

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

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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 CRAFT OF PLUMBER: PLUMBER, STEAMFITTER, REFRIGERATION FITTER (HVAC),  
SERVICE AND REPAIR, AND CONSTRUCTION TRADESMAN (YEARS 2-5)<sup>#</sup>**

**Issue Date:**

December 9, 2021

**Expiration date of determination:**

June 30, 2022\*\* 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.

**Localities:**

All localities within San Benito and Santa Clara counties

*This determination applies to projects advertised for bids on or after December 19, 2021. These rates supersede the Plumber: Plumber, Steamfitter, Refrigeration Fitter (HVAC), Service and Repair, and Construction Tradesman (Years 2-5) issued in the General Prevailing Wage Determination: 2021-2 for San Benito and Santa Clara counties.*

**Wages and Employer Payments:**

<b>Classification</b> (Journey person)	Basic Hourly Rate <sup>a</sup>	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other Payments	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday and Holiday (2X)
Plumber, Steamfitter, Refrigeration Fitter (HVAC)	\$68.76	\$17.21 <sup>d</sup>	\$26.97 <sup>e</sup>	\$0.00	\$1.95	\$0.95 <sup>f</sup>	8.0	\$115.84	\$155.47	\$155.47	\$195.10

Determination: Interim determination for the craft of Plumber: Plumber, Steamfitter, Refrigeration Fitter (HVAC), Service and Repair, and Construction Tradesman (Years 2-5)

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<b><u>Classification</u></b> (Journey person)	Basic Hourly Rate <sup>a</sup>	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other Payments	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday and Holiday (2X)
Plumber, Steamfitter, Refrigeration Fitter (HVAC)(2nd Shift)	\$79.07	\$17.21 <sup>d</sup>	\$26.97 <sup>e</sup>	\$0.00	\$1.95	\$0.95 <sup>f</sup>	7.5 <sup>g</sup>	\$126.15	\$170.94	\$170.94	\$215.72
Plumber, Steamfitter, Refrigeration Fitter (HVAC)(3rd Shift)	\$79.07	\$17.21 <sup>d</sup>	\$26.97 <sup>e</sup>	\$0.00	\$1.95	\$0.95 <sup>f</sup>	7.0 <sup>h</sup>	\$126.15	\$170.94	\$170.94	\$215.72
Construction Tradesman (Year 2)	\$24.23	\$10.70 <sup>i</sup>	\$0.50 <sup>i</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	8.0	\$35.68	\$47.80	\$47.80	\$59.91
Construction Tradesman (Year 2)(2nd Shift)	\$27.86	\$10.70 <sup>i</sup>	\$0.50 <sup>i</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	7.5 <sup>g</sup>	\$39.31	\$53.24	\$53.24	\$67.17
Construction Tradesman (Year 2)(3rd Shift)	\$27.86	\$10.70 <sup>i</sup>	\$0.50 <sup>i</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	7.0 <sup>h</sup>	\$39.31	\$53.24	\$53.24	\$67.17
Construction Tradesman (Year 3)	\$29.83	\$10.70 <sup>i</sup>	\$0.50 <sup>i</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	8.0	\$41.28	\$56.20	\$56.20	\$71.11
Construction Tradesman (Year 3)(2nd Shift)	\$34.30	\$10.70 <sup>i</sup>	\$0.50 <sup>i</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	7.5 <sup>g</sup>	\$45.75	\$62.90	\$62.90	\$80.05
Construction Tradesman (Year 3)(3rd Shift)	\$34.30	\$10.70 <sup>i</sup>	\$0.50 <sup>i</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	7.0 <sup>h</sup>	\$45.75	\$62.90	\$62.90	\$80.05
Construction Tradesman (Year 4)	\$31.21	\$10.70 <sup>i</sup>	\$0.50 <sup>i</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	8.0	\$42.66	\$58.27	\$58.27	\$73.87
Construction Tradesman (Year 4)(2nd Shift)	\$35.89	\$10.70 <sup>i</sup>	\$0.50 <sup>i</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	7.5 <sup>g</sup>	\$47.34	\$65.29	\$65.29	\$83.23
Construction Tradesman (Year 4)(3rd Shift)	\$35.89	\$10.70 <sup>i</sup>	\$0.50 <sup>i</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	7.0 <sup>h</sup>	\$47.34	\$65.29	\$65.29	\$83.23
Construction Tradesman (Year 5)	\$34.20	\$10.70 <sup>i</sup>	\$2.25 <sup>j</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	8.0	\$47.40	\$64.50	\$64.50	\$81.60
Construction Tradesman (Year 5)(2nd Shift)	\$39.33	\$10.70 <sup>i</sup>	\$2.25 <sup>j</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	7.5 <sup>g</sup>	\$52.53	\$72.20	\$72.20	\$91.86
Construction Tradesman (Year 5)(3rd Shift)	\$39.33	\$10.70 <sup>i</sup>	\$2.25 <sup>j</sup>	\$0.00	\$0.00	\$0.25 <sup>j</sup>	7.0 <sup>h</sup>	\$52.53	\$72.20	\$72.20	\$91.86

<b><u>Classification</u></b> (Journey person)	Basic Hourly Rate <sup>a</sup>	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other Payments	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday and Holiday (2X)
Service And Repair	\$68.76	\$17.21 <sup>d</sup>	\$26.97 <sup>e</sup>	\$0.00	\$1.95	\$0.95 <sup>f</sup>	8.0	\$115.84	\$155.47	\$155.47	\$195.10 <sup>k</sup>
Service And Repair (2nd Shift)	\$79.07	\$17.21 <sup>d</sup>	\$26.97 <sup>e</sup>	\$0.00	\$1.95	\$0.95 <sup>f</sup>	7.5 <sup>g</sup>	\$126.15	\$170.94	\$170.94	\$215.72 <sup>k</sup>
Service And Repair (3rd Shift)	\$79.07	\$17.21 <sup>d</sup>	\$26.97 <sup>e</sup>	\$0.00	\$1.95	\$0.95 <sup>f</sup>	7.0 <sup>h</sup>	\$126.15	\$170.94	\$170.94	\$215.72 <sup>k</sup>

**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 [Director's General Prevailing Wage Determinations Website](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm) (<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>). 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 [Director's General Prevailing Wage Determinations Website](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm) (<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>). 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.

# Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](https://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<https://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

\*\* Predetermined Increases

Plumber: Plumber, Steamfitter, Refrigeration Fitter (HVAC) (All Shifts), Service And Repair (All Shifts)-

Effective July 1, 2022, there will be an increase of \$3.97 to be allocated to wages and/or fringes.

Effective July 1, 2023, there will be an increase of \$3.98 to be allocated to wages and/or fringes.

Plumber: Construction Tradesman (Years 2-5) (All Shifts) - No Predetermined Increases.

There are no further increases applicable to this determination.

<sup>a</sup> Includes amount withheld for dues check off.

<sup>b</sup> Included in straight-time hourly rate.

<sup>c</sup> 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.

<sup>d</sup> Includes an amount for health and welfare extended reserve 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.

<sup>e</sup> Includes an amount for 401A-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.

<sup>f</sup> Includes an amount for supplemental unemployment benefits.

<sup>g</sup> 8 hours pay at the straight time total hourly rate for 7.5 hours worked.

<sup>h</sup> 8 hours pay at the straight time total hourly rate for 7 hours worked.

<sup>i</sup> 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.

<sup>j</sup> Amount is for contract administration.

<sup>k</sup> Rate applies to Plumbing Service and Repair Holidays. For Holiday rate applicable to HVAC Refrigeration Service, please see holiday provisions.

## **HOLIDAY PROVISIONS**

### **CRAFT/CLASSIFICATION**

Plumber: Plumber, Steamfitter, Refrigeration Fitter (HVAC); Service and Repair;  
Construction Tradesman (Years 2-5)

### **ID**

204-393-1

### **LOCALITY**

San Benito and Santa Clara Counties

### **HOLIDAYS**

#### **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 (third (3<sup>rd</sup>) Monday in January, President's Day, Good Friday, Memorial Day, Fourth of July, First Friday in August, Labor Day, Indigenous People's Day (Second (2<sup>nd</sup>) Monday in October), Veterans' Day (Second (2<sup>nd</sup>) 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 the Day before New Year's Day, New Year's Day, Fourth of July, Indigenous Peoples Day, Martin Luther King's birthday, Veteran's day, the day before Christmas and Christmas Day]; Saturday in conjunction with a Monday or Friday Holiday; The day after Fourth of July when Fourth of July lands on a Monday; The day after Christmas when Christmas lands on a Monday or Tuesday; The day after New Year's Day when New Year's Day lands on a Monday or Tuesday

76. **UNION ACTIVITIES DAY:** The Contractor agrees that should UA Local Union 393 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 UA Local Union 393.

77. 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.

**(Letter regarding Service and Repair holidays received on December 3, 2021)**

**PLUMBING SERVICE HOLIDAYS PAID AT DOUBLE TIME (2X):**

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 Saturday, the preceding Friday shall also be a holiday. If a holiday falls on a Sunday, the Monday following shall be considered a holiday.

**HVAC REFRIGERATION SERVICE HOLIDAYS PAID AT TIME AND HALF (1.5X):**

President's Day, Memorial Day, Fourth of July, Veterans Day, Day after Thanksgiving

**HVAC REFRIGERATION SERVICE HOLIDAYS PAID AT DOUBLE TIME (2X):**

New Year's Day, Labor Day, Thanksgiving Day, Christmas Day.

If the holiday falls on a Saturday, the preceding Friday shall also be a holiday. If a holiday falls on a Sunday, the following Monday shall also be a holiday.

## SCOPE OF WORK PROVISIONS

### CRAFT/CLASSIFICATION

Plumber: Plumber, Steamfitter, Refrigeration Fitter (HVAC); Service and Repair; Construction Tradesman (Years 2-5)

### ID

204-393-1

### LOCALITY

San Benito and Santa Clara Counties

### SCOPE OF WORK

**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.

### 53. SERVICE AND REPAIR DEFINED FOR PURPOSES OF CONTRACTORS

**WORKING WITH THE TOOLS:** The repairing or replacing of 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.

### REFRIGERATION AND AIR CONDITIONING SERVICE REPAIR AND MAINTENANCE WORK (PARAGRAPH 115)

**115.** 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 [REDACTED] may perform such work according to the wages, hours, and other working conditions provided in those Agreements. Disputes over coverage and performance under those Agreements shall be resolved under the grievance procedures of this Agreement unless the contractor is also signatory to [REDACTED] this Agreement.

### ARTICLE XVII – FABRICATION

**125.** "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.

**126.** 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.

**127.** 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.

**128.** 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 UA Local 393, the Contractor will supply Certified Payroll as proof of compliance of this provision. All fabrication must be performed either on the job site [REDACTED] within the geographical area of [REDACTED] Santa Clara and San Benito Counties.

**129.** 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. UA Local Union 393 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 UA Local Union 393 such as the removal of employees from the job. All enforcement will be under the grievance procedures of the collective bargaining agreement.

## **EXHIBIT A**

### **SECTION 1 – FIFTY POINTS OF JURISDICTION**

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, valves, [REDACTED] 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, drainage areas, soil pipes, catch basins, manholes, drains, gravel basins, storm water sewers, septic tanks, cesspools, water storage tanks, [REDACTED], etc.
7. All liquid soap piping, liquid soap tanks, soap valves, and equipment in bath and washrooms, shower stalls, etc.
8. All bathroom, toilet room and shower room accessories, i.e. as 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 and copper 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 [REDACTED], 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 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 shipyards.
17. All power plant piping of every description.
18. The handling, assembling, and erecting of all economizers, super heaters, 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, [REDACTED] .
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, etc.
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, valves, [REDACTED] 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, air and hydraulic lifts, etc.
32. All piping for power or heating purposes, either by water, air, steam, gas, oil, chemicals, [REDACTED] or any other method.
33. All piping, setting and hanging of all units and fixtures for air-conditioning, cooling, heating, roof cooling, refrigerating, ice making, humidifying, dehumidifying and dehydrating by any method, and the charging, testing, and servicing of all work after completion.
34. All pneumatic tube work, and all piping for carrying systems by vacuum, compressed air, steam, water, or any other method.

35. All piping to stoves, fire grates, blast and heating furnaces, ovens, driers, 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, valves, [REDACTED] 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 [REDACTED] and cutting of all holes, chases and channels, the setting and erection of bolts, [REDACTED] inserts, [REDACTED], brackets, supports, sleeves, thimbles, hangers [REDACTED], 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 of all boiler trimmings.
42. All pipe transportation lines for gas, oil, gasoline, fluids and liquids, water aqueducts, 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 [REDACTED], 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, [REDACTED] 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 purposes.
50. Piping herein specified means pipe made from metals, 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.

## **SECTION 4 – CONSTRUCTION TRADESMAN**

### **SCOPE OF WORK**

1. General housekeeping.
2. Truck driving to deliver parts or equipment.
3. All digging and backfilling of trenches for piping, including cutting and patching.
4. Clean fixtures.
5. Remove any and all material not to be re-used after it has been disconnected by a Journeyman or Apprentice.
6. Any incidental work needed to complete the piping system which is not the work of the Journeyman or Apprentice.
7. All sewer lines, regardless of material, located outside the building, other than a single sewer line.
8. All underground storm sewers and drains, regardless of material, located outside of the building.
9. Grouting, dry packing and diapering of joints, including pouring of concrete over joints.
10. Complete Demolition of a building or structure.
11. Receiving and stocking materials, parts and equipment in shop.
12. Filling orders in the shop of materials, parts and equipment for delivery to job sites.
13. Delivery of materials, parts and equipment to job sites shall be to a designated storage area or (one (1) drop).

14. No distribution of materials, parts and equipment shall be made at a job site.

## SHIFT PROVISIONS

### CRAFT/CLASSIFICATION

Plumber: Plumber, Steamfitter, Refrigeration Fitter (HVAC); Service and Repair; Construction Tradesman (Years 2-5)

### ID

204-393-1

### LOCALITY

San Benito and Santa Clara Counties

### NOTE:

The shift provisions provided in the following pages provide guidance on the work hours that are applicable to each shift. Shift differential pay is required and will be enforced during each applicable shift where shift differential pay is in the determinations. Any shift provision restricting the work hours for a particular shift for a type of work will not be enforced on public works. However, if work is performed during hours typically associated with a 2nd or 3rd shift the appropriate shift rate of pay is required. Shift differential pay shall not apply to work during traditional shift hour (swing or grave) if the determination includes a footnote that indicates that the non-shift rate may be paid for a special single shift. Please note the exemptions in California Code of Regulations Section 16200 (a)(3)(F) do not waive the shift differential pay. These regulatory exemptions only apply to overtime pay. Overtime shall be required in accordance with the determination and Labor Code Section 1810 through 1815.

### SHIFTS

#### ARTICLE XV – SHIFT WORK

117. Shifts may be established by mutual consent on the following scope of work: refineries, chemical plants, powerhouses and dams, and on other industrial construction and on jobs where circumstances and unusual conditions would create hardships on the Individual Contractor, provided they are working for five (5) or more consecutive working days on the following basis:

A. The regular starting time of the first (1<sup>st</sup>) or day shift shall be 8:00 a.m.; the regular starting time for the second (2<sup>nd</sup>) shift shall be 4:30 p.m.; and the regular starting time for the third (3<sup>rd</sup>) shift shall be 12:30 a.m. The foregoing starting times may be changed when mutually agreed to between the Individual Contractor and UA Local Union 393.

B. Where two (2) or three (3) shifts are worked, the first (1<sup>st</sup>) or day shift shall be established on an eight (8) hour basis; the second (2<sup>nd</sup>) shift shall be established on a seven and one-half (7 1/2) hour basis; and the third (3<sup>rd</sup>) shift shall be established on a seven (7) hour basis. The pay for a full shift on each of the above shifts shall be eight (8) times the hourly wage rates herein provided. However, employees on the second (2<sup>nd</sup>) and third (3<sup>rd</sup>) shift shall have fifteen percent (15%) added to their pay on all taxable monies. All overtime shall be paid at the prescribed base wages. Intent: Shift pay will be calculated on all taxable wages.

C. Employees shall be provided a paid one-half (1/2) hour meal period at the end of their established shift when more than two (2) hours of overtime is to be worked in addition to their established shift. A paid one-half (1/2) hour meal period shall be provided when more than four (4) hours of overtime is worked thereafter. The paid meal periods shall be paid at the overtime rates provided for in this Labor Agreement.

D. A second (2<sup>nd</sup>) or third (3<sup>rd</sup>) shift may be worked without the necessity of a first (1<sup>st</sup>) or day shift. However, all other requirements for shift work, including premium pay, shall be observed for these shifts.

## **TRAVEL AND SUBSISTENCE PROVISIONS**

### **CRAFT/CLASSIFICATION**

Plumber: Plumber, Steamfitter, Refrigeration Fitter (HVAC); Service and Repair;  
Construction Tradesman (Years 2-5)

### **ID**

204-393-1

### **LOCALITY**

San Benito and Santa Clara Counties.

### **TRAVEL AND SUBSISTENCE**

66. PARKING: Parking fees shall be paid by the Contractor where there is no free parking available within one quarter ( $\frac{1}{4}$ ) mil from the jobsite, after parking receipts are provided.