

TRAVEL AND SUBSISTENCE PROVISIONS

CRAFT/CLASSIFICATION

Asbestos Worker; Heat and Frost Insulator

ID

3-16-1

LOCALITY

Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Mono, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, And Yuba Counties.

TRAVEL AND SUBSISTENCE

ARTICLE IV

46.

Alameda County, \$18.00, Zone 1
Alpine County, subsistence, Zone 2
Amador County \$28.00, Zone 2
Butte County, subsistence, Zone 2
Calaveras County, \$38.00, Zone 2
Colusa County, \$38.00, Zone 2
Contra Costa County, \$18.00, Zone 1
Del Norte County, subsistence, Zone 2
El Dorado County (west of 49), \$18.00, Zone 2
El Dorado County (east of 49), \$38.00, Zone 2
Fresno County, \$18.00, Zone 2
Glenn County, subsistence, Zone 2
Humboldt County, subsistence, Zone 2
Kings County, \$48.00, Zone 2
Lake County, subsistence, Zone 2
Lassen County, subsistence, Zone 2
Madera County, \$28.00, Zone 2
Marin County, \$18.00, Zone 1
Mariposa County, \$38.00, Zone 2
Mendocino County, subsistence, Zone 2
Merced County, \$28.00, Zone 2
Modoc County, subsistence, Zone 2
Mono County, subsistence, Zone 2
Monterey County, subsistence, Zone 2
Napa County, \$28.00, Zone 1
Nevada County, \$28.00, Zone 2
Placer County, (west of highway 49), \$18.00, Zone 2
Placer County, (east of highway 49), \$43.00, Zone 2

Plumas County, subsistence, Zone 2
Sacramento County, \$18.00, Zone 2
San Benito County, subsistence, Zone 1
San Francisco County, \$23.00, Zone 1
San Joaquin County, \$28.00, Zone 2
San Mateo County, \$23.00, Zone 1
Santa Clara County, \$28.00, Zone 1
Santa Cruz County, \$43.00, Zone 2
Shasta County, subsistence, Zone 2
Sierra County, subsistence, Zone 2
Siskiyou County, subsistence, Zone 2
Solano County, \$18.00, Zone 1
Sonoma County, \$28.00, Zone 1
Stanislaus County, \$23.00, Zone 2
Sutter County, \$38.00, Zone 2
Tehama County, subsistence, Zone 2
Trinity County, subsistence, Zone 2
Tulare County, \$48.00, Zone 2
Tuolumne County, \$38.00, Zone 2
Yolo County, \$18.00, Zone 2
Yuba County, \$38.00, Zone 2
Reno, NV 0-20 mile radius, \$18.00, Zone 3
Reno, NV 21-40 mile radius, \$28.00, Zone 3
Reno, NV 41-60 mile radius, \$38.00, Zone 3

47. For the purpose of this agreement daily travel rates for the State of Nevada will be determined by a radius extending from the Reno City Hall as follows

0-20 miles = \$18.00

21-40 miles = \$28.00

41-60 miles = \$38.00

Over 60 miles = subsistence

48. Employees shall be paid mileage from a job to another job in the same day except when using a company vehicle.

49. There shall be no travel pay while driving a company vehicle.

50. The above allowance will be set at the current published IRS Standard Mileage Rate for Business Travel.

51. Should the employee incur a toll charge in traveling to or from the job, such toll charge shall be paid to the employee in lieu of travel expense, unless the accrued travel exceeds the toll charge, in which event travel expense alone shall be paid.

52. Subsistence Area Allowances: Employees directed not to return home from the job site in a subsistence area shall be paid the following:

53. Travel In/Out: A flat rate shall be paid for travel expense for subsistence jobs. This includes Sixty Dollars (\$60.00) one way when first reporting for work at the job site and

Sixty Dollars (\$60.00) one way on return at the conclusion of the job unless, directed by the employer to return home, or to another job. (Example – if an employee is working on a subsistence job and the job is delayed and the employee is sent home, or is instructed to go to another jobsite in another county, then is instructed to return to the original jobsite, the employee would be entitled to an additional \$60.00 in and \$60.00 out. The employee may be transferred between jobs within a subsistence county or adjacent county and would not be entitled to the in/out rate). In addition, travel expense locally from the closest available commercial lodging to the job site and return at the following rate for each mile traveled in excess of ten (10) miles each way, each day they are required to report for work at the job site during the period of such employment. Employees quitting the job on their own initiative before completion of fifteen (15) working days shall not be entitled to travel expenses.

54. The above allowance will be set at the current published IRS Standard Mileage Rate for Business Travel.

55. Subsistence: Subsistence shall be paid throughout the duration of their employment at the job site, Saturdays, Sundays and holidays included, when worked, in addition to wages and other benefits, provided in the Agreement, when worked, at the rate of: One Hundred Forty Dollars (\$140.00) per day worked, except as noted:

a. Subsistence shall not be applicable on days where individual employees are instructed to return home. (Examples are one (1) day jobs, jobs requiring multiple mobilizations/demobilizations, last day of the project, etc.).

56. Employees being paid subsistence who fail to report for work on a regular work day will not be entitled to the allowance set forth in Sections 52 through 55 for such day or days provided that the foregoing will not apply to any employee who presents a doctor's certificate or otherwise proves to the Union's satisfaction that he was unable to report to work because of illness or any other just cause.

57. Employees discharged for cause in a subsistence area shall not be entitled to return mileage provided they are paid off at time of discharge. In the event of a dispute respecting the existence of just cause for discharge, just cause shall be determined under the grievance procedure.

58. Parking: The Individual Employer shall reimburse his employees for their cost of parking up to a maximum of Sixty Dollars (\$60.00) per day in areas where free parking is not available within One Quarter (1 /4) of a mile of the entrance to the job site providing a valid parking receipt is presented. With mutual consent between the employee and employer, cost of public transportation may be paid in lieu of parking.

59. Employees must submit request for reimbursement along with receipts or verifiable proof of expenditures each week with their hours. The Employer shall make payment of those expenditures within 15 days of submission. Any request for reimbursement must be made within thirty (30) days of the expenditure.