

DEPARTMENT OF INDUSTRIAL RELATIONS  
Office of the Director – Research Unit  
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**IMPORTANT NOTICE TO AWARDING BODIES & ALL INTERESTED PARTIES  
REGARDING CHANGES TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS**

**INTERIM DETERMINATION FOR THE CRAFT OF ROOFER #**

**Issue Date:**

March 14, 2022

**Expiration date of determination:**

July 31, 2022\* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

**Localities:**

All localities within Lake County

*This determination applies to projects advertised for bids on or after March 24, 2022. These rates supersede the Roofer wage rates issued in the General Prevailing Wage Determination: 2022-1 for Lake County.*

**Wages and Employer Payments:**

<b><u>Classification</u></b> (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>a</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>b</sup>	Sunday and Holiday (2X)
Roofer	\$43.02	\$11.05	\$8.00	\$4.15	\$0.75	\$0.70	8.0	\$67.67	\$89.18	\$89.18	\$110.69
Roofer: Bitumastic, Enameler, Pipe Wrapper, Coal Tar Pitch Build-Up	\$45.02	\$11.05	\$8.00	\$4.15	\$0.75	\$0.70	8.0	\$69.67	\$92.18	\$92.18	\$114.69
Roofer: Mastic Worker, Kettleman	\$43.27	\$11.05	\$8.00	\$4.15	\$0.75	\$0.70	8.0	\$67.92	\$89.56	\$89.56	\$111.19

**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 Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.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.

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# 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>).

<sup>a</sup> Rate applies to the first 4 daily overtime hours and the first 12 hours worked on Saturday; all other time is paid at the Sunday and Holiday overtime hourly rate.

<sup>b</sup> Applies to the first 12 hours worked on Saturday. All other overtime is paid at the Sunday/Holiday rate. In the event that conditions over which the roofing contractor has no control (i.e. adverse weather, project delays, logistical problems, general contractor or building owner requirements, etc.) prevent employees from working on one or more days during the regular work week, work performed on Saturday may be paid at the straight time rates.

## **HOLIDAY PROVISIONS**

### **CRAFT/CLASSIFICATION**

Roofer (All Classifications)

### **ID**

232-81-1

### **LOCALITY**

Lake County

### **HOLIDAYS**

#### **ARTICLE VIII**

Section 1. All Saturdays and Sundays shall be recognized Holidays, in addition to the following Legal Holidays recognized and observed within the area covered by this Agreement: New Year's Day, Presidents' Day, Memorial Day, July Fourth, Labor Day, Thanksgiving Day and Christmas Day.

Section 2. No overtime shall be worked on Saturday, Sunday or on the Holidays, including but not limited to Labor Day, specified in this Agreement except in cases of extreme emergency when, by mutual consent of both parties hereto, such emergency work is permitted, and in all cases where such necessary emergency work is permitted, the applicable overtime rate shall be paid.

## **SCOPE OF WORK PROVISIONS**

### **CRAFT/CLASSIFICATION**

Roofer (All Classifications)

### **ID**

232-81-1

### **LOCALITY**

Lake County

### **METAL ROOFING SYSTEMS WORK**

This advisory scope of work does not apply to metal roofing systems work in the counties where the Department has issued prevailing wage rates for the Metal Roofing Systems Installer. Please refer to the statewide general prevailing wage determinations for the Metal Roofing Systems Installer.

### **SCOPE OF WORK**

#### **ARTICLE I**

1. Slate and Tile roofers shall include in their work jurisdiction the following work processes and types of materials:

- All slate where used for roofing of any size, shape or color, including flat or promenade slate, with necessary metal flashing to make water-tight;
- All tile where used for roofing of any size, shape or color, including flat or promenade tile, with necessary metal flashing to make water-tight;
- All asbestos shingles where used for roofing of any size, shape or color, and in any manner laid, with necessary metal flashing to make water-tight;
- All cementing in, on or around the said slate or tile roof;
- All laying of felt or paper beneath the above-mentioned work;
- All dressing, punching and cutting of all roof slate or tile;
- All operation of slate cutting or punching machinery;
- All substitute material taking the place of slate or tile, as asbestos slate or tile, cement or composition tile, shingles of composition and wood and metal tile;
- All removal of slate or tile roofing as defined above when a roof is to be reapplied in their place.

2. Composition roofers shall include in their work jurisdiction the following work processes and types of materials:

- All forms of plastic, slate, slag, gravel or rock roofing, including all types of aggregates, blocks, bricks, stones or pavers used to ballast or protect Inverted Roof Membrane Assembly (IRMA) roofs, or roofs of similar construction where the insulation is laid over the roof membrane;

- All kinds of asphalt and composition roofing and waterproofing;
- All base flashings, curb flashings, and counter flashings, and counter flashings of bituminous composition used to roof or waterproof intersections of horizontal surfaces;
- All components of composition roofing systems used to seal the roof, including but not limited to compression seals, termination bars, lath, roof cement and reinforcements, caulking and sealants;
- All kinds of coal tar pitch and coal tar bitumen roofing and waterproofing;
- All cleaning, preparing, priming and sealing of roof decks and surfaces that receive roofing, dampproofing and/or waterproofing;
- All rock asphalt and composition roofing;
- All rock asphalt mastic when used for damp and waterproofing;
- All prepared paper roofing;
- All mineral surfaced roofing, including 90 lb. and SIS, whether nailed, mopped with bitumen, or applied with mastic or adhesive;
- All compressed paper, chemically prepared paper and burlap when used for roofing, or damp and waterproofing purposes, with or without coating;
- All substrates used on the roof deck for fireproofing or any materials used as a support or nailing surface for the roofing system over the deck;
- All damp resisting preparations when applied with a mop, brush, roller, swab, trowel, or spray system inside or outside of any structure;
- All damp course, sheeting or coating on all foundation work;
- All epoxy injection work;
- All tarred floors;
- All waterproofing of shower pans and/or stalls;
- All laying of tile or brick, when laid in pitch, tar, asphalt, mastic, marmolite, or any form of bitumen;
- All forms of insulation used as part of or in connection with roofing, waterproofing or dampproofing;
- All forms of composite insulations having nailable surfaces (e.g. plywood, pressboard, chipboard, drywall, or other laminates) bonded to the insulations wherever such composite insulations are used as an integral thermal insulating component of the roofing system;
- All forms of protection boards, walkway pads and roof treads used in composition roofing or waterproofing to protect the membrane from damage;
- All types of coatings, toppings and finishes used on the roof surfaces;
- All types of aggregates, stones, bricks, blocks or pavers used as a ballast or protection for composition and Inverted Roof
- Membrane Assembly (IRMA) roofs.

3. Metal roofers shall include in their work jurisdiction the following work processes and types of materials:

- All forms of metal roofing systems,

- ◆ whether consisting of protected or unprotected metal of any and all types, including but not limited to:
  - Galvanized steel
  - Aluminized steel
  - Galvalume
  - Tin
  - Terne metal
  - Terne-coated stainless steel
  - Stainless steel
  - Aluminum
  - Copper
  - Lead-coated copper
  - Lead
  - Zinc
- ◆ whether prefabricated as sheets or panels [REDACTED];
- ◆ whether in the form of prefabricated metal shingles, tiles or similar substitutes for traditional roofing materials; and
- ◆ whether manufactured on the job-site from sheets, rolls or coils via roll-forming, forming in brake, drawing, stamping, pressing, spinning, extruding or otherwise manipulating “raw” materials into finished products, including but not limited to standing seam, batten-seam and flat seam roofing systems;
- All flashings used in connection with metal roofing systems to roof or waterproof intersections of horizontal surfaces;
- All sealing and caulking of seams and joints on these metal roofing systems to ensure water tightness;
- All protective coatings applied to metal roofing systems;
- All insulations applied with metal roofing systems, whether laid dry, mechanically fastened, or attached with adhesives;
- All forms of composite insulations having nailable surfaces (e.g. plywood, pressboard, chipboard, drywall, or other laminates) bonded to the insulations wherever such composite insulations are used as an integral thermal insulation component of the roofing system;
- All vapor barriers applied with metal roofing systems;
- All cleaning, preparing, priming and sealing of surfaces to be roofed;
- All handling of metal roofing materials;
- All hoisting and storing of metal roofing materials;
- All types of coatings, sealants, mastics and toppings when used for roof maintenance and repairs.

4. All forms of elastomeric and/or plastic (elastoplastic) roofing systems, both sheet and liquid applied, whether single ply or multi-ply. These shall include but not be limited to:

- PVC (polyvinyl chloride systems)
- Butyl Rubber
- PIB (polyisobutylene)

EPDM (ethylene propylene diene monomer)  
CPE (chlorinated polyethylene)  
CSPE (chlorosulfonated polyethylene)  
Modified bitumens  
Neoprene

- All base flashings, curb flashings and counter flashings of elastoplastic composition as outlined above used to roof or waterproof intersections of horizontal surfaces;
- All components of elastoplastic roofing systems used to seal the roof, including but not limited to, compression seals, termination bars, caulking and sealants;
- All insulations applied with the above systems, whether laid dry, mechanically fastened, or attached with adhesives;
- All forms of composite insulations having nailable surfaces (e.g. plywood, pressboard, chipboard, drywall, or other laminates) bonded to the insulation wherever such composite insulations are used as an integral thermal insulation component of the roofing system;
- All types of aggregates, blocks, bricks, stones, or pavers used to ballast or protect these elastoplastic systems;
- All sealing and caulking of seams and joints on these elastoplastic systems to ensure watertightness;
- All liquid-type elastoplastic preparations for roofing, damp or waterproofing when applied with a squeegee, trowel, roller or spray equipment, whether applied inside or outside of a building;
- All sheet-type elastoplastic systems, whether single or multi-ply for waterproofing either inside or outside of any structure;
- All cleaning, preparing, priming and sealing of surfaces to be roofed, dampproofed or waterproofed, whether done by roller, mop, swab, three knot brush, squeegee, spray systems or any other means of application;
- All types of pre-formed panels used in waterproofing;
- All applications of protection boards to prevent damage to the dampproofing or waterproofing membrane by other crafts or during back-filling operations;
- All handling of roofing, damp and waterproofing materials;
- All hoisting and all storing of roofing, damp and waterproofing materials;
- All types of spray-in-place foams such as urethane, polyurethane, or polyisocyanurate, the machinery and equipment used to apply them, and the coatings that are applied over them;
- All types of resaturants, coatings, mastics and toppings when used for roof maintenance and repairs;
- All wrapping and/or coating of underground piping with bitumastic enamel or cold process, polykin tape, topcoat, or other asphaltic coating or tapes. Preparation of surface by sand blasting or wire brushing;
- All operation of jeeper or holiday detectors;
- All materials laminated to roofing and/or insulation systems.

5. All tear-off and/or removal of any type of roofing, all spudding, sweeping, vacuuming and/or cleanup of any and all areas of any type where a roof is to be relaid, or any materials and operation of equipment such as kettles, pumps, tankers, or any heating devices that are used on roofing or waterproofing systems coming under the scope of jurisdiction as outlined in this Article.

6. All substitutions, improvements, changes, modifications and/or alternatives to the jurisdiction or materials set out in this Article;

7. All other materials, equipment and/or applications necessary or appropriate to complete, perform or apply the processes and/or materials in this Article.

### **MEMORANDUM OF UNDERSTANDING**

Between The Laborers' International Union of North America And The United Union of Roofers, Waterproofers and Allied Workers signed by both parties on September 8, 2003.

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.



## **TRAVEL AND SUBSISTENCE PROVISIONS**

### **CRAFT/CLASSIFICATION**

Roofer (All Classifications)

### **ID**

232-81-1

### **LOCALITY**

Lake County

### **TRAVEL AND SUBSISTENCE**

#### Article XII

#### Travel

Section 1. Employees may be instructed by the Individual Employer to report directly to the job-site. Employees who are instructed to report directly to a job-site within the free zone shall receive no travel time, expense reimbursement or auto mileage allowance. All employees required to report to the shop shall be compensated at the employee's applicable wage rate.

If an employee elects to report to the employer's shop to receive transportation in a company vehicle to and/or from the job-site within the free zone, the employee will receive no travel time or expense allowance. Time spent for traveling beyond the free zone shall be paid at the employee's applicable wage rate only. If such traveling occurs during an overtime period, the applicable overtime wage rate shall be paid.

When employees are transported in vehicles furnished by the Individual Employer, such transportation shall be safe and lawful. When traveling in an Individual Employer's vehicle outside the city limits of the Individual Employer's shop, employees are to be protected from wind and rain.

#### Section 2.

(a) Employees shall be compensated for the actual time spent driving trucks from the Individual Employer's shop to the first job-site, or to the first stop on the way to the first job-site if the stop is for a legitimate business purpose related to the roofing work which is to be done, and for the actual time spent driving trucks from the last job-site to the shop, or from the last stop when returning from the last job-site to the shop if the stop is for a legitimate business purpose related to the roofing work which has been performed, at their applicable straight time rates of wages only. When such driving occurs during an overtime period, the applicable overtime wage rate shall be paid.

On no occasions are fringe fund contributions required until employees driving trucks reach the first job-site, or the first roofing related business stop as described above. At

such time, fringe fund contributions which are applicable to the employee's classification or category will commence and will continue for all the time for which the employee is paid wages until the employee leaves his/her last job-site, or the last roofing related business stop as described above, following which no further fringe fund contributions are required for that work day.

(3) Employees shall be compensated for the actual time spent driving trucks from the first roofing related business stop as described in Section 2(a) above to the first job-site, if applicable; from job-site to job-site; and from the last job-site to the last roofing related business stop, if applicable; at their applicable straight time rates of wages. When such driving occurs during an overtime period, the applicable overtime wage rate shall be paid.

For such driving, fringe fund contributions which are applicable to the employee's classification or category shall be paid.

(c) Any employee may drive a truck with preference being given to Foremen and Journeymen who have a valid California driver's license and who are acceptable to the Employer's insurance company.

(d) The payment of "wages" for any activity does not make that activity into "work" if it would not otherwise be considered to be work.

Section 3. Employees shall be reimbursed for their costs and expenses of travel as follows:

(a) There is a free zone of forty-five (45) miles radius from the Individual Employer's shop.

- (i) Unless required to report to the shop, employees shall not be compensated for the time spent traveling within the free zone radius from the Individual Employer's shop to the initial job-site for the day, or to the first stop on the way to the initial job-site if the stop is for a legitimate business purpose related to the roofing work which is to be done, and for the time spent traveling from the last job-site each day to the shop, or from the last stop when returning from the final job-site to the shop if the stop is for a legitimate business purpose related to the roofing work which has been performed. The normal dispatch of employees to a project is not work and does not start an employee's work for the day, nor is the return from a job or a roofing related business stop to the shop work.
- (ii) If employees who are traveling from the shop to a job-site stop en route for a legitimate business purpose related to the roofing work which is to be done, wages at each employee's applicable straight time rate of wages and full fringe fund contributions which are applicable to the employee's classification

or category will commence at the stop and will continue until the employee reaches the job-site.

- (iii) If employees who are returning from a job-site to the shop at the end of the work day stop en route for a legitimate business purpose related to the roofing work which has been performed, wages at each employee's applicable straight time rate of wages and full fringe fund contributions which are applicable to the employee's classification or category will continue until the employee reaches the last roofing related business stop, following which no further wages or fringe fund contributions are required for that work day.
- (iv) If employees travel from job-site to job-site within the free zone during the regular work day, wages at each employee's applicable straight time rate of wages and full fringe fund contributions which are applicable to the employee's classification or category shall be paid.
- (v) When traveling described in subparagraphs (ii), (iii) or (iv) above occurs during an overtime period, the applicable overtime wage rate shall be paid.

(b) For travel expenses beyond the free zone the Individual Employer shall reimburse the employee thirty-six (\$36.00) dollars per day.

(c) However, at the Individual Employer's option, instead of reimbursing the employee for travel expense as provided in subparagraph (b) above, the Individual Employer may compensate the employee for time spent in traveling beyond the free zone as follows:

- (i) For the actual time of travel from the Individual Employer's free zone radius border to the initial job-site for the day, or to the first stop on the way to the initial job-site if the stop is for a legitimate business purpose related to the roofing work which is to be done, and from the last job-site, or from the last stop when returning from the final job-site if the stop is for a legitimate business purpose related to the roofing work which has been performed, to the Individual Employer's free zone radius border at the employee's applicable straight time rate of wages only.

When such traveling beyond the free zone radius occurs during an overtime period, the applicable overtime wage rate shall be paid.

Such travel expense beyond the free zone radius is compensatory up to a maximum of thirty-six (\$36.00) dollars per day.

On no occasions are fringe fund contributions required until employees who are traveling reach the first job-site, or the first roofing related business stop as described above, which are located beyond the free zone radius. At such time, fringe fund contributions which are applicable to the employee's classification or category will commence and will continue for all the time for

- which the employee is paid wages until the employee leaves his/her last job-site, or the last roofing related business stop as described above, following which no further fringe fund contributions are required for that work day.
- (ii) Employees shall be compensated for the actual time spent traveling from the first roofing related business stop beyond the free zone radius as described in subparagraph (c)(i) above to the first job-site, if applicable; traveling between jobs beyond the free zone radius; and traveling from the last job-site to the last roofing related business stop beyond the free zone radius, if applicable; at their applicable straight time rates of wages.

When such travel beyond the free zone radius occurs during an overtime period, the applicable overtime wage rate shall be paid.

When such travel beyond the free zone radius occurs, fringe fund contributions which are applicable to the employee's classification or category shall be paid.

(d) The payment of "wages" for any activity does not make that activity into "work" if it would not otherwise be considered to be work.

(e) Employees will continue to receive mileage from the Individual Employer's shop when transportation is not furnished by the Employer and employees are requested to use their own cars as provided in Section 6 of this ARTICLE.

#### Section 4.

(a) For the purpose of clarification, a shop shall be defined as a regular established place of business in which roofing materials are regularly stored and from which workmen and equipment are dispatched. Any Individual Employer establishing an additional shop or shops must have them in actual existence and operating one hundred twenty (120) days before a job-site is started for the purposes of this ARTICLE.

(b) For purpose of this Article, Local No. 81 will maintain two dispatching points. One located at 8400 Enterprise Way, Oakland, Ca. The second located at the 1400 Fifth Ave, San Rafael, CA 94901.

- (i) For any Individual Employer with an established shop located in Alameda or Contra Costa Counties and doing work within Alameda or Contra Costa Counties, the Employer shall use his/her established shop as defined in Section 4(a).
- (ii) For any Individual Employer with an established shop located in Alameda or Contra Costa Counties and doing work within Lake, Marin, Mendocino, Napa Solano, or Sonoma Counties, the Employer shall use his/her established shop as defined in Section 4(a) insofar as his/her regular employees are concerned. If the Employer elects to hire any additional employees covered

by this Agreement for the particular project, at the Employer's option, the Employer may use either 1400 Fifth Ave, San Rafael, CA 94901 or his/her established shop for such newly hired employees for that particular project.

- (iii) For any Individual Employer with an established shop located in Lake, Marin, Mendocino, Napa, Solano, or Sonoma Counties and doing work within any of those six Counties, the Employer shall use his/her established shop as defined in Section 4(a).
- (iv) For any Individual Employer with an established shop located in Lake, Marin, Mendocino, Napa, Solano, or Sonoma Counties and doing work within Alameda or Contra Costa Counties, the Employer shall use his/her established shop as defined in Section 4(a) insofar as his/her regular employees are concerned. If the Employer elects to hire any additional employees covered by this Agreement for the particular project, at the Employer's option, the Employer may use either 8400 Enterprise Way, Oakland, CA or his/her established shop for such newly hired employees for that particular project.
- (v) For any Individual Employer with an established shop outside the territorial jurisdiction of Roofers' Local Union No. 81 and doing work within Alameda or Contra Costa Counties, 8400 Enterprise Way, Oakland, CA shall be classed as his/her shop.
- (vi) For any Individual Employer with an established shop outside the territorial jurisdiction of Roofers' Local Union No. 81 and doing work within Lake, Marin, Mendocino, Napa, Solano, or Sonoma Counties, 14000 Fifth Ave, San Rafael, CA shall be classed as his/her shop.

Section 5. When it is necessary for an employee to remain out of town overnight, employer-paid lodging of not less than Motel 6 quality, two persons per room, shall be provided. In addition, each employee shall be provided with a meal stipend of not less than \$36 per work day. Individual Employers shall have the option of satisfying this Section 5 by providing an employee with a round sum of \$107.00 per work day.

Section 6. Use of Employee's Car.

(a) When the Individual Employer does not furnish transportation and employees are requested to use their own cars when traveling from shop to job, or job-to-job, or job to shop, they shall be reimbursed at the Internal Revenue Service Rate in effect at the time the mileage expense was incurred.

(b) If the Individual Employer directs the employee to use his or her personal vehicle to report to the job site and free parking is not available, the Individual Employer shall designate one or more approved paid parking locations. If the employee uses an approved parking location, the Individual Employer upon the submission of a valid

receipt shall reimburse the employee's actual parking expense. Necessary bridge tolls paid by the employee shall also be reimbursed by the Individual Employer upon the submission of a valid receipt.

### ARTICLE XIII Public Works

Section 1. Notwithstanding any provisions to the contrary in this Agreement or the Addenda hereto, applicable prevailing rates of wages and fringe benefits only shall be paid on all publicly funded work. When prevailing rates of wages and/or fringe benefits are lower than are called for under this Working Agreement:

(a) such work will be voluntary and no employee shall be discharged, or otherwise disciplined, for refusing such work; and

(b) in no case will employer contributions for health and welfare be less than the applicable rates called for in this Working Agreement.

In addition, for travel expenses on Federal projects over fifty (50) miles radius from the Individual Employer's shop which the employee travels to and from each working day, the Employer shall reimburse the employee thirty-four (\$34.00) dollars per day. On other occasions when it is necessary for an employee to remain out-of-town overnight when working on Federal projects over fifty (50) miles radius from the Individual Employer's shop, the Employer agrees to pay all reasonable expenses. Each employee shall be reimbursed not less than thirty-four (\$34.00) dollars per day for such expenses. In addition, employer-paid lodging of not less than Motel 6 quality, two persons per room, shall be provided.

Any other fringes and working conditions are to paid and provided in accordance with the applicable provisions in the bidding documents (the plans and specifications) for the job.