

TRAVEL AND SUBSISTENCE PROVISIONS

CRAFT/CLASSIFICATION

Carpet Layer: Resilient Tile Layer (All Shifts)

ID

200-1399-2

LOCALITY

Imperial and San Diego Counties

TRAVEL AND SUBSISTENCE

ARTICLE XI

TRAVEL AND SUBSISTENCE

Section 1. Mileage and Hauling.

A. Travel Reimbursement from Employer's Shop. When a worker is instructed to report to the shop first, the worker shall receive Travel Reimbursement for time spent traveling from the shop to job, job to job and job to shop at a rate equivalent to the worker's basic straight-time hourly wage rate for each hour, or part thereof, so spent. Workers driving their own vehicles shall also receive additional Travel Reimbursement, calculated at the Internal Revenue approved rate per mile driving from shop to the job, from the job to job and from the job to shop. Travel Reimbursement is not pay for hours worked for any purposes whatsoever, including but not limited to pay for hours worked under Appendix A of this Agreement.

Section 2. Travel Reimbursement. When a worker is instructed to report directly to the job from home, Travel Reimbursement shall be paid according to the following schedule from the Employer's shop (all mileage and drive time shall be calculated based on Google Maps using the shortest route on public highways):

60- 120 Miles 60.00 per day

On jobs over 120 mile radius, Travel Reimbursement shall be paid at the Internal Revenue Service (IRS) approved rate per mile with no free zone.

When an employee is required to travel from shop to job, job to job, or job to shop, this time shall be compensated as hours worked. In addition, if an employee is driving his own vehicle, he shall be compensated for all miles driven from job to job or job to shop at the prevailing IRS approved rate per mile.

Section 3. Limitation on Travel Reimbursement. Workers shall not be required to travel more than twelve (12) hours in a twenty-four (24) hour period.

Section 4. Transportation of Passengers. Employers shall not require a worker to transport passengers in a vehicle owned by a worker.

Section 5. Jobs outside the County of the Employer's Shop. This section shall apply to new direct hires from the out-of-work list when the Union is notified before dispatching. When an Employer performs work under this Agreement at a job site located in a county other than the county in which an Employer's business establishment is located, such Employer may elect as to those workers working on such job who reside in a county other than the county in which the Employer's business is located, to use the local Building Trades Council office in the job site county as the center point from which to compute Travel Reimbursement, instead of computing Travel Reimbursement for such workers from the Employer's business establishment.

Section 6. When Employer's Business is Outside the Geographical Scope of this Agreement. If an Employer's established place of business is outside the geographical scope of this Agreement and the Employer does work within the geographical scope of this Agreement, Local Union No. 1399's Union Hall will be the Employer's center point for calculating Travel Reimbursement. When the job site is not in San Diego/Imperial County, the Building and Construction Trades Council Office in the job site county shall be the Employer's center point for all Travel Reimbursement.

Section 7.

A. Mileage and travel time for out-of-town employers working in the territorial jurisdiction of Local Union 1399 shall be computed from the Union Hall to the first job, then from job to job. Thereafter, reimbursement will be per Article XI, Section 1A.

B. Compensation for a Traveling Day.

i) Travel time outside the free zone will be paid at actual time traveling, going and coming, and will be computed at regular time for the first eight (8) hours and at time and one half ($1\frac{1}{2}$) for any hours thereafter. Mileage over and above the thirty-mile free zone will be paid per Article XI, Section 1A.

ii) (Effective January 1, 2026) Apprentice Travel Expense. For every request for an Apprentice from the out of work list who is dispatched to a public works project that is forty (40) miles and beyond from the Local Union the Apprentice shall receive one hundred dollars (\$100.00) per day for Travel Expenses. On jobs that are one twenty (120) miles and beyond, acceptable lodging must be provided. The employer shall pay a per diem at the current County rates under the IRS guidelines in which the project is located for meals and incidental expenses. The mileage calculation shall be determined by the shortest route using Google Maps

C. Subsistence When Working Out Of Town Overnight.

One trip each way, each week, must be paid if subsistence is not paid for seven (7) days each week. If subsistence is paid for seven (7) days each week, then only one trip at the start of the job and one trip at the completion of the job must be paid.

D. A room shall be provided for all workers on jobs that consists of three (3) continuous days or more and one hundred and twenty (120) miles from shop. Workers will be

compensated for all reasonable expenses when required to be out of town, including rooms that are verified by receipts for normal expenses not covered by the minimum daily allowance. Workers shall not be paid a daily subsistence if room and meals are supplied to the worker, which are acceptable to the worker with not more than two (2) workers per room. Workers shall be paid at the current IRS rates in effect in the county where the project is located per day for meals, in advance, on all out-of-town jobs. Workers on out-of-town jobs shall be paid drive time at straight time hourly rate and the appropriate mileage rate as stated in this Agreement. Travel Expenses as defined in this Agreement to and from the job site at the beginning and end of the job.

E. Twenty dollars (\$20) per day is to be paid for use of employee's truck to haul material. "Haul" is defined as:

1. Authorization must be done prior to hauling, and a signature on the time card must be achieved within 24 hours.
2. A hauling fee will be paid if an installer needs to pick up materials or supplies at a vendor or jobsite.
3. Supply incidentals such as glue, patch, or seam tape are not considered haulable materials. Exceptions are three or more buckets of glue or a combination of three of the above items.
4. Materials such as VCT, sheet vinyl, or base are considered haulable items.

The Employer shall not be permitted to evade its obligations hereunder by setting up an additional "home" or "branch" office or plant in an area outside its principal place of business.

Other Expenses Reimbursed Weekly. Workers shall be paid one dollar (\$1.00) reimbursement per day worked for expenses such as on the job calls to employer or any other kind of communication pertaining to a jobsite using their personal cellphone, i.e. texts, pictures and keeping track of time cards. Parking and other incidental expenses shall be reimbursed with the appropriate receipts.