which job openings are available

03.02.00 If workers cannot be obtained who meet the conditions set out in Sections 03.01.01 and 03.01.02 above, the Employer and the Union shall cooperate in the recruitment of workers who may be satisfactory to Employer.

03.03.00 Employer will notify the Union three (3) days after employment of all new hires subject to this Agreement

03.04.00 Neither the Employer nor the Union shall discriminate against any Employee or applicant for employment on account of such person's membership or nonmembership in the Union, race, creed, color, national origin, sex, age or handicap.

03.05.00 Retiree Work. Provisions applicable to retirees returning to work are attached hereto and made a part hereof as Exhibit B.

03.06.00 An Employee shall be on probation until he has completed ninety (90) calendar days of service. Probationary employees shall not receive continuous service credit while on probation. Upon the completion of the probationary period, continuous service credit shall relate back to the most recent date of employment. During the period of probationary employment, probationary employees may be laid off or discharged, and this shall be exclusively determined by the Employer without recourse to the Grievance Procedures.

Classification and General Description

Rotary Driller

Performs all drilling functions for drilling water wells, monitoring wells, extraction wells, injection wells, test holes, and geotechnical borings with any of the following equipment that we operate: Mud Rotary Rig, Air Rotary Rig, Mud-Air Combination Rig, Hollow-Stem Auger Rig, Bucket Rig

Pump Installer

Performs all work involved in the installation of water well pumps, including but not limited to: operation of pump pulling rig, electrical wiring and hook-up, plumbing with both steel and PVC pipe and fittings, conduit installation, small slab work, pressure tank and storage tank hook-up and installation and well test pumping.

Equipment Repairman

Performs all automotive and mechanical repairs to our fleet of equipment as required. Includes various drill rig repairs, engine, transmission and rear-end rebuilds, brake jobs, engine tune-up and all other functions of a heavy duty mechanic. These repairs can be conducted in our shop or in the field, as conditions require.

Journeyman Pump Repairman

Performs all aspects of pump-related work. Must be familiar with all the duties performed by a pump installer (previously described) as well as trouble-shooting pump repairs, familiarization with line shaft turbines and pump bowls, 220/440, three phase power and its proper application, large system valves and plumbing, large and small well development and testing, and liner installations.

Utilityman / Helper

Assistant to all of the above-mentioned categories to expedite and assist, under the guidance of the experienced lead man, in the timely and efficient completion of the project

Helper II

Yard Utilityman. Stock incoming shipments, take materials to jobsites, keep yard and shop in a clean and orderly manner, assist on jobsite as an apprentice to learn the various functions of several jobs.