

46 NORTHERN CALIFORNIA COUNTIES

**CARPENTERS
MASTER AGREEMENT
FOR NORTHERN
CALIFORNIA**

Between the

**Construction Employers'
Association of California (CEA)**

**California Concrete Contractors
Association (CCCA)**

NC Contractors Association (NCCA)

Millwright Employers Association (MEA)

Associated Cabinet Manufacturers (ACM)

and

**Carpenters 46 Northern California
Counties Conference Board**

of the

**United Brotherhood of Carpenters and
Joiners of America**



Effective Date July 1, 2018

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TABLE OF CONTENTS

	SECTION NO.	PAGE
401 (k) Plan	42-A	25-26
Annuity Plan	42	25
Appendices	38	19
Apprentice, Apprentice Wage Rates.....	39-G	22-23
Area Covered.....	3	2
Associated Cabinet Manufacturers		
Agreement (ACM)	Appendix E	68-89
Audit	21	10
Basis for Contributions	47	34
Bonding.....	37	18-19
Highway Addendum	Appendix G	92-95
Builders Industry Promotion Trust	45	30
Building Industry Trust.....	45	30
California Builders Advancement Program	45	29
California Construction Advancement Program.....	45	29
Carpenter Employers		
Contract Administration Trust Fund	45	31
Carpenters Work Preservation Committee	2A	2
Carpenters International Training Fund.....	45-B	31
Carpenters Work Preservation Committee Trust	45-A	31
Contract Administration	45	29
Contracting	50	38-40
Contributions for Superintendents.....	46	32-34
Discharge	30	16
Document Signing.....	35	18
Efficiency	18	9
Employer Membership	6	4
Foreman and General Foreman	39	24
Fringe Benefit Rates	39-E	20-21
General Saving Clause.....	10	6
Grievance Procedure.....	51	40-43
Health and Welfare.....	40	24
Hiring.....	49	34-38
Holidays	25	14
Independent Agreement.....	8	5
Injury.....	34	18
Insulators Addendum	Appendix D	66-67
Jurisdictional Disputes	16	8

	SECTION NO.	PAGE
Liability of the Parties.....	9	5
Millwrights Agreement	Appendix B	48-59
No Discrimination	11	6
No Strike	15	8
Non-Union Fabricated Materials	33	18
Overtime.....	26	14-15
Owners Working	12	7
Parking	27	15
Payment of Wages	31	17
Pension Plan	41	25
Picket Lines.....	17	9
Pickup Time	29	16
Preamble		1
Pre-Job Conferences	20	10
Prohibition of Piece Work.....	32	17
Recognition of Employer	5	4
Recognition of Union	7	4-5
Residential Addendum	Appendix C	60-65
Safety.....	19	9
Scaffold Erection Addendum	Appendix F	90-91
Shift Work.....	23	12-13
Show Up Time	30	16
Stewards.....	14	8
Subcontracting.....	50	38-40
Subcontractor Records	36	18
Subsistence	Appendix A	45-47
Term of Agreement.....	2	1-2
Termination Pay	30	16
Tools.....	28	15-16
Training Trust Fund	44	29
Union Representative	13	7
Union Security	12	6-7
Vacation, Holiday And Sick Leave Plan.....	43	26
Vacation, Holiday And Sick Leave Admin. Fee...43-B		28
Wage and Fringe Benefit Increases	39-F	21
Wage Rates	39	19-24
Work Covered	4	2-3
Work Day	22	11-12
Work Fee	43-A	27-28
Work Preservation.....	50	38-40
Work Week.....	24	13

PREAMBLE

This Agreement represents a new beginning of cooperation between signatory employers and the Union in a mutual effort to retain and regain the major portions of the work within the geographic area for unionized construction. The successes of the Agreement will be judged on the ability of the signatory contractors to be successful in obtaining contracts where union employees will be employed.

CARPENTERS MASTER AGREEMENT (CEA) 46 Northern California Counties 2018-2023

SECTION 1

THIS MASTER AGREEMENT, made and entered into this 18th day of April, 2018, by and between the CONSTRUCTION EMPLOYERS' ASSOCIATION OF CALIFORNIA (CEA), MILLWRIGHT EMPLOYERS ASSOCIATION (MEA), CONCRETE CONTRACTORS ASSOCIATION (CCA), and NC CONTRACTORS ASSOCIATION (NCCA) and their respective members, herein referred to collectively as the Employer, and the CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES CONFERENCE BOARD, on behalf of the Northern California Carpenters Regional Council (NCCRC) and affiliated Local Unions having jurisdiction in the 46 Northern California Counties, hereinafter referred to as the Union. This Agreement amends, modifies, supplements, changes, extends and renews the Agreements dated June 16, 1971, July 18, 1974, June 16, 1977, June 16, 1980, September 1, 1982, January 1, 1986, April 1, 1988, June 16, 1992, June 16, 1996, May 25, 1999, June 3, 2003, June 6, 2007, May 18, 2011, June 3, 2014, and is effective July 1, 2018.

SECTION 2 TERM OF AGREEMENT

This Agreement shall remain in full force and effect from the 1st day of July, 2018 through the 30th day of June, 2023, and shall continue thereafter unless either party, not more than ninety (90) days nor less than sixty (60) days prior to the 30th day of June, 2023, or not more than ninety (90) days nor less than sixty (60) days prior to the 30th day of June of any subsequent year in which the Master Agreement may terminate, serves written notice on the other of its desire to change, modify, amend, supplement, renew, extend or terminate this Agreement.

All notices required to be given to the Union shall be addressed to it at 265 Hegenberger Road, Suite 220, Oakland, California 94621.

While this Agreement continues in effect, neither party will make demands upon the other party for any changes in conditions or benefits or for any new or additional conditions or benefits except at the time and in the manner provided above. Notice to the Employer shall be deemed notice to all individual employers.

The parties to this Agreement recognize the necessity of assuring the competitive position of the parties within the industry during the term of this Agreement. Consistent with that recognition, the parties will continually monitor the effectiveness of this Agreement relative to specific geographic

or market areas and will endeavor, by mutual agreement, to initiate such modifications to the Agreement during its term as may be necessary to assure the work opportunities of the employees and the competitive position of the individual employers.

SECTION 2-A CARPENTERS WORK PRESERVATION COMMITTEE

Notwithstanding the provisions of Section 2, the parties to the Agreement hereby establish a Committee composed of three (3) representatives appointed by the Carpenters 46 Northern California Counties Conference Board and three (3) representatives appointed by the Construction Employers' Association of California. This Committee will review requests for changes in the terms and conditions of the Labor Agreement that may be necessary to preserve work opportunities for employees and individual employers covered by the Agreement. The Committee is authorized to approve such changes as it deems to be in the best interest of the parties to the Agreement.

This Committee shall be empowered to develop rules and procedures, subject to the approval of the bargaining parties, to carry out the intent of the bargaining parties.

SECTION 3 AREA COVERED

The area covered by this Agreement shall be Northern California, consisting of the forty-six (46) counties located above the northerly boundary of San Luis Obispo County, the northerly boundary of Kern County, and the westerly boundaries of Inyo and Mono Counties, to wit: 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, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Solano, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba.

SECTION 4 WORK COVERED

All carpentry work on all construction, including, but not limited to, construction, erection, alteration, repair, modification, demolition, addition or improvement of or to a building or any other structure or construction.

All carpentry work on heavy, highway and engineering construction, including, but not limited to, the construction, improvement, modification and demolition of all or any part of streets, highways, bridges, viaducts, railroads, storage elevators, tunnels, airports, water supply, irrigation, flood control and drainage systems, sewers and sanitation projects, dams, power houses, refineries, aqueducts, canals, river and harbor projects, wharves, docks, breakwaters, jetties, quarrying of breakwater or riprap stone, pipelines, offshore construction, or operations incidental to such heavy construction work.

Work in connection with new methods of construction or use of materials established or developed during the term of this Agreement, and the use and application of tools, devices, metal or plastic studs or any substitute thereof, metal or plastic forms or slip form procedures, mechanical power driven or otherwise, customarily and regularly used by carpenters, any mechanical or technological substitutes thereof, whether continuously or

intermittently and which are regarded tools of the carpentry trade. This shall include though not be limited to the use and operation of forklifts, platform lifts and operation of concrete chutes.

All carpentry work in connection with plywood decking, beam sides and beam soffits and all concrete form work.

All carpentry work in connection with tilt up construction including, but not limited to, benchmarks, layout, setting of all forms, blockouts, metal door and window jambs, templates for bolts, lift points, knee braces, stripping of forms, rigging, setting, plumbing and aligning, welding, drilling, cleaning, ledger bolts, setting ledgers, setting of expansion joints, and caulking. Also to include forms for stairs and loading docks (setting and stripping), installation of all doors, installation of laminated beams or precast structures, and operation of the forklift in reference to all of the above work.

All carpentry work in connection with displays, conventions, tradeshow and exhibitions.

All work in connection with self-supporting scaffolds over fourteen feet (14') in height whether patent or otherwise constructed.

The work covered by this Agreement shall include all types of wood flooring of any size, shape or pattern, in all its branches and phases including pre-finished wood and hardwood products, such as nailing, filling, laying, stripping, tongue and groove, underlayment, blocks mastic work, sanding, edging, staining, finishing, basing, application of shellac, varnishes, sealers, waxing and related work.

Work in connection with bleachers, computer floors, installation of Corian/ Epoxy tops, installation of doors and hardware, installation of medical headwall cabinets, insulation for temperature and/or sound control, suspended ceilings, installation of integrated acoustical and luminous ceiling systems, hardwood flooring (prefinished), and cork flooring.

Work in connection with toilet partitions, gameline painting on interior wood floors, architectural signage, installation and onsite construction of clean room structural components, pre-cast panel installation and linear air bar, if integrated into the suspended ceiling system.

All rigging, setting and installation of factory built modular construction onsite, including but not limited to factory built housing.

Should an individual employer party to this Agreement perform work as a drywall contractor or drywall subcontractor, he/she shall do so under the terms and conditions of the current Northern California Interior/Exterior-Drywall/Lathing Master Agreement between the Carpenters 46 Northern California Counties Conference Board and/or the NCCRC and the appropriate Drywall Contractors Association for the 46 Northern California Counties. However, drywall work which is incidental to the work of the individual employer may be performed under the terms and conditions of this Agreement.

Should an individual employer party to this Agreement perform work or subcontract work covered by the Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders Agreement, the individual employer shall observe the terms and conditions of said Agreement.

Should an individual employer party to this Agreement perform work or subcontract work covered by the Highway Addendum, the individual employer shall observe the terms and conditions of said Addendum.

Should an individual employer party to this Agreement perform work or subcontract work covered by the Office Modular Systems Addendum, the individual employer shall observe the terms and conditions of the Office Modular Systems Addendum.

SECTION 5 RECOGNITION OF EMPLOYER

The Union hereby recognizes the Employer as the sole and exclusive bargaining representative for their respective members, present and future, who are or hereafter become members.

SECTION 6 EMPLOYER MEMBERSHIP

This Agreement is made for and on behalf of and shall be binding upon all persons, firms or corporations under any name or style of doing business in the construction industry that, at the time of the execution of this Agreement are, or during the term hereof become, members of the Employer, in the area covered by this Agreement. A list of such individual Employer members shall be furnished to the Union upon the execution of this Agreement, and thereafter shall be furnished to the Union not less often than once a month.

In addition, the Employer shall immediately notify the Union in writing whenever an individual employer becomes a member of the Employer. Notwithstanding the foregoing, the Union shall have the right, within 72 hours of receipt of said written notice, to object to any individual employer becoming a party to this Agreement and to insist upon, if appropriate, negotiations separately with that individual employer. Upon receiving such objection from the Union, this Agreement shall be null and void ab initio for all purposes as to that individual employer only. This paragraph does not apply to an individual employer that is signatory to an existing Agreement with the Union.

All individual employers shall be and remain liable under this Agreement for and during the term thereof, irrespective of whether such individual employers shall resign from membership in the Employer or withdraw from the Carpenter Multiemployer Bargaining Section prior to the expiration date of this Agreement, and such liability shall be deemed to have survived the termination of said membership or withdrawal and remain in force for and during the term of this Agreement. Such individual employers shall be bound by any amendments, modifications, supplements, changes, extensions or renewals of or to this Agreement unless such individual employer gives written notice to the Union not more than ninety (90) days nor less than sixty (60) days prior to July 1, 2023 or July 1 of any year in which this Agreement may terminate.

SECTION 7 RECOGNITION OF UNION

The Union has requested recognition as the Section 9 (a) representative of the employees covered by this Agreement and has demonstrated or offered to demonstrate that the majority of the employees have authorized the Union and/or each of its constituent bodies to represent them in collective bargaining. The Employer and each individual employer expressly acknowledge that they and each of them have satisfied themselves that the Union and/or each of its constituent bodies represents a majority of employees employed to perform bargaining unit work and agrees that the Union and/or each of its constituent bodies is the Section 9 (a) collective bargaining representative of such employees. The Employer, on behalf of itself and each of its members, and each individual employer specifically agree that it and they are establishing or have established a collective bar-

gaining relationship by this Agreement within the meaning of Section 9 (a) of the National Labor Relations Act, as amended. The Union is recognized as the sole and exclusive bargaining agent for itself, the NCCRC and all of its affiliated Local Unions.

Any dispute concerning the interpretation or application of this section shall be resolved by the permanent neutral Arbitrator pursuant to the procedures set forth in Section 51 (Grievance Procedure) of this Agreement, either during the term of this Agreement or anytime thereafter, whenever the issue is raised by either party. The Employer, on behalf of itself and each of its members, and each individual employer specifically agree that the permanent neutral Arbitrator may order (as the Arbitrator deems appropriate) the parties to bargain in good faith for any period following a written notice of termination of this Agreement unless and until a lawful impasse occurs or until a successor Agreement is negotiated or any other appropriate remedy.

SECTION 8 INDEPENDENT AGREEMENT

In the event the Union establishes special conditions for work covered by the Agreement, those special conditions shall be made available to the Employer or individual employers who wish to perform the designated work in the same locality as provided for in that immediate Area Agreement.

The Union will promptly notify the Employer in writing of any amendment, modification, exception or addendum to this Agreement which might be negotiated in any area covered by this Agreement between the Union, any individual employer or group of individual employers.

SECTION 9 LIABILITY OF THE PARTIES

This Agreement is made for and on behalf of, and shall be binding upon all persons, firms and corporations, who at the time of execution of this Agreement are members of the Employer, or subsequently become members of the Employer as defined in Section 6 (Employer Membership). This Agreement is binding upon each individual employer regardless of whether or not the individual employer changes the name or style or address of the business. Each individual employer, corporate or other legal entity, or its successor as per Section 6, shall be liable, subject to, and bound by this Agreement. It is agreed that the wages, hours, and working conditions of this Agreement are the wages, hours, and working conditions in the area covered by this Agreement.

Except as may be provided in Section 2 (Term of Agreement) of this Agreement, each employer individually signatory hereto waives any right that he or it may have to terminate, abrogate, repudiate, or cancel this Agreement during its terms, during the term of any future modifications, changes, amendments, supplements, extensions, or renewals of or to said Master Agreement, or to file any Petition before the National Labor Relations Board seeking to accomplish such termination, abrogation, cancellation or repudiation.

SECTION 10 GENERAL SAVING CLAUSE

It is not the intent of either party hereto to violate any laws, rulings, or regulations of any governmental authority or agency having jurisdiction of the subject matter or of this Agreement, and the parties hereto agree that in the event any provision of this Agreement is finally held or determined to be illegal or void as being in contravention of any such laws, rulings or regulations, nevertheless, the remainder of this Agreement shall remain in full force and effect unless the parts so found to be void are wholly inseparable from the remaining portion of this Agreement. The parties agree that if and when any provisions of this Agreement are held or determined to be illegal or void they will then promptly enter into lawful negotiations concerning the substance thereof.

It is the intent of the parties to this Agreement that each and every, all and singular, of the provisions of this Agreement be fully in accordance with Federal and State Law. Its interpretation and the interpretation of each of the provisions of this Agreement are therefore intended to apply no broader than that permitted by law.

SECTION 11 NO DISCRIMINATION

It is mutually agreed that the individual employer and the Union shall fully comply with all federal and state laws, including but not limited to all of the provisions of Title 7 of the Civil Rights Act of 1964, as amended; the California Fair Employment and Housing Act, as amended; and the Americans with Disabilities Act of 1991, as amended to the end that no person shall, on the grounds of age, sex, race, color, national origin, sexual orientation, gender, ancestry, disability as defined by the Americans with Disabilities Act of 1991 and the California Fair Employment and Housing Act, or Vietnam Veteran status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination by not having full access to the contents of this Agreement.

It is further agreed that no person or applicant for employment shall be discriminated against or shall have his/her employment relationship affected by reason of his/her age except as provided in the Trust Agreement, rules and regulations, and statements of procedure governing the Carpenters Training Committee for Northern California.

Nothing in this section and no grievance filed pursuant to this section shall be deemed a waiver of any individual worker's statutory rights provided by federal and/or state laws.

Throughout this Agreement, wherever the masculine gender appears, the feminine form applies equally and may be substituted therefore.

SECTION 12 UNION SECURITY

- (1) Every person performing work covered by this Agreement who is a member of the Union and in the employment of an individual employer on work covered by this Agreement on the effective date of this Section 12 shall, as a condition of employment or continued employment, remain a member in good standing of the Union or the appropriate Local Union of the Union. Every other person covered by this Agreement and employed to perform work covered by this Agreement shall be required, as a condition of employment, to apply for and

become a member of and to maintain membership in good standing in the Union or the appropriate Local Union of the Union which has territorial jurisdiction of the area in which such person is performing work on the expiration of eight (8) days of employment, continuous or cumulative, on such work following the beginning of such employment or the effective date of this Section 12, whichever is later. Membership in any Local Union shall be available to any such person on the same terms and conditions generally applicable to other members. If Federal Law is hereafter amended to permit a lesser requirement for union membership or union membership as a condition of employment than provided in this Section 12, the Employer and the Union will promptly enter into negotiations with regard to such subject.

- (2) The individual employer shall not be required to discharge any employee pursuant to this Section 12 until a written notice from the appropriate Local Union of the Union of such employee's non-compliance with this Section 12, stating all pertinent facts showing such non-compliance, shall have been served upon such individual employer and two (2) working days shall have been allowed for compliance therewith.
- (3) No person (owner, partner, or officer of any individual employer) shall be permitted to perform work covered by this Agreement unless such person is covered by all the provisions of this Agreement including the payment of all Trust Fund contributions; provided, however, that not more than one (1) owner may be permitted to work with the tools under the same conditions with the exception of Section 12 (1), and provided that while contributions to all Trust Funds shall be required on the basis of hours actually worked, no Health and Welfare eligibility shall be accrued or granted for an owner required to report under this section unless hours for which contributions are received on behalf of the owner equal or exceed an average of 145 hours during the three most current work months and provided that all contributions due on behalf of all hours for all employees reported by the individual employer are current. Furthermore, no hours reported under this section shall be used to qualify for any disability benefit, credit, or extension provided by any of the Carpenter Benefit Funds established by this Agreement. Additionally, in the event that delinquent contributions are due, no owner hours to any Trust Fund shall be credited towards benefits until the delinquency is resolved.

This section shall not be interpreted so as to diminish work opportunity for employees covered by this Agreement.

Membership in good standing shall be defined as the tendering of uniform initiation fees and dues, including work fee.

SECTION 13 UNION REPRESENTATIVE

Union representatives shall be permitted at all times upon any place or location where any work covered by this Agreement is being, has been or will be performed.

Where there are visitation or safety restrictions imposed at the jobsite, Union representatives shall make a good faith effort to comply with the individual employer's jobsite specific safety policy and the individual employer will use his/her best efforts to provide access to the site by the Union representative.

SECTION 14 STEWARDS

- (1) A steward shall be a working journeyman employee, appointed by the Local Union or the NCCRC of the Union, who shall, in addition to his/her work as a journeyman be permitted to perform, during working hours, such of his/her Union duties as cannot be performed at other times. The Union agrees that such duties shall be performed as expeditiously as possible and the Employer agrees that stewards shall be allowed a reasonable amount of time for the performance of such duties. The Union shall immediately notify the individual employer of the appointment of each steward to be confirmed by letter. Unless notified to the contrary, the first journeyman on the job shall act as job steward until the Union appoints a successor. In no case shall a foreman be a steward.
- (2) No steward shall be laid off or terminated except for just cause. In the event of layoff or discharge of a steward, the Union shall be given notice in writing at least two (2) working days prior to the effective date of such discharge or layoff. Such notice shall contain the reasons for layoff or discharge.
- (3) The steward shall be the last employee other than the foreman to be laid off for lack of work but may be transferred to another job provided the Union is given prior notice of the transfer.
- (4) Application or violation of this section shall be subject to Section 51 (Grievance Procedure).

SECTION 15 NO STRIKE

Except as provided in this Section, there shall be no strike, lockout or work stoppage by any party hereto or any individual employer. The Union may withhold workers or picket the job of any individual employer who fails to pay wages or is in violation of the Piece Rate Prohibition or Trust Fund Contribution provisions of this Agreement. The Union may withhold workers of any subcontractor who fails to pay wages or is in violation of the Piece Rate Prohibition or Trust Fund Contribution provisions of this Agreement. The Union, with five (5) days written notice to the individual employer may withhold workers or picket the job of any individual employer for violation of the Hiring Hall, Union Security or Subsistence provisions of this Agreement only if no dispute exists between the Employer and the Union concerning such alleged violation.

SECTION 16 JURISDICTIONAL DISPUTES

There shall be no cessation or interference in any way with any work of the Employer or any individual employer by reason of Jurisdictional Disputes between the Union and any other union with respect to jurisdiction over any of the work covered by this Agreement. Such disputes will be settled by the Unions themselves, or submitted to the International Presidents of the Unions involved in the dispute, for determination. Until such determination is made and confirmed by the disputing Unions, the work shall proceed as originally assigned by the individual employer. Craft jurisdiction is neither determined nor awarded by classifications or coverage descriptions appearing in this Agreement. The individual employer shall be bound by an agreement between the General Presidents.

SECTION 17 PICKET LINES

The parties to this Agreement recognize that it is vital to the Unionized segment of the Construction Industry that the work opportunities of the employee and the individual employer signatory to this Agreement proceed without interruption because of disputes involving employers and/or unions not signatory to this Agreement.

The Union will not discipline, the individual employer will not permanently replace and the parties both agree not to threaten nor cause to be denied the rights of individual workers to respect primary picket lines established at or on the jobsites of the individual employer.

SECTION 18 EFFICIENCY

It is agreed that the carpenters, through their field representatives, use their efforts to encourage greater efficiency on the job and that they refrain from the solicitation of premium payments for employees represented by the Union. The employees and the Union shall use their efforts to encourage greater efficiency compatible with sound construction practices on the job and shall refrain from the solicitation of premium payments for employees.

Except as provided in Section 50 (Work Preservation, Contracting and Subcontracting) hereof, neither party to this Agreement shall by working rules or any other means or device, impose or direct any work limitations affecting quantity restrictions, quotas or units of production, either maximum or minimum, relating to work covered by this Agreement.

No rules, customs or practices shall be permitted that limit production or increase the time required to do any work. There shall be no limitation or restriction of the use of machinery, tools or other labor-saving devices supplied by the individual employer.

SECTION 19 SAFETY

The Union shall cooperate (1) with the individual employer and with each other in carrying out all of the individual employer's safety measures and practices for accident prevention and (2) employees shall perform their duties in each operation in such a manner as to promote efficient operation of each particular duty and of any job as a whole. The Union and the Employer recognize that drug and alcohol abuse creates an unsafe and inefficient work place. The individual employer must post the name and address of their doctor and the compensation insurance carrier on the jobsite.

All Federal and State safety rules, regulations, orders and decisions shall be binding upon the individual employers and their employees and shall be applied to all work covered by this Agreement. No worker shall be required to work under unsafe conditions.

The individual employer shall be solely responsible for implementation and maintenance of such safety laws, rules, regulations, standards, orders and decisions. Neither the Union nor any Local Union or the NCCRC is responsible for such implementation or maintenance.

All safety equipment required by State or Federal regulations, including hard hats, shall be provided and maintained by the individual employer without cost to his/her employees. Upon termination the employee shall return such equipment to the individual employer.

SECTION 20 PRE-JOB CONFERENCES

- (1) The individual employer shall at his/her option or at the option of the Union or the NCCRC call for a pre-job conference. If the Union or the NCCRC desires, it shall be entitled to a pre-job conference solely with the individual employer. The individual employer may include his/her subcontractors at such conference.
- (2) The individual employer shall advise the Union or the NCCRC in writing, at all times of the names (including trade names and names of individual proprietors or partners who signed the subcontract) and addresses of all subcontractors or his/her subcontractors employed or to be employed or contracted with for services to be performed under this Agreement. Such written notice shall be made at the pre-job conference or ten (10) days prior to the commencement of work by any such subcontractor.
- (3) The individual employer shall, upon request of the Union or the NCCRC, submit letters of past or present work assignment for purposes of clarifying questions of Union jurisdiction.

SECTION 21 AUDIT

Each individual employer upon request of the Union, the Employer, or any Trust Fund specified in this Agreement, shall permit the Trust Fund Auditors to review any and all records relevant to the enforcement of the provisions of this Agreement and to enter upon the premises of such individual employer during business hours at reasonable time or times to examine and copy such books, records, papers or reports of such individual employer as may be necessary to determine whether or not the individual employer is making full payment of all sums required by this Agreement. The decision as to the relevancy of records shall be made by the Joint Delinquency Subcommittee and their decision shall be binding on all parties. Such review shall be permitted not less than ten (10) working days after demand. If the individual employer cancels an audit appointment without appropriate two (2) hours' notice to the auditor, the cost of such lost time by the auditor shall be borne by the individual employer.

The cost of audit shall be borne by the individual employer if a shortage disclosed by the audit exceeds \$4,500.00 and is not the result of clerical error.

Trustees of the Trust Funds specified in this Agreement are authorized to determine the appropriate formula to be applied to compute appropriate Trust Fund contributions. The individual employer shall be required to comply with such Trust Fund formula and make payments to the Trust Funds immediately upon being advised of the amount due.

Any legal action to compel audit entry shall be filed in the Superior Court of the City and County of San Francisco, State of California, or the United States District Court for the Northern District of California.

Any individual employer who refuses audit entry shall pay all the legal fees and costs necessary for compliance of audit entry.

The Union has the right to withhold workers from any individual employer who refuses to make available relevant records necessary for the completion of the audit.

Information derived from the audit shall be confidential and used solely for the enforcement of this Agreement.

SECTION 22 WORK DAY

The regular work day shall be eight (8) consecutive hours (exclusive of lunch period) between the hours of 6:00 a.m. and 5:00 p.m.

Once the regular work day is established, it shall be for no less than five (5) consecutive regular work days and may be changed only by written notification from the individual employer to the appropriate District Office of the NCCRC.

The rate of pay for all hours worked other than the regular established work day shall be governed by Section 26 (Overtime).

Any employee who works more than five (5) hours without a meal period shall be paid for all work in excess of said five (5) hour period at the applicable overtime rate until a meal period is provided. Such pay shall be reckoned by the hour and half-hour.

Every individual employer shall authorize and permit all employees to take rest periods, which insofar as practicable, shall be in the middle of each work period. Nothing in this provision shall prevent an individual employer from staggering rest periods to avoid interruption in the flow of work and to maintain continuous operations, or from scheduling rest periods to coincide with breaks in the flow of work that occur in the course of the work day. The authorized rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time for every four (4) hours worked, or major fraction thereof. Rest periods shall take place at individual employer designated areas, which may include or be limited to the employee's immediate work area.

Rest periods need not be authorized in limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work. However, the individual employer shall make-up the missed rest period within the same work day or compensate the employee for the missed ten (10) minutes of rest time at his/her regular rate of pay within the same pay period.

A rest period need not be authorized for employees whose total daily work time is less than three and one-half (3½) hours. Authorized rest period time shall be counted as hours worked for which there shall be no deduction from wages.

It is understood that the employee will take his/her appropriate rest period unless the individual employer specifically directs the employee not to take this rest break due to operational requirements.

If an individual employer fails to provide an employee a rest period in accordance with the applicable provisions of this Section, the individual employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation (excluding fringe benefits) for each work day that the rest period was not provided.

The rest period provisions of this Agreement will be interpreted consistently with the rest period requirements of Industrial Welfare Commission Wage Order 16.

A heat illness preventative cool-down recovery period of no less than five (5) minutes shall be made available in order to prevent heat illness.

Employees believing a preventative cool-down recovery period is needed to avoid heat illness or suffering from heat illness shall be provided access to an area with shade that is either open to the air or provided with ventilation or cooling and provided for a period of no less than five (5) minutes. Such access to shade shall be permitted

at all times. Cooling measures other than shade (e.g., use of misting machines) may be provided in lieu of shade if the individual employer can demonstrate that these measures are at least as effective as shade in allowing employees to cool.

Employees should not discount any discomfort or symptoms they are experiencing. They should immediately report any problems they are experiencing to a supervisor and coworker. Employees must notify their supervisors immediately if they believe they require access to shade, or alternative cooling measures and/or a preventative recovery period.

If an individual employer fails to provide an employee a preventative recovery cool-down period in accordance with this Section, the individual employer shall pay the employee one (1) additional hour of pay at the employee's regular rate of compensation, excluding fringe benefits, for each work day that a requested preventative recovery period is not provided. No employee shall be discriminated against for exercising his/her rights pursuant to this Section.

All pay shall be reckoned by the day and half day as follows: Employees who start work at the regular work day or shift shall receive four (4) hours pay or pay for actual hours worked, whichever is greater, regardless of the reason for the inability to complete the regular work day or shift. If the employee voluntarily quits, the employee shall receive pay only for actual hours worked.

Any dispute regarding the provisions of this Section shall be subject to Section 51 (Grievance Procedure) of this Agreement.

SECTION 23 SHIFT WORK

Shift work can only be established upon prior notice from the individual employer to the Union and shall be performed as follows:

Except as provided below, where multiple shifts are worked, if the individual employer elects to work the day shift between the hours of 6:00 a.m. and 5:30 p.m., that shift shall work eight (8) hours and for such work they shall be paid the regular straight time rate for eight (8) hours; the second shift shall work seven and one-half (7½) hours, and for such work they shall be paid the regular straight time rate for eight (8) hours; if a third shift is worked, they shall work seven (7) hours and for such work they shall be paid eight (8) hours regular straight time pay. No multiple shift shall be established or started for less than three (3) consecutive work days.

On tenant improvement or renovation projects in occupied buildings with a total contract value of five (5) million dollars or less, the individual employer may perform multiple shift operations on the basis of eight (8) hours pay for eight (8) hours work on all shifts at the regular straight-time rate.

Overtime rates shall be paid for all hours worked on the second or third shift if less than three (3) consecutive days are worked. The provisions of this Section 23 with regard to rates of pay for shift work shall apply solely to the portion of the job which requires shift operations.

When it is a condition of securing the work, a special single shift may be established that will be for no less than three (3) consecutive days, for off hours between Monday and Friday, and will allow for eight (8) hours pay for eight (8) hours work. Work in excess of eight (8) hours per day shall be subject to the overtime provisions of this Agreement.

All work in excess of eight (8) hours on Saturday and all work on Sundays and holidays shall be double time.

Payments or contributions to each of the Trust Funds provided for in this Agreement shall be based on hours worked or paid for, which include contributions for eight (8) hours per shift. No payment or contribution shall be computed at the rate of time and one-half or double the required rate of payments or contributions per hour, nor shall any such payments or contributions be considered part of the hourly wage rate for the purpose of computing overtime, either under this Agreement, the Fair Labor Standards Act, the Walsh-Healey Act or any other law.

On shift work (a) workers working a shift who come off work on Saturday morning at 8:00 a.m., are to be considered working Friday; (b) workers working a shift who come off work on Sunday morning at 8:00 a.m., are to be considered working Saturday; and (c) workers working a shift who come off work on Monday morning at 8:00 a.m., are to be considered working Sunday.

All regularly scheduled shift work performed on Saturday, Sunday and holidays, shall be in accordance with the overtime rates herein specified. All such work shall be performed under the terms and conditions of this Section 23 as to hours worked and rate of pay.

SECTION 24 WORK WEEK

The regular work week shall consist of forty (40) hours of work Monday through Friday. In the event that work cannot be performed Monday through Friday or Tuesday through Friday (4 x 10 work week) because of inclement weather or major mechanical breakdown, employees may voluntarily make up such day on Saturday and shall be paid at the applicable straight time rate. In the event that work cannot be performed Monday through Thursday (4 x 10 work week) because of inclement weather or major mechanical breakdown, employees may voluntarily make up such day on Friday and shall be paid at the applicable straight-time rate. As a courtesy, the individual employer shall advise the appropriate District Office of the NCCRC whenever it intends to implement the Saturday (or Friday for a 4 x 10 Monday through Thursday work week) make-up day. (The NCCRC District Office phone numbers are as follows: Northern (916) 641-1041, Southern (408) 445-3000, and Central (510) 568-4788.)

Four (4) by Ten (10) work week (4 x 10): An individual employer may establish a work week of four (4) consecutive days of ten (10) consecutive hours, Monday through Thursday or Tuesday through Friday, provided the appropriate District Office of the NCCRC is notified in advance. Applicable overtime rate shall be paid for all work before a shift begins, after ten (10) hours, and on Saturdays, Sundays and holidays. After twelve (12) hours, double time shall be paid. In the event two (2) shifts are employed, nine and one half (9½) consecutive hours work, (on the second (2nd) shift) exclusive of meal period, shall constitute a shift's work for which ten (10) hours shall be paid. Provided, further, all shifts are worked the same four (4) consecutive days during a 4 x 10 work week, except as may be changed by mutual agreement. All hours in excess of forty (40) hours in any one (1) week shall be compensated at the applicable overtime rate.

On Residential projects as described in Appendix C, (Residential Addendum) the work week shall remain as contained therein.

SECTION 25 HOLIDAYS

The following are nationally recognized holidays covered by this Agreement: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, and Christmas Day. If any of the above holidays fall on Saturday, the preceding Friday shall be observed as the holiday. If any of the above holidays fall on Sunday, the Monday following shall be observed as the holiday.

The parties have agreed that the following four (4) days of each year will be selected by the Union as designated off/collectively bargained holidays:

2018: Friday, May 25th; Friday, August 31st; Monday, December 24th; Monday, December 31st.

2019: Friday, February 15th; Friday, May 24th; Friday, July 5th; Friday, August 30th.

2020: Friday, January 17th; Friday, February 14th; Friday, May 22nd; Friday, September 4th.

2021: Friday, February 12th; Friday, May 28th; Friday, July 2nd; Friday, September 3rd.

2022: Friday, January 14th; Friday, February 18th; Friday, May 27th; Friday, September 2nd.

2023: Friday, February 17th; Friday, May 26th; Monday, July 3rd; Friday, September 1st.

The four designated off/collectively bargained holidays shall be governed by Section 26 (Overtime).

In honor of those who have served in the Armed Forces of the United States of America, honorably discharged, reserve and active duty members of our Armed Forces shall be permitted by the individual employer to observe Veterans Day, November 11th. Veterans shall provide the individual employer with two (2) working days' notice to observe Veterans Day. Upon request of the individual employer, members shall provide proof of military service. Veterans choosing to work on Veterans Day shall be compensated at the appropriate straight time and daily overtime rates.

SECTION 26 OVERTIME

A. On all building construction, the first two (2) hours prior to the start of the regular or approved day or the first four (4) hours after the end of the approved or regular work day, not to exceed a total of four (4) hours in any one (1) work day shall be paid at time and one half.

Time and one-half shall be paid for the first eight (8) hours worked on Saturdays.

Time and one-half shall be paid for the first eight (8) hours worked on the four (4) designated off/collectively bargained holidays.

Double time shall be paid on all other holidays referenced in Section 25 (Holidays).

All other time shall be paid at double the straight time rate.

- B. On all heavy, highway and engineering construction, including but not limited to the construction, improvement, modification, and demolition of all or any part of streets, highways, bridges, viaducts, railroads, tunnels, airports, water supply, irrigation, flood control and drainage systems, sewers and sanitation projects, dams, power houses, refineries, aqueducts, canals, river and harbor projects, wharves, docks, breakwaters, jetties, quarrying of breakwater or riprap stone, or operations incidental to such heavy construction work; the first (1st) four (4) hours prior to the start of the regular or approved day or the first (1st) four (4) hours after the end of the approved or regular work day, not to exceed a total of four (4) hours in any one (1) work day shall be paid at time and one-half.

Time and one-half shall be paid for the first (1st) ten (10) hours worked on Saturdays.

Time and one-half shall be paid for the first (1st) eight (8) hours worked on the four (4) designated off/collectively bargained holidays.

Double time shall be paid on all other holidays referenced in Section 25 (Holidays).

All other time shall be paid at double the straight time rate.

SECTION 27 PARKING

In the event free parking facilities are not available within 1320 feet (measured by the most direct route on a dedicated vehicular public thoroughfare) of a jobsite, the individual employer will provide such facilities and the individual employer shall have the right to designate parking areas to be used. Where, because of congested parking conditions, it is necessary to use public facilities, the individual employer shall reimburse the employee for the cost of such parking upon being presented with a receipt or voucher certifying to the cost thereof, such reimbursement to be made on a weekly basis or at the conclusion of the project, whichever occurs earlier. Designated parking area shall be drained and hard surface.

SECTION 28 TOOLS

Carpenters and apprentices shall furnish their own tools, but shall not furnish, rent or lease horses, ladders, mitre boxes, electric drills, automotive equipment to be used for the purpose of hauling or delivering individual employer's materials or equipment, or any kind of power operated machines or saws. Each employee shall arrive on the job with tools in proper condition. To implement this section, the individual carpenter shall provide a toolbox with a lock. If necessary the employee shall be allowed a reasonable amount of time during the work week to sharpen tools on the individual employer's time.

The individual employer shall provide a reasonably secure place where his/her employees may keep their tools. Where ten (10) or more carpenters are employed on any one (1) job or project the individual employer shall provide a separate tool house, or a separate compartment of a tool house under lock and key, for the exclusive use of carpenters. Failure on the part of the individual employer to comply with the provisions hereof shall be referred to the Joint Adjustment Board. If any individual employee's full kit of working tools is lost by reason of fire or theft while

in the individual employer's care, the individual employer shall reimburse the employee for such loss up to a maximum of seven hundred and fifty dollars (\$750). Within two (2) working days from the date of claim for loss of tools as provided herein, the individual employer shall acknowledge liability therefore or reject the claim.

SECTION 29 PICK-UP TIME

A carpenter shall be entitled to pick-up time, which shall not be less than five (5) or more than fifteen (15) minutes at the end of each work day, the particular amount of such pickup time depending upon accessibility to the area to which the employee is assigned. The amount of pick-up time shall be determined by mutual agreement at a jobsite conference between representatives of the individual employer and the Union.

SECTION 30 SHOW UP TIME, TERMINATION PAY AND DISCHARGE

Other than on the first (1st) day of dispatch, in which case two (2) hours shall apply, workers who report for work, for whom no employment is provided, shall be entitled to four (4) hours pay, except where bad weather conditions beyond the control of the individual employer prevent employment.

Payments of contributions to each of the Trust Funds provided for in this Agreement shall be made with respect to payments required by this Section 30.

Except as hereinafter provided, carpenters who start work, but are discharged between the hours of 8:00 a.m. and 12:00 noon, shall receive four (4) hours pay; carpenters starting work at 8:00 a.m. who are discharged between the hours of 12:00 noon and 4:30 p.m. shall receive pay only for hours worked.

Carpenters discharged on the first (1st) day of employment for inefficiency, insubordination or intoxication, shall receive pay only for hours worked. Carpenters who voluntarily quit shall receive pay only for hours worked.

DISCHARGED EMPLOYEE: Employees receiving notice of termination for any reason shall be allowed a reasonable time (not less than fifteen (15) minutes) before the end of the regular work day to assemble their tools in addition to the normal pick-up time prevailing on the job.

After forty (40) hours of employment, the individual employer may discharge any employee for just cause only. Just cause is subject to Section 51 (Grievance Procedure) of this Agreement. The individual employer during the first forty (40) hours of employment may reject or discharge any employee for any reason.

Discharge for cause shall be in writing to the employee.

SECTION 31 PAYMENT OF WAGES

An employee who works the full designated work week shall receive on the last day of that work week pay for not less than the number of hours worked on the Monday of that same work week.

Each individual employer shall provide with each payroll check an itemized check stub showing separately the date of issuance, each contribution and deduction made from the payroll period covered by the check or a separate statement showing the name of the employee, the name and the individual employer's contractor's license number and/or address and the last four digits of the employee's social security number. There shall be no cash payment of any nature or kind whatsoever. Payment by cash or second or multiple checks or combination thereof and the payment of excessive premium rates, excessive travel time or bonuses shall be prima facie evidence of an attempt to violate the provisions of this Section 31. An individual employer may pay employees utilizing direct deposit, as provided under California law. Payment by direct deposit shall be at the employee's option and not as a condition of employment. Late deposits shall be subject to Section 31, paragraph 3. Final compensation shall be paid by payroll debit card or check.

Should an individual employer compensate an employee with a check for which payment is refused by the individual employer's bank because of insufficient funds, or should an individual employer fail to pay his/her employees on the regular, established pay day for his/her job, the obligation of the individual employer to the individual employee shall continue at the employee's regular straight time rate for a period not to exceed forty (40) hours, notwithstanding the above, unless the refusal of payment by the bank is due to the bank's error or omission or to circumstances which are beyond the control of the individual employer. Any question concerning responsibility of the individual employer on whether the omission is beyond his/her control shall be subject to the grievance procedure of this Agreement. Nothing herein shall, however, prevent the individual employer from changing his/her payroll date upon five (5) days' notice to the appropriate Local Union of the Union that the employee's pay date is being changed.

If terminated by the individual employer for any reason the employee shall be paid immediately in full. His/her pay status shall continue for each calendar day until pay is received; provided, however, that not more than eight (8) hours pay shall be charged for any calendar day with a maximum of five (5) days.

SECTION 32 PROHIBITION OF PIECE WORK

No person shall be employed in work covered by this Agreement at piece rates or under any system of bonus pay. Payments by cash or second or multiple checks or combination thereof and/or the payment of excessive travel time, bonuses or other payments as "Travel Pay" or "Subsistence," where not required or permitted by this Agreement, shall be prima facie evidence of a violation of this Agreement.

If at the time of an audit, piece work or bonus payments are discovered, those amounts will be subject to the conversion formula as set forth in Section 21 (Audit). The foregoing shall not apply to an annual bonus paid to supervisors.

SECTION 33 NONUNION FABRICATED MATERIALS

To the extent permitted by law, the individual employer will not require Carpenters to handle nonunion fabricated materials.

SECTION 34 INJURY

Employees who are, as a result of industrial injury, unable to complete a full day's work, shall nevertheless be paid for the full day on which such injury occurred; provided the attending physician has certified to the employee's inability to complete his/her regular assigned work on that day of such injury.

An industrial injury shall not be cause for discharge and an applicant for employment shall not be rejected because of prior industrial injury, provided that any such prior industrial injury has not caused the applicant to be incapable of satisfactorily performing the duties and functions required by the job to which he/she is assigned or would be assigned.

SECTION 35 DOCUMENT SIGNING

No employee or applicant for employment will be required as a condition of employment or continued employment to sign any document not required by law.

SECTION 36 SUBCONTRACTOR RECORDS

On residential construction, excluding alteration and repair, the individual employer shall keep a record of all hours worked by persons performing work covered by this Agreement for each subcontractor on each separate job or project.

It is recognized and acknowledged that with respect to certain subcontracted functions such as installation of stairways, formica tops, and marlite, it would be difficult and impractical to record the precise hours worked at such function. On such work the individual employer shall make an estimate of the hours worked by the installing subcontractor. These records shall be submitted monthly to the Trust Funds specified in this Agreement.

SECTION 37 BONDING

The Union may require of any individual employer who is delinquent in Trust Fund contributions and/or whose payroll checks have been returned for insufficient funds ("bounced"), that such individual employer be required to provide a bond not less than \$5,000.00 or more than \$75,000.00 at the option of the Union or Trust Fund to insure payment of his/her payroll and/or Trust Fund contributions. An acceptable letter from responsible party or joint checks may be substituted for bond requirement. It shall not be a violation of this Agreement for the Union to withdraw carpenters from the job(s) of such individual employer who may upon demand and notice, fail or refuse to present such bond to the Carpenter Funds Administrative Office, 265 Hegenberger Road, Suite 100, Oakland, California 94621-1480. In the event the defaulting individual employer is a subcontractor of a prime contractor signatory

hereto, the latter will be notified and given opportunity to post bond as herein provided prior to the withdrawal of carpenters from the job(s); provided, however, the bonding company is approved by the Carpenter Funds Administrative Office for Northern California, Inc.

SECTION 38 APPENDICES

The following appendices attached to this Carpenters Master Agreement are incorporated herein and shall be part of this Agreement as though fully set forth herein: Subsistence (Appendix A), Millwrights (Appendix B), Residential (Appendix C), Insulators (Appendix D), Associated Cabinet Manufacturers (Appendix E), Scaffold Erection (Appendix F) and Highway (Appendix G).

SECTION 39 WAGE RATES

The following shall be the classifications and minimum hourly rates during the term of this Agreement for the effective dates noted and in the areas listed.

A. Area 1, consisting of the following counties:

Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma:

<i>Journeyman wage rates effective</i>	<i>7-01-18</i>
Carpenters	\$48.40
Bridge Builder/Highway Carpenters	\$48.40
Hardwood Floorlayers	\$48.55
Shinglers	\$48.55
Power Saw Operators	\$48.55
Steel Scaffold & Steel Shoring Erectors	\$48.55
Saw Filers	\$48.55
Millwrights	\$48.50

B. Area 2, consisting of the following counties:

Monterey, San Benito and Santa Cruz:

<i>Journeyman wage rates effective</i>	<i>7-01-18</i>
Carpenters	\$42.52
Bridge Builder/Highway Carpenters	\$48.40
Hardwood Floorlayers	\$42.67
Shinglers	\$42.67
Power Saw Operators	\$42.67
Steel Scaffold & Steel Shoring Erectors	\$42.67
Saw Filers	\$42.67
Millwrights	\$45.02

C. Area 3, consisting of the following counties:

Sacramento, San Joaquin, Yolo, Western Placer* and Western El Dorado*:

<i>Journeyman wage rates effective</i>	7-01-18
Carpenters	\$42.52
Bridge Builder/Highway Carpenters	\$48.40
Hardwood Floorlayers	\$42.67
Shinglers	\$42.67
Power Saw Operators	\$42.67
Steel Scaffold & Steel Shoring Erectors	\$42.67
Saw Filers	\$42.67
Millwrights	\$45.02

*Western Placer County includes territory west of and including Highway 49. Western El Dorado County includes territory west of and including Highway 49 and territory inside the city limits of Placerville.

D. Area 4, consisting of the following counties:

Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado*, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer*, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba:

<i>Journeyman wage rates effective</i>	7-01-18
Carpenters	\$41.17
Bridge Builder/Highway Carpenters	\$48.40
Hardwood Floorlayers	\$41.32
Shinglers	\$41.32
Power Saw Operators	\$41.32
Steel Scaffold & Steel Shoring Erectors	\$41.32
Saw Filers	\$41.32
Millwrights	\$43.67

*Eastern Placer County includes territory east of Highway 49. Eastern El Dorado County includes territory east of Highway 49, excluding territory inside the city limits of Placerville.

When an individual project encompasses two (2) geographic wage areas, the higher of the two (2) wage rates shall apply to the entire project.

E. Fringe Benefit Hourly Rates – Entire 46 Counties Area (July 1, 2018 through June 30, 2019)

<i>Effective dates</i>	7-01-18
Health & Welfare	\$11.45
Pension	\$10.10
Carpenters Annuity	\$2.25
Vacation/Holiday/Sick Leave (Carpenters)	\$2.45
Work Fee	\$1.99
Training	\$.93
Vacation/Holiday/Sick Leave Admin.	\$.05

Industry Promotion	\$.07
Carpenters International Training Fund	\$.10
Carpenters Work Preservation	\$.05
Carpenter Employers Contract Administration	\$.07

See Appendix B for Millwright fringe benefit rates.

F. Future Wage and/or Fringe Benefit Considerations: (2019-2023)

July 1, 2019 – Total Increase of \$3.08

\$2.10 to Wages
 \$0.30 to Pension*
 \$0.50 to Vacation/Holiday/Sick Leave
 \$0.05 to Vacation/Holiday/Sick Leave Admin.
 \$0.05 to Training
 \$0.08 to Work Fee

The Union reserves the right to reallocate wage and fringe benefit amounts during the term of the Agreement.

July 1, 2020 – Total Increase of \$2.77

\$2.15 to Wages
 \$0.25 to Health & Welfare if needed, as recommended by the Trustees, to maintain minimum of 6 months of reserves. Otherwise, allocated to Pension*
 \$0.25 to Pension*
 \$0.05 to Training
 \$0.07 to Work Fee

The Union reserves the right to reallocate wage and fringe benefit amounts during the term of the Agreement.

July 1, 2021 – Total Increase of \$2.87

\$2.20 to Wages
 \$0.25 to Health & Welfare if needed, as recommended by the Trustees, to maintain minimum of 6 months of reserves. Otherwise, allocated to Pension*
 \$0.20 to Pension*
 \$0.05 to Training
 \$0.10 to Annuity
 \$0.07 to Work Fee

The Union reserves the right to reallocate wage and fringe benefit amounts during the term of the Agreement.

July 1, 2022 – Total Increase of \$2.98 **

\$2.25 to Wages
 \$0.25 to Health & Welfare if needed, as recommended by the Trustees, to maintain minimum of 6 months of reserves. Otherwise, allocated to Pension*
 \$0.15 to Pension*
 \$0.05 to Training
 \$0.20 to Annuity
 \$0.08 to Work Fee

**If an early extended Agreement is negotiated prior to July 1, 2022, Individual Employers who do not extend said Agreement shall be subject to an additional \$1.00 per hour increase to be allocated to Pension*.

The Union reserves the right to reallocate wage and fringe benefit amounts during the term of the Agreement.

* Negotiated Pension increases are intended as an enhancement to the Pension Rehabilitation Plan and will not result in additional Pension benefit accruals.

G. Apprentice Wage Percentage Schedule:

The wage rates for apprentices shall be the following percentages of the applicable journeyman classification in the appropriate geographical area. Wage and fringe benefit increases for all apprentices shall be governed by the individual Joint Apprentice Training Committees (based on calendar months, work hours and completion of mandatory training classes).

First Period:

0 to 6 months.60% Health & Welfare
Work Fee
Industry Promotion
Carpenters International Training Fund
Vacation/Holiday/Sick Leave Admin.
Work Preservation
Training
Carpenter Employers Contract Admin.

Second Period:

7 to 12 months....65% Health & Welfare
Vacation/Holiday/Sick Leave
Work Fee
Industry Promotion
Carpenters International Training Fund
Vacation/Holiday/Sick Leave Admin.
Work Preservation
Training
Carpenter Employers Contract Admin.

Third Period:

13 to 18 months ...70% Health & Welfare
Annuity
Vacation/Holiday/Sick Leave
Work Fee
Industry Promotion
Carpenters International Training Fund
Vacation/Holiday/Sick Leave Admin.
Work Preservation
Training
Carpenter Employers Contract Admin.

Fourth Period:

19 to 24 months ...75% Health & Welfare
Annuity
Vacation/Holiday/Sick Leave
Work Fee
Industry Promotion
Carpenters International Training Fund
Vacation/Holiday/Sick Leave Admin.
Work Preservation
Training
Carpenter Employers Contract Admin.

Fifth Period: 25 to 30 months 80% Full Fringes

Sixth Period: 31 to 36 months 85% Full Fringes

Seventh Period: 37 to 42 months 90% Full Fringes

Eighth Period: 43 to 48 months 95% Full Fringes

The following conditions shall be applicable to the classification "Power Saw Operators" and "Steel Scaffold Erectors and/or Steel Shoring Erectors":

- (1) If an employee is hired initially as a Power Saw Operator or as a Steel Scaffold Erector and/or Steel Shoring Erector, he/she shall receive the rate for such classification until he/she is assigned to work in another classification.
- (2) If an employee already employed on a job is assigned to perform Power Saw Operating duties or Steel Scaffold and/or Steel Shoring Erecting duties, he/she shall receive the rate of the Power Saw Operator classification or the Steel Scaffold Erector and/or Steel Shoring Erector's classification, as the case may be, for the actual hours worked in such classifications.
- (3) The operation of a hand-operated skill saw shall not be considered as the performance of Power Saw Operating duties and shall not carry the rate for the Power Saw Operator classification.
- (4) Men working from Bos'n chairs, swinging scaffolds, or suspended from a rope, cable, or from a safety belt or any device used as a substitute for in lieu thereof shall receive fifty cents (\$.50) per hour above the applicable journeyman or apprentice rate.

The premium specified in this section shall be reckoned by the hour.

When an employee uses survey instruments he/she shall receive not less than the rate of pay for his/her regular classification.

Provisions concerning special conditions for Millwrights are set forth in Appendix B of this Agreement and are a part thereof.

The term "Journeyman Carpenter" as used herein means an employee who is qualified by experience and ability to perform work with carpenters' tools, carpenters' level and other such tools or survey instruments as are normally used by carpenters in the performance of carpenters' work.

The foregoing shall be applicable to all work in connection with the building and erection of timber trusses. The framing, assembling and building of the trusses, the raising and putting them in place and the rigging and signaling when power equipment is used are all under the jurisdiction of the United Brotherhood of Carpenters.

The term "Apprentice Carpenter" as used herein means an employee as defined from time to time as an apprentice in the Apprenticeship Standards for the Carpentry Trade in the 46 Counties, who shall be permitted to perform any work done by a journeyman carpenter. The term of apprenticeship shall not exceed a period of four (4) years. It shall be a contractual obligation of contractors party to this Agreement, to re employ apprentices laid off due to lack of work before employing new apprentices.

An individual employer shall employ apprentices only in accordance with the provisions of this Agreement and the applicable rules and regulations of the Carpenters Training Committee and the Apprenticeship Standards.

An individual employer who is entitled to employ apprentices may employ not more than one (1) apprentice for the first two (2) journeymen regularly employed by him/her and not more than one (1) additional apprentice for each three (3) additional journeymen employed by him/her. The first apprentice may not be employed until at least two (2) journeymen are regularly employed by the individual employer. Any individual employer employing five (5) journeymen shall, while employing five (5) journeymen, also employ at least one (1) apprentice. For each additional five (5) journeymen then in his/her employ, he/she shall employ at least one (1) additional apprentice.

FOREMAN: Should the individual employer determine to use any foremen, they shall be paid ten percent (10%) above the appropriate journeyman's wage rate. The individual employer shall have the right to determine, in his/her sole and unlimited discretion, the need for any number of foremen. There shall be a minimum of one (1) foreman for each permanent shop maintained by specialty contractors and/or prime contractors hiring more than three (3) journeymen carpenters.

GENERAL FOREMAN: The rate for general foremen shall be twenty percent (20%) above the straight time rate for foremen. Whether an employee shall be designated general foreman, the person who shall be so designated and the specific assignment for such person shall be within the sole and exclusive judgment of the individual employer and such determination to appoint a general foreman, or not to do so, shall not be subject to the Grievance Procedure (Section 51) of this Agreement.

No person shall be employed in work covered by this Agreement at piece rates or under any system of bonus pay. Excessive amounts paid as hourly wages or under the guise of "travel pay" or "subsistence," where not required or permitted by this Agreement, shall be prima facie evidence of a violation of this Agreement. The foregoing shall not apply to an annual bonus paid to Supervisors.

SECTION 40 HEALTH AND WELFARE

Each individual employer covered by this Agreement shall contribute to the Carpenters Health and Welfare Trust Fund for California, the amount listed in Section 39 (Wage Rates) for each hour paid for or worked, whichever is greater, by each employee covered by this Agreement for the purpose of providing Health and Welfare benefits for such employees.

Such contributing individual employer agrees to be bound by that certain Trust Agreement establishing the Fund dated March 4, 1953, as such has been or may from time to time be amended or supplemented.

There shall be no duplicating contribution with respect to any employee or the work of any employee.

Individual employer contributions for a foreman and general foreman covered by this Agreement shall be based upon the hourly contribution rate in effect for journeymen in the particular jurisdiction where they are employed. For purposes of interpreting and applying this section, such Trust Fund contributions shall not be considered as compensation.

The total number of hours worked by each employee in each month, for which contributions are made to this Trust Fund, shall be reported by the individual employer to this Trust Fund.

SECTION 41 PENSION PLAN

Each individual employer covered by this Agreement shall contribute to the Carpenters Pension Trust Fund for Northern California the amount listed in Section 39 (Wage Rates) for each hour paid for or worked, whichever is greater, by each employee covered by this Agreement, for the purpose of providing Pension benefits for such employees. Such contributing individual employer agrees to be bound by that certain Trust Agreement establishing the Fund dated August 19, 1958, as such has been or may from time to time be amended or supplemented. The Union and the Employer agree that this plan is a Defined Benefit Plan.

There shall be no duplicating contribution with respect to any employee or the work of any employee.

Individual employer contributions for a foreman and general foreman covered by this Agreement shall be based upon the hourly contribution rate in effect for journeymen in the particular jurisdiction where they are employed. For purposes of interpreting and applying this section, such Trust Fund contributions shall not be considered as compensation.

The total number of hours worked by each employee in each work month, for which contributions are made to this Trust Fund, shall be reported by the individual employer to this Trust Fund.

SECTION 42 ANNUITY PLAN

Each individual employer covered by this Agreement shall contribute to the Carpenters Annuity Trust Fund for Northern California the amount listed in Section 39 (Wage Rates) for each hour paid for or worked, whichever is greater, by each employee covered by this Agreement, for the purpose of providing Annuity benefits for such employees. Such contributing individual employer agrees to be bound by that certain Trust Agreement establishing the Fund dated August 1, 1981, as such has been or may from time to time be amended or supplemented. The Union and the Employer agree that this Plan is and has been a Defined Contribution Plan.

There shall be no duplicating contribution with respect to any employee or the work of any employee.

Individual employer contributions for a foreman and general foreman covered by this Agreement shall be based upon the hourly contribution rate in effect for journeymen in the particular jurisdiction where they are employed. For purposes of interpreting and applying this section, such Trust Fund contributions shall not be considered as compensation.

The total number of hours worked by each employee in each work month, for which contributions are made to this Trust Fund, shall be reported by the individual employer to this Trust Fund.

SECTION 42-A 401(k) PLAN

Each individual employer covered by this Agreement shall contribute in a timely manner, compliant with Federal Law, to the Northern California Carpenters 401(k) Trust Fund, on behalf of each employee covered by this

Agreement who has voluntarily elected to participate in the 401(k) Plan the amount specified on an Enrollment/Contribution Change form filed by the employee with his/her individual employer not to exceed the Internal Revenue Code Section 402(g) limit. The contribution amounts, which are voluntarily deferred from wages, and the frequency of change of the deferral will be governed by the various Plan documents of the Northern California Carpenters 401(k) Trust Fund.

Only those employees covered by this Agreement that are eligible to receive Annuity Fund contributions are eligible to participate in the 401(k) Plan. Owners, partners and superintendents covered by Section 46 of this Agreement are eligible to participate in the 401(k) Plan provided those individuals are current participants in the Annuity Plan and provided that Annuity contributions are remitted for all corresponding periods in which 401(k) contributions are made on behalf of the Owner, partner, or superintendent.

Each contributing individual employer agrees to be bound to that certain Trust Agreement establishing the Fund dated August 1, 2008, as such has been or may from time to time be amended or supplemented. The Union and the Employer agree that this Plan is and has been a Defined Contribution Plan.

SECTION 43 VACATION, HOLIDAY AND SICK LEAVE PLAN

Each individual employer covered by this Agreement shall contribute to the Carpenters Vacation, Holiday and Sick Leave Trust Fund for Northern California the amount listed in Section 39 (Wage Rates) for each hour paid for or worked, whichever is greater, by each employee covered by this Agreement, for the purpose of providing Vacation, Holiday and Sick Leave benefits for such employees. Such contributing individual employer agrees to be bound by that certain Trust Agreement establishing the Fund dated May 1, 1972, as such has been or may from time to time be amended or supplemented.

There shall be no duplicating contribution with respect to any employee or the work of any employee.

Individual employer contributions for a foreman and general foreman covered by this Agreement shall be based upon the hourly contribution rate in effect for journeymen in the particular jurisdiction where they are employed. For purposes of interpreting and applying this section, such Trust Fund contribution shall be considered as compensation.

The total number of hours worked by each employee in each work month, for which contributions are made to this Trust Fund, shall be reported by the individual employer to this Trust Fund.

The parties agree that up to a maximum of \$100,000 in any one calendar year shall be provided to insure employer contributions to the Vacation, Holiday and Sick Leave Fund, which after all practical legal and administrative means of collection available to the Fund and the Union have been exhausted, have been declared uncollectible by the Joint Delinquency Committee of the Northern California Carpenter Trust Funds. Of this amount, up to \$50,000 shall be provided by the Union; and up to \$50,000 shall be provided by the Construction Industry Advancement Fund and the California Construction Advancement Program, in proportion to the amount of contributions received in the calendar year by such Fund and Program, respectively.

This Agreement ("Agreement") shall waive any and all provisions of the Healthy Workplaces Healthy Families Act of 2014, San Francisco Paid

Sick Leave Ordinance, San Francisco Administrative Code Section 12W, the City of Emeryville Ordinance No. 15-004, Municipal Code Title 5, Chapter 37, City of Oakland Measure FF and Municipal Code Section 5.92.030, and the City of Berkeley Paid Sick Leave Ordinance, adding Municipal Code Chapter 13.100, and shall supersede and be considered to have fulfilled all requirements of said Ordinances/Codes as presently written and/or amended during the life of this Agreement.

In addition, to the fullest extent permitted by law, this waiver shall apply to any other federal, state, city, county, or other local ordinance requiring mandatory paid sick leave that is currently in effect or may be adopted during the term of this Agreement.

If any federal, state, city, county or other local ordinance requiring mandatory compensated time off other than Paid Sick Leave is enacted during the term of this Agreement, then the Union and the Employer agree to meet and confer within thirty (30) business days.

This Agreement shall waive the San Francisco Paid Parental Leave Ordinance, San Francisco Police Code Article 33H (Section 3300H.1 through 3300H.14), the San Francisco Family Friendly Workplace Ordinance, the Berkeley Family Friendly and Environment Friendly Workplace Ordinance (Berkeley Municipal Code, Chapter 13.101) and the City of San Jose's Opportunity to Work Ordinance.

In addition, this waiver shall apply to any other federal, state, city, county or other local laws or ordinances containing requirements to allow paid parental leave similar to those requirements found in the San Francisco Paid Parental Leave Ordinance, laws or ordinances containing requirements to allow employees to request flexible or predictable working arrangements similar to those found in the Berkeley Family Friendly and Environment Friendly Workplace Ordinance and laws or ordinances containing requirements to offer additional work hours to part time employees before hiring new employees similar to those found in the San Jose Opportunity to Work Ordinance that is currently in effect or may be adopted during the term of this Agreement.

Any disputes concerning the validity of these waivers shall be subject solely and exclusively to the grievance procedures set forth in this Agreement.

SECTION 43-A WORK FEE

It is agreed that upon written authorization, provided by the Union, as required by law, the amount designated below shall be deducted from the Vacation, Holiday and Sick Leave benefit of each worker and remitted directly to the Union, or the appropriate Local Union or the NCCRC of the Union, as the Union may from time to time direct. The amount of the deduction shall be specified on a statement transmitted to the worker. Such remittance shall be made to the Union not less than twelve (12) times per year.

Effective July 1, 2006, the amount to be paid by the 46 Counties Work Fee option, in connection with the Vacation, Holiday and Sick Leave contribution shall be an amount equal to two and one-half percent (2.5%) of the total hourly wage-fringe benefit package of the highest carpenter journeyman classification as defined in Area 1 in this Agreement (excluding Industry Promotion, Contract Administration, and Construction Industry Advancement Fund contributions) in effect on July 1, 2006 or to be in effect July 1, of each succeeding year, to be effective July 1, of such succeeding year, plus five cents (\$.05).

The amounts referred to herein shall be remitted by the individual employer as follows:

1. The individual employer shall include such amount in the single check mailed with his/her combined employer report of contributions to the Depository Bank for the Northern California Carpenter Trust Funds.
2. In such report the individual employer shall designate the Depository Bank as his/her or its agent to receive written dues authorizations from employees covered by this Agreement pursuant to Section 302(c)(4) of the Labor Management Relations Act, as amended, and any revocation of such authorizations, and shall direct the Bank (a) to deposit the monies reported under the column headed Work Fee (Column B) in a special account, (b) to transfer monthly from such account the monies paid with respect to the work of each employee who has on file with the Bank an unrevoked dues authorization in a form complying with law to the account of the Union as Work Fee and (c) to transfer the remaining monies in said account to the Carpenters Vacation, Holiday and Sick Leave Trust Fund for Northern California for credit to the Vacation, Holiday and Sick Leave accounts of the other employees. Any delinquency in the payment of such amount shall be subject to the same liquidated damage, interest and other delinquency provisions applicable to contributions to the Northern California Carpenter Trust Funds.

It is the intent and purpose of the parties to comply fully with all laws, rules and regulations applicable to the Work Fee provided by this Section. If any provision of this Section, or any procedure in the implementation or administration of this Section, is determined to violate any such law, rule or regulation, the parties will promptly enter into lawful negotiations to correct such violation.

The Union shall exonerate, reimburse and save harmless the Employer, each individual employer, the Bank or other depository designated pursuant to this Section, and the Carpenter Funds Administrative Office of Northern California, Inc., and their respective officers, directors, agents, and employees, individually and collectively, against any and all liabilities and reasonable expenses arising out of the payment, receipt or a distribution of the amounts listed in Section 39 (Wage Rates) for Work Fee.

SECTION 43-B VACATION, HOLIDAY AND SICK LEAVE ADMINISTRATIVE FEE

Each individual employer covered by this Agreement shall contribute to the Carpenters Vacation, Holiday and Sick Leave Trust Fund for Northern California the amount listed in Section 39 (Wage Rates) as a Vacation, Holiday and Sick Leave Trust Administrative Fee for each hour paid for or worked, whichever is greater, by each employee covered by this Agreement, to defray administrative costs and/or for such other purposes as deemed by the Trustees of the Vacation, Holiday and Sick Leave Trust Fund for Northern California. Such Vacation, Holiday and Sick Leave Trust Administrative Fees shall not be taxable to the employee.

SECTION 44
CARPENTERS TRAINING TRUST FUND
FOR NORTHERN CALIFORNIA

Each individual employer covered by this Agreement shall contribute to the Carpenters Training Trust for Northern California the amount listed in Section 39 (Wage Rates) for each hour worked by each employee covered by this Agreement for the purpose of providing training and education benefits for such employees.

Such contributing individual employer agrees to be bound by that certain Trust Agreement establishing the Fund dated March 4, 1963, as such has been or may from time to time be amended or supplemented.

There shall be no duplicating contributions with respect to any employee or the work of any employee.

SECTION 45
CONTRACT ADMINISTRATION, CALIFORNIA BUILDERS
ADVANCEMENT PROGRAM, CALIFORNIA CONSTRUCTION
ADVANCEMENT PROGRAM, BUILDERS INDUSTRY
PROMOTION TRUST AND THE BUILDING INDUSTRY TRUST

A total contribution of fourteen cents (\$.14) per hour for each hour worked or paid for shall be paid to the California Builders Advancement Program, the California Construction Advancement Program, the Builders Industry Promotion Trust Fund, the Carpenter Employers Contract Administration Trust Fund, and the Building Industry Trust as follows:

California Construction Advancement Program - Each signatory individual memorandum employer shall contribute the sum of one cent (\$.01) per hour worked or paid for to the California Construction Advancement Program which is established for the purpose of protecting, improving and advancing the interests and welfare of the construction industry and its individual employers and employees. The individual employer hereby adopts and agrees to be bound by the terms of the certain Trust Agreement creating the California Construction Advancement Program dated September 12, 1974, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determinations of the Trustees of said Trust.

California Builders Advancement Program - Each signatory employer shall contribute the sum of one cent (\$.01) per hour worked or paid for to the California Builders Advancement Program which shall be established for the purpose of protecting, improving and advancing the interests and welfare of the unionized building construction industry and its individual employers and employees. Each signatory employer who is a member of the Construction Employers' Association (CEA) or any other association which may so designate, shall contribute the sum of three cents (\$.03) per hour worked or paid for to the California Builders Advancement Program. The individual employer hereby adopts and agrees to be bound by the terms of the Trust Agreement creating the California Builders Advancement Program, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determinations of the Trustees of said Trust.

Builders Industry Promotion Trust Fund - Each signatory employer shall contribute the sum of three cents (\$.03) per hour worked or paid for to the Builders Industry Promotion Trust Fund which is established for the purpose of protecting, improving and advancing the interests and welfare of the building construction industry and its individual employers and employees. The individual employer hereby adopts and agrees to be bound by the terms of the certain Trust Agreement creating the Builders Industry Promotion Trust Fund dated January 1, 1992, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determinations of the Trustees of said Trust.

Building Industry Trust - Each signatory individual memorandum employer shall contribute the sum of two cents (\$.02) per hour worked or paid for to the Building Industry Trust which shall be established for the purpose of protecting, improving and advancing the interests and welfare of the unionized building construction industry and its individual employers and employees as provided for in the Labor Management Cooperation Act of 1978 and Section 302(c)(9) of the Labor Management Relations Act, as amended (29 U.S.C. 186(c)(9)). Each signatory employer who is a member of the Construction Employers' Association (CEA) or any other association which may so designate, shall contribute the sum of one cent (\$.01) per hour worked or paid for to the Building Industry Trust. The individual employer hereby adopts and agrees to be bound by the terms of the Trust Agreement creating the Building Industry Trust, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determinations of the Trustees of said Trust.

Carpenter Employers Contract Administration Trust Fund
Each signatory employer shall contribute the sum of seven cents (\$.07) per hour worked or paid for to the Carpenter Employers Contract Administration Trust Fund which is established for the purpose of administering the collective bargaining agreement through the grievance procedure or otherwise on behalf of all individual employers signatory to this Agreement. At the discretion of the Trustees of said Trust, contributions to the Carpenter Employers Contract Administration Trust Fund may be increased up to an additional two cents (\$.02) per hour during the term of this Agreement. Such increase or increases are to be effective on such dates as determined by the Trustees. The individual employer hereby adopts and agrees to be bound by the terms of the certain Trust Agreement creating the Carpenter Employers Contract Administration Trust Fund dated January 1, 1986, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determinations of the Trustees of said Trust.

All contributions and payments required pursuant to this section or pursuant to the Trusts created hereunder shall not be deemed wages due to the employees with respect to whose work such contributions and payments are made.

NOTE: The amount of contributions is subject to further negotiation between the parties, provided, however, that the total amount referred to in this section will not be increased but may be subject to redistribution by agreement of the parties.

SECTION 45-A
CARPENTERS WORK PRESERVATION COMMITTEE TRUST

Effective July 1, 2013, each signatory employer shall contribute the sum of five cents (\$.05) per hour for each hour worked or paid for to the Carpenters Work Preservation Committee Trust Fund. Each individual employer hereby adopts and agrees to be bound by the terms of the certain Trust Agreement creating the Carpenters Work Preservation Committee dated January 1, 1986, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determination of the Trustees of said Trust. At the discretion of the Trustees of said Trust, contributions for the Carpenters Work Preservation Committee Trust Fund may be increased up to an additional three cents (\$.03) per hour during the term of this Agreement. Such increase or increases are to be effective on such dates as determined by the Trustees.

The Carpenters Work Preservation Committee Trust is established for the purpose of administering the Carpenters Work Preservation Committee as referred to in Section 2-A of this Agreement.

The Carpenters Work Preservation Committee Trust has been created as a tax qualified jointly trustee trust fund, the purposes of which are to perform the work preservation functions and those functions permitted pursuant to the Labor Management Cooperation Act of 1978 (29 U.S.C. 175 et seq.) and Section 302 (c) (9) of the Labor Management Relations Act, as amended (29 U.S.C. 186 (c) (9)).

It is further agreed that any funds contributed to such fund or funds created for the purposes set forth herein shall not be used for any membership solicitation by any contributor or participant to the Trust Agreement or Trust Agreements or Corporate Articles and Bylaws formed shall be accessible to any signatory employer or employers without regard to membership or non-membership in any employer association which may be signatory to an agreement requiring contributions to the fund or funds created pursuant to this Agreement.

All contributions and payments required pursuant to this section or pursuant to the Trusts created hereunder shall not be deemed wages due to the employees with respect to whose work such contributions and payments are made.

SECTION 45-B
CARPENTERS INTERNATIONAL TRAINING FUND

Each signatory employer shall contribute to the Carpenters International Training Fund the amount listed in Section 39 (Wage Rates) for each hour worked by each employee covered by this Agreement. Each individual employer agrees to be bound by the Agreement and Declaration of Trust for the Carpenters International Training Fund dated March 1, 2015, as it exists and as it may be amended or restated and to such rules, regulations and other governing documents adopted pursuant to such Trust.

SECTION 46
CONTRIBUTIONS FOR SUPERINTENDENTS

- A. The Union and the Employer agree that when an employee is working in a supervisory position above the rank of foreman or general foreman (where it appears in this Agreement), the individual employer may, on an employee by employee basis, make payments with respect to the employee's work into the Carpenters Health and Welfare Trust Fund for California on the basis of 145 hours per month, regardless of the number of hours worked by any such employee in a month. If Health and Welfare payments are so remitted by the individual employer then payments shall also be required into the Carpenters Pension Trust Fund for Northern California on the basis of either a minimum of 145 hours per month regardless of the number of hours worked by any such employee in a month, or on the basis of actual hours worked if greater than 145, but not less than 145 hours per month in accordance with the schedules set forth in the Master Agreement; provided, however, the individual employer having made one (1) such payment on an employee shall continue to make such payments so long as the employee is in his/her employ. In the event that such employee remains affiliated with the individual employer in any capacity and the individual employer ceases to report or pay in full for Health and Welfare and Pension for that individual, the individual's Health and Welfare eligibility and any accrued hour bank shall immediately be forfeited. Furthermore, the parties agree that if in a given work month any delinquent contributions are due on behalf of any individual reported by the individual employer, or for whom contributions are required to be made, no hours for employees working in a supervisory position above the rank of foreman or general foreman shall be credited towards Health and Welfare and/or Pension benefits provided in this Agreement until the delinquency for that work month is resolved. Additionally, no eligibility for such supervisory employees shall be granted from an hour bank while an unresolved delinquency exists.
- B. The Union and the Employer agree that the individual employers covered by this Master Agreement may make payments into the Carpenters Health and Welfare Trust Fund for California, and the Carpenters Pension Trust Fund for Northern California in the same manner as provided in Section 46 A on behalf of owners or partners, provided that such individual is performing work within the 46 Northern California Counties area and that, if not an owner or partner would be working as a covered employee under the terms of this Master Agreement and provided further that the individual employer, having made one (1) payment with respect to the work of such an individual, shall continue to make such payments monthly so long as the individual remains affiliated in any active capacity with the individual employer within the 46 Northern California Counties area. In the event that an owner or prior owner, partner or prior partner remains affiliated with the individual employer in any capacity and the individual employer ceases to report Health and Welfare and Pension for that individual, the individual's Health and Welfare eligibility and accrued hour bank shall immediately be forfeited. Furthermore, the parties agree that if any delinquent contributions for any work month are due on behalf of any individual reported by the individual employer, or any individual for whom contributions are required to be made, no hours for owners or partners shall be credited towards any of the benefits provided in this Agreement until the delinquency is resolved. Additionally, no

eligibility for such owner or partner shall be granted from an hour bank while an unresolved delinquency exists. Such individual shall be deemed an employee covered by this Agreement solely for the purpose of participating in said Trust Funds and shall have no other rights or privileges under this Agreement as an employee.

- C. The Union and the Employer agree that when an owner or partner, or an employee who is working in a supervisory position above the rank of foreman or general foreman (where it appears in the Agreement), who is appropriately reported and for whom Health and Welfare and Pension contributions are made in accordance with Section 46 A or Section 46 B, the individual employer may also make payments with respect to the owner, partner, or supervisory employee's work into the Carpenters Annuity Trust Fund for Northern California established by this Agreement and/or post tax deductions from wages to the Carpenters Vacation, Holiday and Sick Leave Trust Fund for Northern California established by this Agreement on the basis of either actual hours worked, or on the basis of 145 hours per month regardless of the number of hours actually worked, in accordance with the schedules set forth in the Agreement; provided, however, the individual employer having made one (1) payment on any such individual shall continue to make such payments so long as the individual remains affiliated with the individual employer in an active capacity. The parties further agree that if any delinquent contributions are due on behalf of any individual reported by the individual employer, or for whom contributions are required to be made, no hours for individuals reported under this Section 46 C shall be credited towards either Annuity or Vacation, Holiday and Sick Leave benefits provided in this Agreement until the delinquency for that work month is resolved.
- D. The Union and the Employer agree that no hours reported under Section 46 shall be used to qualify for any disability benefits, credit, or extension provided by any of the Carpenter Benefit Funds established by this Agreement.
- E. The Union and the Employer agree that if an individual employer previously reported an owner, partner, or supervisory employee per Section 46 and then ceases reporting on behalf of any such individual, that owner, partner, or supervisory employee's hour bank will be cancelled and the individual employer shall not be allowed to report said individual again. However, the individual employer may reinstate an individual by either retroactively contributing required contributions for twelve months from the current month, or if the failure to report lasted for a period less than twelve months, retroactively paying required contributions to fill in any gap between the current month and the last month for which hours were reported on behalf of the individual. If after one such gap is repaired, the individual employer again fails to report and remit required payments in accordance with Section 46, no additional repairs shall be allowed unless specifically approved by the Board of Trustees of the Health and Welfare and Pension Funds.
- F. The Union and Employer agree that in the event that an individual employer either reports, or attempts to report, and/or contribute on behalf of any individual not specifically covered by this Agreement, all contributions so remitted shall be forfeited and any benefit eligibility accrued to such an individual shall immediately be terminated. Furthermore, if any benefits created by this Agreement are paid

to, or on behalf of such individual, by any of the Benefit Funds created by this Agreement, the individual employer shall be required to reimburse the Benefit Funds for such payments. Additionally, if such ineligible individual is so reported, the individual employer shall forfeit access to Section 46 of this Agreement for all owners, partners, and supervisory employees.

SECTION 47 BASIS FOR CONTRIBUTIONS

Payment of contributions for benefits as provided in Sections 40, 41, 42, 43, 43-A, 44, 45, 45-A and 45-B shall be based upon all hours for which an employee has received payment; provided, however, that contributions shall not become compounded by overtime and all overtime hours for purposes of fringe benefit contributions shall be considered straight time hours.

In order to provide for benefits to employees without disruption during periods of contract negotiations and to assure an orderly means of collecting Trust Fund contributions during such periods, each signatory employer agrees that he or it shall be obligated to contribute to each and every Trust Fund referred to in this Agreement for any period following their termination date of this Agreement unless and until a lawful impasse occurs or until a successor Agreement is negotiated. Each signatory employer further agrees that any or all said Trust Funds may enforce this obligation by action to collect such delinquent contributions filed in any court of competent jurisdiction.

SECTION 48 SUBSISTENCE

All subsistence shall be governed by the provisions of Appendix A of this Agreement.

SECTION 49 HIRING

1. The NCCRC shall establish and maintain open and nondiscriminatory employment lists for the use of workers desiring employment on work covered by this Agreement and such workers shall be entitled to use such lists.
2. The individual employer shall first call upon the appropriate Local Union of the NCCRC having work and area jurisdiction for such workers as he or it may from time to time need, and such Local Union shall furnish the individual employer the required number of qualified and competent workers and skilled mechanics of the classifications needed by the individual employer in accordance with the provisions of this Section 49.
3. It shall be the responsibility of the individual employer when ordering workers, to give the appropriate Local Union all pertinent information regarding the workers' employment.
4. The Local Union will furnish in accordance with the request of the individual employer such workers of the classifications needed from among those entered on said lists to the individual employer by use of written referral in the following order of preference and the selection of workers for referral to jobs shall be on a nondiscriminatory basis:

- (a) Workers specifically requested by name who have been laid off or terminated as journeymen carpenters in the geographic area of the Local Union or the NCCRC, as the case may be, within three (3) years before such request by a requesting individual employer or a joint venture of which one (1) or more members is a former employer now desiring to re employ the same workers, provided they have maintained continuous union membership during the period since previous employment with the requesting employer and are available for employment. This provision shall also apply to individual employers wishing to rehire employees of a joint venture of which the individual employer was a member.

There shall be no restriction on the mobility of workers employed by individual employers in the 46 Northern California Counties.

- (b) For those classifications for which the Carpenters Training Committee offers journeymen certifications, such workers whose names are entered on said lists, who are certified and who are available for employment.
 - (c) Workers who within the five (5) years immediately preceding the individual employer's order for workers, have performed work of the type covered by this Agreement within the geographic area of the Agreement, provided such workers are available for employment.
 - (d) Workers whose names are entered on said lists and who are available for employment.
5. When ordering workers of the skills required, the individual employer will give notice to the appropriate Local Union if possible not later than 2:30 p.m. of the day prior (Monday through Friday) or, in any event, not less than seventeen (17) hours, if possible, before the required reporting time and in the event that forty-eight (48) hours after such notice (Saturdays, Sundays and recognized holidays excluded), the Local Union shall not furnish such workers, the individual employer may procure workers from any source or sources. If workers are so employed, the individual employer shall promptly report to the appropriate Local Union having work and area jurisdiction, each such worker by name. In emergency cases workers may be dispatched other than at such dispatching times.
6. Subject to the foregoing, the individual employer shall have complete freedom of selectivity in hiring and the individual employer retains the right to reject any job applicant referred by the Union for any reason. The individual employer may discharge any employee for just cause as defined in Section 30 (a Show-Up Time, Termination Pay and Discharge); provided, there shall be no discrimination on the part of the individual employer against any employee for activities on behalf of or representation of the Union not interfering with the proper performance of his/her duties.
7. It is agreed that, notwithstanding the provisions of this section, the first Foreman and up to twenty-five percent (25%) of the employees employed to perform work covered by this Agreement on any project may be employees designated by the individual employer.

Further, an additional twenty-five percent (25%) of the employees employed to perform work covered by this Agreement on any project may be selected by the individual employer from workers who are registered on the out-of-work list and who are members of the Local Union having jurisdiction over the job or project at any location in

the 46 Northern California Counties and/or are workers who are qualified or meet the requirements of any mandated local hiring ordinance.

It is further agreed that, notwithstanding the provisions of this subsection, up to fifty percent (50%) of the employees employed to perform work covered by this Agreement on any residential project may be employees designated by the individual employer.

In all cases such employees shall be subject to the provisions of Section 12 (Union Security), and must be properly registered on the appropriate Local Union work list before being dispatched.

The ratio of twenty-five percent (25%) and fifty percent (50%) to other employees shall not be increased during any time with respect to the job. Whenever employees are laid off, the ratio cannot be increased.

8. Available for employment shall mean:
 - (a) All individuals seeking employment under Subsection 1 of this section above shall comply with NCCRC policy regarding regularly established roll call time.
 - (b) All individuals eligible for referral shall be present at the Local Union during dispatching hours; provided they may be present at a location where they can be reached by telephone if they live in a remote area. This may be waived if, due to extenuating circumstances they cannot be personally present.
9. Dispatching hours shall be determined by the NCCRC Hiring Hall Policy.
10. Each individual, upon being referred, shall receive a referral slip to be transmitted to the individual employer representative at the jobsite, indicating his/her name, address, last four digits of the social security number, type of job, date of proposed employment and date of referral. If requested by the individual employer, the referral slip shall be transmitted via facsimile to the individual employer representative at the jobsite.
11. To ensure the maintenance of a current registration list, all individuals who do not re-register within two (2) weeks of their previous registration shall be removed from the registration list. If such individuals re-register pursuant to the provisions of this section they shall maintain their previous position on such list.
12. Individuals shall be eliminated from the registration list for the following reasons:
 - (a) Dispatched to the job – except that any individual who is rejected by the individual employer or who has received no more than the equivalent of forty (40) hours straight time pay shall retain his/her position on said list.
 - (b) Failing to accept suitable employment two (2) times during the current week at the time of dispatch. Employment which cannot be reached by an individual because of lack of transportation shall not be deemed suitable as to such individual.
 - (c) Unavailable for employment during the current week.
 - (d) Any individual dispatched to a job who fails to report for work or voluntarily terminates prior to receiving the equivalent of forty (40) hours pay shall be placed at the bottom of the list, provided he or she re-registers.

13. The Local Union shall place at the end of the journeyman registration list any person on the list who demonstrates a lack of journeyman skills, qualifications, or work ethic. A person's lack of skills, qualifications, or work ethic shall be based on the following: at least three (3) different individual employers have documented in writing within a nine (9) month period the person's lack of skills, qualifications or work ethic.

A person placed at the end of the registration list shall be referred to the Carpenters Training Committee for testing and evaluation. If the Training Committee determines that the person has the skills and qualifications of a journeyman carpenter, such person shall be reinstated to his/her place on the registration list. If the Training Committee determines that the person does not have the required skills and qualifications of a journeyman, the Training Committee shall prescribe a course of training and the person shall remain where they were placed on the registration list.

Once a person receives three letters, the person shall not be able to select any classification on the list for which he/she has received a letter, until he/she is evaluated by the Training Committee. Written notification shall be presented to the journeyman at the time of termination and a copy shall be sent to the Union.

After evaluation, the person shall not be able to select any classification on the list for which he/she has been determined to lack the required skills and qualifications until he/she successfully completes the course of training prescribed by the Training Committee.

14. No individual who is rejected by the individual employer shall be referred to such individual employer with respect to the same request pursuant to which he/she was initially referred.
15. The Local Unions shall post in places where notices to applicants for employment with the individual employer are customarily posted, all provisions relating to the functions of the hiring arrangements, including the provisions set forth in this section, and each individual employer shall similarly post in places where notices to employees and applicants for employment are customarily posted, a notice of the hiring arrangements, including the provisions set forth in this section.
16. Selection of applicants for referral to jobs pursuant to this Agreement shall be on a nondiscriminatory basis and shall not be based on, or in any way affected by, Union membership, bylaws, rules, regulations, constitutional provisions or any other aspect or obligation of Union membership, policies or requirements, provided that the provisions hereof shall not modify or qualify the requirements of Section 12 (Union Security) of this Agreement.

Any person, including an individual employer aggrieved by the operation of the hiring hall provisions of this section, has the right to submit his/her grievance to the permanent hiring hall neutral arbitrator who shall be Robert Hirsch or his successor, provided such submission is made in writing, stating the reasons for the grievance, within ten (10) work days after occurrence of the grievance. The neutral hiring hall arbitrator shall have full power to adjust the grievance and his/her decision thereon shall be final and binding upon the person submitting the grievance and all parties hereto. Forms for the submission of any such grievance shall be available at all times in the office of each Local Union or the NCCRC. Notices required by this subsection shall be mailed or delivered to Robert Hirsch, P.O. Box 170428, San Francisco, CA 94117. The date of

the postmark or the date of delivery of the grievance, whichever is later, shall stop the running of the ten (10) day period. The costs of the arbitration should be borne equally by the Employer and the Union regardless of which Local Union, NCCRC or individual employer is involved.

17. Any person dispatched in accordance with this section by accepting such dispatch shall be deemed to have assigned to the Union his/her rights to collect unpaid wages or Trust Fund contributions.
18. The procedural rules for the operation of the NCCRC Hiring Hall shall be those Uniform Hiring Hall rules as established, amended or modified from time to time by the NCCRC pursuant to its Bylaws.
19. It is the intent of the parties through a labor-management committee to provide a journeyman certification process for the following skills: welding, concrete, scaffolding, lifts, doors and hardware, bridge building and metal framing.

SECTION 50 WORK PRESERVATION, CONTRACTING AND SUBCONTRACTING

1. The purpose of this Section 50 is to preserve and protect the work opportunities that will be available to employees covered by this Agreement at the jobsite or job yard.
2. The terms and conditions of this Agreement, insofar as it affects the Employer and the individual employer, shall apply equally to any subcontractor of any tier under the control of, or working under oral or written contract with such individual employer on any work covered by this Agreement to be performed at the jobsite or job yard, and said subcontractor with respect to such work shall be considered as an individual employer covered by this Agreement.
3. If an individual employer shall subcontract work herein defined, the work will be subcontracted to a subcontractor signatory to the appropriate Agreement with the Union. Such subcontract shall state that such subcontractor is or agrees to become signatory to an appropriate Agreement with the Union and will comply with all the terms and provisions of said Agreement including the payments of wages, Trust Fund contributions and fringe benefit payments. A copy of the subcontract and signature shall be furnished to the Union upon request.
4. The term "subcontractor" means any person, corporation or other entity, other than an employee covered by this Agreement, who agrees, orally or in writing, to perform for, or on behalf of the individual employer, any part or portion of the work covered by this Agreement. The subcontractor shall be properly licensed as required by the California State Contractors License Law.
5. The individual employer will give written notice to the NCCRC and/or Millwrights Local 102 (see Appendix B, Section 15), as the case may be, of any subcontract involving the performance of work covered by this Agreement within five (5) days of entering such subcontract and/or prior to commencement of work by the subcontractor, unless such notice is prevented by emergency conditions, and shall specify the name and address of the subcontractor.

- 5a. If thereafter the subcontractor becomes delinquent in the payment of any wages, Trust Fund contributions, or fringe benefit payments, then the NCCRC, Local Union or the Trust Fund office shall give prompt notice of the delinquency, confirmed in writing, to the individual employer and to the subcontractor. The notice shall specify the name and amounts, if known, of the delinquency.
- 5b. Said notification by the NCCRC, Local Union or the Trust Fund office shall be provided within twenty (20) days of publication of the Delinquency list provided by the Trust Funds or if in the case of failure to pay wages five (5) days from the applicable pay day. If such notice is given, the individual employer shall pay and satisfy only the amount of any such delinquency by such subcontractor occurring within ninety (90) days prior to the receipt of said notice from the Union, and said individual employer may withhold the amount claimed to be delinquent out of the sums due and owing by the individual employer to such subcontractor.
- 5c. Notwithstanding the provision set forth above, if the subcontractor is found in violation of the hiring provisions of this Agreement, pursuant to the provision of Section 51 (Grievance Procedure), and the Union is unable to collect from the subcontractor the damages determined to be owing for such violation, the individual employer shall then be liable for the payment of such damages. The total of this liability, as it would apply to the individual employer, shall be no more than five (5) days' violation or the total of the subcontractor's retention being held by the individual employer, whichever amount is greater.
6. If the individual employer fails to give written notice as required in this Section 50, he/she shall, until notice is received, assume liability for any violation of the terms and conditions of this Agreement at that particular jobsite or job yard, as may be determined by Section 51 (Grievance Procedure). If the subcontractor is signatory or otherwise bound to an Agreement with the Union, the individual employer shall be liable only for delinquencies as set forth in subsection 5a of this Section 50 for work on that jobsite or job yard. If the subcontractor is not in compliance with this Agreement then the individual employer shall be liable for any violation of this Agreement on that jobsite or job yard.
7. If the Union or the NCCRC should make demand in writing for exercise of this section, the individual employer will require that any subcontractor of the individual employer specified in the demand will, if he/she has not already done so, post a surety bond in an amount not to exceed \$75,000.00 to cover payments of wages, Trust Fund contributions and fringe benefit payments specified in this Agreement. Failure of the individual employer to comply with this section within two (2) days of demand will make the individual employer liable for the delinquencies of the subcontractor occurring on the individual employer's specific job. (The amount of the bonds specified in this subsection in no way affects the amounts specified for bonding purposes elsewhere in this Agreement.)
8. Notwithstanding any other provision of this Agreement or this Section 50, on any residential construction, all work covered by this Agreement shall be performed by the individual employer or prime carpentry contractor, and no such work shall be subcontracted to any other contractor except the installation of foundations, overhead

garage doors, plastic sink tops, hardwood floors, roof and exterior wall shingles, traditional normal drywall, patio glass sliding doors, stairs, underlayment, base, acoustical ceilings, steel scaffolding, lathing and insulation. The individual employer or prime carpentry contractor shall provide all materials and the individual employer or prime carpentry contractor shall employ all employees covered by this Agreement who shall be shown on its payroll records except as provided herein. The remedies for default provided in this Section 50 shall apply directly to the individual employer or prime carpentry contractor. The individual employer or prime carpentry contractor shall be responsible for and shall directly employ employees covered by this Agreement to perform all work in connection with the construction of all walls and roof framing, installation of all sub flooring, all exterior sheathing, installation of all metal or wood sash, doors, installation of all trim, installation of all types of cabinets, wardrobes and sliding doors.

9. The individual employer has the primary obligation for performance of all conditions of this Agreement. This obligation cannot be relieved, evaded or diminished by subcontracting. Should the individual employer elect to subcontract, the individual employer shall continue to have such primary obligation. Said primary obligation shall be deemed conclusive evidence of the Union's majority status for the purpose of establishing the obligation of the individual employer to bargain collectively pursuant to Section 8(A) (5) of the National Labor Relations Act as amended with the Union upon expiration of this Agreement but for no other statute, rule, regulations or law.
10. The provisions of this section may be enforced only through the grievance and arbitration provisions of this Agreement.
11. It is the intent of the parties to enforce the provisions of this section only to the extent permitted by law.
12. Notwithstanding any provisions of this Agreement or any Memorandum Agreement to the contrary, the provisions of this section shall not be enforced by strike action or any other form of job shutdown or work interference; provided, however, that the rights provided in Section 51 (Grievance Procedure) of this Agreement are retained to enforce primary obligations of any individual employer.
13. Payment by cash or second or multiple checks or combination thereof and the payment of excessive premium rates, excessive travel time, or bonuses shall be prima facie evidence of an attempt to violate the provisions of this section. The foregoing shall not apply to an annual bonus paid to supervisors.
14. No subcontract shall be in compliance with this section if the effect of such subcontract is to diminish, eliminate or circumvent the payment of wages and fringe benefits to employees covered by this Agreement.

SECTION 51 GRIEVANCE PROCEDURE

Any dispute concerning any application or interpretations of this Agreement shall be subject to the following procedure:

1. In the event that a dispute arises on a job, it shall be first reported to the individual employer and/or the Field Representative of the appropriate Local Union or the NCCRC who shall then attempt to adjust said grievance or dispute at the jobsite level.

2. The grieving parties shall specify the date(s) of the alleged violation(s) and the provision(s) of the Agreement applicable to the dispute.
3. If said grievance or dispute is not satisfactorily adjusted by the appropriate Local Union or the NCCRC or otherwise authorized Union Representative and the individual employer or his/her representative within three (3) days after submission to the individual employer, the matter may be submitted by either party to a permanent Board of Adjustment created for the settlement of such disputes.
4. The Board of Adjustment shall be composed of one (1) member named by the Union, one (1) member named by the Association and an Impartial Arbitrator. The parties shall select an alternate to the permanent neutral Arbitrator who shall serve only in the event the permanent neutral Arbitrator is unable to serve. At any point in the proceedings should the panel be unable to reach a majority vote the Arbitrator shall participate and his/her decision shall be final and binding.
5. In addition to any rule or procedure which the panel may adopt, the Board of Adjustment shall be governed by the following provisions:
 - (a) No briefs shall be submitted nor a transcript made of the hearing except by mutual agreement of the parties or by direction of the Arbitrator. Any transcript ordered by any party shall be at the expense of the party ordering the transcript.
 - (b) In the case of deadlock, the Arbitrator shall render his/her decision upon the conclusion of the case at the Board of Adjustment hearing, unless the time is extended by mutual agreement of the parties or at the request of the Arbitrator. The Arbitrator shall not render an expanded opinion in any case unless requested by the parties.
 - (c) The parties shall select and utilize a permanent Impartial Arbitrator who is willing to abide by the procedures set forth herein. By agreement of both parties, the Impartial Arbitrator may be changed or replaced.
 - (d) The Board of Adjustment or the Arbitrator may fashion an appropriate remedy to resolve the issue including, but not limited to, back pay, money damages, injunctive relief, audit, payment of wages and fringe benefits to persons damaged by the contract violations, interest or attorneys' fees.
 - (e) Any grievance involving an individual employer not a member of any of the signatory associations shall be submitted directly to the Arbitrator unless the individual employer agrees to submit the matter to the Board of Adjustment.
6. Disputes arising out of work assignment, which are governed by Section 16 (Jurisdictional Disputes) will not be heard at these panels.
7. The Board of Adjustment shall meet within forty-five (45) days on any item properly before the Board. Failure of either party to meet or to participate shall cause the Board or Arbitrator to hear and decide the matter on a default basis.
8. Decisions of the Board of Adjustment or an Impartial Arbitrator shall be within the scope and terms of this Agreement and shall be final and binding upon all parties hereto.

9. In the event an individual employer fails to comply with any such decisions, the Union may withdraw employees or strike the individual employer, and such action shall not be a violation of this Agreement so long as such noncompliance continues, provided, however, that the Union may not enforce the provisions of Section 50 (Subcontracting) by economic action or picketing.
10. The expenses of the Joint Adjustment Board and the Impartial Arbitrator, including the cost of a court reporter, shall be borne equally by the parties hereto.
11. No proceeding hereunder based on any dispute, complaint or grievance herein provided for, shall be recognized unless the grievance procedure steps outlined above have been followed. The Arbitrator or Board may for good cause, accept a late submission, which shall then be decided by the Board of Adjustment.
12. The Board of Adjustment shall establish regular meeting dates and administer grievances filed in conjunction with this section as set forth in the rules and procedures, which may be amended from time to time by the parties.
13. A decision of the Board of Adjustment by majority vote, or the decision of a permanent Arbitrator shall be enforceable by a petition to confirm an arbitration award filed in the Superior Court of the City and County of San Francisco, State of California, or the United States District Court for the Northern District of California. Any party who fails or refuses to comply with a decision of a Board of Adjustment or an award of the Arbitrator, as the case may be, shall be responsible for reasonable attorneys' fees for the filing and trial of any petition to confirm and enforce said decision or award in addition to all other remedies available through law, unless the petition is denied.
14. All hearings of the Board of Adjustment shall be in the City and County of San Francisco, and/or County of Alameda, unless mutually agreed to move to another location.
15. Other than matters concerning discharge, no proceedings mentioned hereinabove on any dispute, complaint or grievance shall be recognized unless called to the attention of the Employer and the Union within thirty (30) days after the last date the alleged violation was committed.
16. On all cases relating to discharge or discipline, employees must file their grievances with the Local Union or the NCCRC within three (3) working days after the imposition of the discharge or discipline. Thereafter, the Local Union or the NCCRC must file its grievance with the Board of Adjustment within four (4) working days after the employee files his/her grievance. The Board shall meet within seven (7) working days following submission of the grievance. The Board of Adjustment or Arbitrator shall be free to sustain the discharge or to find discipline other than discharge to be appropriate and may order reinstatement with full or partial back pay as he or it deems appropriate provided there shall be no discrimination on the part of the individual employer against any employee for activities on behalf of or representation of the Union not interfering with the proper performance of his/her duties.
17. If failure of a Board of Adjustment to meet within one week (7 working days) is due to the unavailability of the Union, the wage payment and Trust Fund contribution liability shall be limited to the above seven (7)

working days. If the Employer or individual employer, or Arbitrator is unavailable to meet, the wage payment and Trust Fund contribution liability shall be continuing.

18. In addition to claims for meal period and rest period violations governed by Section 22 (Work Day), the following claims and claims for associated penalties shall be resolved exclusively through the procedures set forth in this Section 51, and shall not be brought in a court of law or before any administrative agency such as the California Labor Commissioner: all claims arising under the Fair Labor Standards Act, the California Labor Code and the Industrial Welfare Commission Orders for: unpaid wages (e.g., claims for hours worked off the clock, overtime wages, minimum wages, incorrect rate(s) of pay and travel time); heat illness recovery violations; waiting time penalties; reimbursement of expenses (e.g., tools, cell phone charges, mileage and subsistence); recordkeeping of personnel files, time records and payroll records; and violation of Labor Code sections 212 and 226.

It is mutually agreed that this Agreement prohibits any and all violations of the sections of the California Labor Code that are listed in section 2699.5 of the California Labor Code and would be redressable pursuant to the Labor Code Private Attorneys General Act of 2004 ("PAGA"). Such claims shall be resolved exclusively through the procedures set forth in this Section 51 and shall not be brought in a court of law or before any administrative agency such as the California Labor Commissioner. This Agreement expressly waives the requirements of PAGA and authorizes the permanent arbitrator to award any and all remedies otherwise available under the California Labor Code, except the award of penalties under PAGA that would be payable to the Labor and Workforce Development Agency.

For rest period and meal period claims, the time limit for bringing such claims is the time limit for bringing grievances under this Section 51. For all other claims covered by this subsection 18, the intent of the parties is to use the shortest time limit permitted by applicable law, as determined by the arbitrator. All substantive and procedural rights applicable to mandatory arbitration of employment claims shall be observed, (e.g., the right to more than minimal discovery, payment of costs by the employer, a written award, etc.). The permanent arbitrator shall manage all such claims with due regard for the rights of the employees and the inherent advantages of arbitration over court proceedings.

IN WITNESS WHEREOF, the parties hereto have executed this document this 18th day of April, 2018 in Oakland, California.

**CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES
CONFERENCE BOARD, UNITED BROTHERHOOD OF
CARPENTERS AND JOINERS OF AMERICA**

On behalf of:

**NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL
for Local Unions No.: 22, 34, 35, 46, 102, 152, 180, 217,
405, 505, 605, 701, 713, 751, 1109, 1599, 1789, 2236,
9068, 9083, 9109 and 9144**

By _____
Robert Alvarado, Chairman

By _____
William Feyling, Executive Director

CONSTRUCTION EMPLOYERS' ASSOCIATION OF CALIFORNIA

By _____
David Lee, President

By _____
Larry Nibbi, Chairman,
Carpenters Craft Committee

By _____
Michael Walton, Secretary

MILLWRIGHT EMPLOYERS ASSOCIATION

By _____
Michael Vlaming, Executive Director

APPENDIX A SUBSISTENCE

1. A. On all work covered by this Agreement, as described in this Appendix A, the following shall apply to public projects advertised and private projects bid or negotiated prior to September 1, 2014. In addition, for public projects advertised and private projects bid or negotiated on or after September 1, 2014, the following shall apply through June 30, 2015:

(a) No subsistence shall be paid on any job or project located less than fifty (50) road miles from any city hall or post office in the following cities:

Eureka
Santa Rosa
Monterey
Visalia
Fresno
Redding
Kings Beach
South Lake Tahoe
Auburn
Chico
Cloverdale
Woodland
Oakland
Jackson
Manteca
San Jose
Merced
Willits

(b) On any job or project located fifty (50) or more road miles from a city hall or post office located in a city listed in paragraph 1(a), subsistence shall be paid at the rate of twenty-five dollars (\$25.00) per day. The individual employer shall pay to each employee covered by this Agreement the amount shown above for each day's work in addition to their regular and overtime wages as subsistence.

(c) The area known as Geysers is a ten dollar (\$10.00) subsistence zone.

(d) Work performed at the Mt. Hamilton Observatory or facilities adjacent thereto shall be a subsistence zone.

1. B. On all work covered by this Agreement, as described in this Appendix A, the following shall apply, effective July 1, 2015, for public projects advertised and private projects bid or negotiated on or after September 1, 2014:

(a) No subsistence shall be paid on any job or project located less than fifty (50) road miles from any city hall or post office in the following cities:

Eureka
Santa Rosa
Monterey
Visalia
Fresno
Redding
Kings Beach
South Lake Tahoe
Auburn
Chico
Cloverdale
Woodland
Oakland
Jackson
Manteca
San Jose
Merced

(b) On any job or project located fifty (50) or more road miles from a city hall or post office located in a city listed in paragraph 1(a), subsistence shall be paid at the rate of fifty dollars (\$50.00) per day. The individual employer shall pay to each employee covered by this Agreement the amount shown above for each day's work in addition to their regular and overtime wages as subsistence.

(c) The area known as Geysers is a subsistence zone.

(d) Work performed at the Mt. Hamilton Observatory or facilities adjacent thereto shall be a subsistence zone.

2. Exemption to the requirement for payment of subsistence:

The individual employer shall not be required to pay subsistence to employees covered by this Agreement where employees are employed to work:

- (a) At the individual employer's permanent yard;
- (b) At the individual employer's permanent shop;
- (c) On buildings of three (3) stories or less which are a part of a residential construction project located within the subsistence area;
- (d) On streets, roadways and utilities, which are a part of a residential construction project of buildings of three (3) stories or less, located within the subsistence area.

This exemption does not apply to camps, highways, dams, tunnels or similar heavy engineering projects.

3. On all other work located within the subsistence area when any employee works two (2) or more hours in any one (1) day, he/she shall be paid the subsistence allowance for that day. Such pay shall be paid to employees by separate check.
4. The individual employer's daily charge for board and lodging on jobs where subsistence is paid shall not exceed the daily subsistence allowance paid the employee.
5. Such payments for subsistence shall be excluded from the wages of the employee for the purpose of the Fair Labor Standards Act and shall be paid to such employee by check weekly and identified separately therein. Subsistence is defined as reimbursement for food, lodging and living expenses out of town and is not a wage or reimbursement for time spent going to or from the jobsite.
6. If an employee is transported by the individual employer from a permanent yard or shop located in a free zone to work in a subsistence zone and transported back to the same permanent yard or shop in a free zone, all on the same day, on the individual employer's time, he shall not receive subsistence.
7. Both parties agree to meet and confer relative to subsistence where extremely adverse conditions exist with respect to jobsite access.

APPENDIX B
46 Counties of Northern California
MILLWRIGHTS AGREEMENT

In Addition to the
46 Counties Carpenters Master Agreement

In addition to the working rules and conditions of the 46 Counties Carpenters Master Agreement, the following working rules and wage rates shall apply to Millwrights.

Effective July 1, 2018, these conditions, rules and wage rates shall cover the Millwright Local Union within the 46 Counties.

SECTION 1
TRAVEL AND SUBSISTENCE

No Millwright shall use his/her vehicle for other than personal travel to and from the job.

1. If transportation is not furnished by the employer, Millwrights shall receive travel and/or subsistence expense as follows:
 - a. For the counties of Alameda, Contra Costa, Marin, San Francisco, and San Mateo, travel shall be established from the center of the Oakland Bay Bridge 0.2 miles west of the westerly end of the Yerba Buena Tunnel. In the remaining counties covered by this Agreement, from the City Halls of Chico, Eureka, Fresno, Modesto, Monterey, Redding, Sacramento, San Jose, Santa Rosa, Stockton, Vallejo, and Visalia. Travel from the above defined points shall be as follows:
 - b. Over fifty (50) miles in free zone:
 - i. twenty-five dollars (\$25.00) per day worked for public projects advertised and private projects bid or negotiated prior to September 1, 2014, and through June 30, 2015 for public projects advertised and private projects bid or negotiated on or after September 1, 2014.
 - ii. fifty dollars (\$50.00) per day worked, effective July 1, 2015 for public projects advertised and private projects bid or negotiated on or after September 1, 2014.
 - c. Millwrights employed in the subsistence area set forth in the subsistence map in the 2011-2015 Carpenters Master Agreement shall receive:
 - i. fifty dollars (\$50.00) per day worked for public projects advertised and private projects bid or negotiated prior to September 1, 2014, and through June 30, 2015 for public projects advertised and private projects bid or negotiated on or after September 1, 2014.
 - ii. seventy-five dollars (\$75.00) per day worked, effective July 1, 2015, for public projects advertised and private projects bid or negotiated on or after September 1, 2014.

- d. Special condition for Humboldt County and Ft. Bragg proper is subsistence for non-residents only. *Travel shall apply for residents as set forth in 1.a. above.

*Residents of Ft. Bragg proper shall be defined as living within twenty (20) road miles of Ft. Bragg city hall.

e. Map Description Area No. 1 Free Zone

Commencing with the mouth of the Carmel River in Monterey County, Thence easterly along the north bank of Carmel River to Tularcitos Junction,

Thence southeasterly along Tularcitos Road to Arroyo Seco Road, Thence along south fork of Arroyo Seco Road to Greenfield and Highway 101,

Thence southerly along center line of Highway 101 to San Lucas, Thence easterly along center line of Highway 198 to Coalinga, Thence southerly along center line of Highway 33 to Kern County line, Thence easterly along north boundary line of Kern County to intersection of said county line and Highway 65,

Thence northerly along center line of Highway 65 through Porterville, Exeter, Badger to intersection of Highway 65 and Highway 180,

Thence on a straight line in a northwesterly direction to Pine Ridge, Thence along center line of county road to Auberry,

Thence northerly along center line of county road to North Fork, Lakeview, to intersection of said county road and Highway 41,

Thence northerly along center line of Highway 41 to intersection of Highway 41 and Highway 49,

Thence northerly along center line of Highway 49 through Mariposa, Coulterville, Chinese Camp, Sonora, Jackson, Placerville, Auburn, Grass Valley to San Juan,

Thence on a northerly line to Challenge,

Thence along center line of county road through Woodleaf to Strawberry Valley,

Thence northerly along west boundary of Plumas County to intersection of Highway 36,

Thence northwesterly along center line of Highway 36 to intersection of Highway 36 and Highway 89,

Thence northerly along Highway 89 to intersection of Highway 89 and west boundary of Section 22, Township 30 north, Range 4 east of Mount Diablo Base and Meridian,

Thence northerly to northwest corner of Section 3, Township 30 north, Range 4 east,

Thence westerly along Township 30 north, to the intersection of Mount Diablo Meridian,

Thence northerly to the northeast corner of Township 34 north, Range 1 west,

Thence westerly along Township 34 north, to eastern boundary of Trinity County,

Thence southerly to intersection of county road,

Thence southerly along center line of county road to Tower House,

Thence westerly along center line of Highway 299 to intersection of eastern boundary of Trinity County,

Thence southerly along east boundary to Trinity County Line to the intersection of the west boundary of Range 7 west,

Thence south to southwest corner of Township 30 north, Range 7 west,

Thence southerly along western boundary of Range 6 west to the intersection of Colusa County line of western boundary to Township 16 north, Range 6 west,

Thence southerly along east boundary of Lake County to intersection of Highway 20,
 Thence westerly along center line of Highway 20 to intersection of Highway 101,
 Thence southerly along Highway 101 to intersection of county road,
 Thence westerly along center line of county road to Comptche,
 Thence from Comptche south to southwest corner of Township 16 north, Range 15 west,
 Thence easterly to northwest corner of Township 15 north, Range 14 west,
 Thence southerly to southwest corner of Township 14 north, Range 14 west,
 Thence easterly to northwest corner of Township 13 north, Range 13 west,
 Thence southerly to southwest corner of Township 13 north, Range 13 west,
 Thence easterly to northeast corner of Township 12 north, Range 12 west,
 Thence southerly to southwest corner of Township 11 north, Range 12 west,
 Thence easterly to northwest corner of Township 10 north, Range 11 west,
 Thence southerly along western boundary of Range 11 west to southwest corner of Township 8 north, Range 11 west,
 Thence westerly to southeast corner of Section 33 of Township 8 north, Range 12 west,
 Thence southerly along coastline of California to north bank of Carmel River, the point of beginning.

The following map descriptions shall be called Area 3 and shall be a subsistence zone within Area 1:

Commencing with the southwest corner of Township 7 south, Range 3 east, Mount Diablo Base and Meridian,
 Thence northerly along the easterly line of Range 2 east to the intersection of the northerly boundary of the Santa Clara County line,
 Thence easterly along said county line to the easterly line of Range 4 east,
 Thence southerly along said easterly Range line to the southeasterly corner of Township 7 south, Range 4 east,
 Thence westerly along southerly boundary of said Township 7 south to the point of beginning.

Map Description Area No. 2 Subsistence Zone

From the Pacific Ocean at the southwest corner of Township 2 north, Range 3 west, Humboldt Base and Meridian,
 Thence easterly to northwest corner of Township 1 north, Range 1 west,
 Thence southerly to southwest corner of Township 1 north, Range 1 west,
 Thence easterly along Humboldt Baseline, to northwest corner of Township 1 south, Range 1 east,
 Thence southerly along Humboldt Meridian to intersection of county road north of Honeydew,
 Thence northeasterly along center line of county road to Dyerville,
 Thence on a straight northeasterly line to Bridgeville,

Thence northeasterly on Highway 36 to intersection of eastern boundary of Township 1 north, Range 3 east,
Thence northerly on eastern boundary of Range 3 east, to northwest corner of Township 9 north, Range 4 east,
Thence westerly along center line of county road through Martin's Ferry to Orick,
Thence south along coastline to the point of beginning.

- f. Travel expenses in subsistence areas as outlined above will be paid, at the rate specified in 1(b) at the beginning and at the completion of each job, or termination of the employee, except for jobs performed in one (1) day or less and the employee is paid or furnished transportation.

SECTION 2 SHOW-UP TIME

- A. When workers are ordered and dispatched for work and report for work on the same day, they shall be paid hours worked plus two (2) hours reporting, but not to exceed eight (8) hours on a regular eight (8) hour shift.
- B. Except on the first day of employment when workers report to work and no work is provided, they shall receive four (4) hours pay and travel or subsistence, whichever may apply. If a Millwright employee is required to report to work and no work is provided as a result of inclement weather, the employee shall be paid subsistence or travel for the day as spelled out in Section 1 (Travel and Subsistence), whichever may apply.
- C. The regular lunch period for Millwrights shall start no less than three and one-half (3½) nor more than five (5) hours after the start of any regular shift. Any Millwright who works more than a five (5) hour period without a meal period shall be paid for all work in excess of said five (5) hour period (at the prevailing overtime rate) until a meal is provided (such pay shall be reckoned by the hour and the half hour). The established lunch period will constitute the reckoning of the day or half day. If the job circumstances require Millwrights to work more than ten (10) hours on a shift, they shall have a second meal period of one half (½) hour and an additional meal period every four (4) hours thereafter. Such meal period shall be paid for at the prevailing overtime rate by the employer.
- D. Notwithstanding the multiple shift three (3) day requirement, a single or multiple approved shift may be established where the premises cannot be vacated in whole or in part until the close of business. Workers then reporting for work shall be paid on the basis of eight (8) hours' pay for seven and one-half (7 1/2) hours' work. Any work prior to the approved shift and any work after the approved shift period shall be at time and one-half not to exceed four (4) hours. Overtime work in excess of four (4) hours shall be double time.

**SECTION 3
FOREMAN**

- A. When two (2) or more Millwrights are employed on a job, one (1) shall be foreman and be paid foreman's pay.
- B. In all 46 Counties a Millwright Foreman may not supervise more than one (1) jobsite. No one (1) Millwright Foreman shall supervise more than ten (10) Millwrights. Effective July 1, 2017, Foremen shall receive three dollars and fifty cents (\$3.50) over Millwright's scale. Effective July 1, 2019, Foremen shall receive four dollars and fifty cents (\$4.50) over Millwright's scale. Effective July 1, 2021, Foremen shall receive five dollars and fifty cents (\$5.50) over Millwright's scale. Either a Millwright Foreman or General Foreman, having supervision over other crafts, shall receive not less than the regular hourly rate of the highest paid classification over which he/she has supervision, providing that the employee receiving the highest rate of pay (other than a Millwright) shall be on the individual employer's payroll. In the above case the Millwright shall not receive less than the Millwright Foreman or General Foreman's scale.
- C. When there are three (3) or more Millwright Foremen employed by the individual employer on the jobsite, there shall be designated one (1) General Foreman and he/she shall receive the General Foreman rate, one dollar and fifty cents (\$1.50) per hour over Millwright Foreman's scale. Effective July 1, 2019, General Foreman shall receive two dollars and fifty cents (\$2.50) over Millwright Foreman's scale. Effective July 1, 2021, General Foreman shall receive three dollars and fifty cents (\$3.50) over Millwright Foreman's scale.

**SECTION 4
FRINGE BENEFIT RATES**

- A. Millwrights Fringe Benefits Hourly Rates (Entire 46 Counties Area):

<i>Effective:</i>	7-01-18
Health & Welfare	\$11.45
Pension	\$10.10
Appr. Training	\$.93
Millwrights Vacation	\$ 2.35
Work Fee	\$ 2.18
Industry Promotion	\$.15
Vacation/Holiday/Sick Leave Admin.	\$.05
Work Preservation	\$.05
Carpenters International Training Fund	\$.10
Millwrights Annuity Fund	\$ 3.75

- B. Future Wage and/or Fringe Benefit Considerations:

Wage and fringe benefit increases will be paid pursuant to Section 39 F of the 46 Counties Carpenters Master Agreement.

SECTION 5 MILLWRIGHT ANNUITY PLAN

- A. Each individual employer covered by this Agreement will contribute the sum of three dollars and seventy-five cents (\$3.75) per hour for each hour paid for or worked by Millwrights employed by such individual employer under this Agreement to the Annuity Plan as established pursuant to this Agreement.
- B. Such contributing individual employer agrees to be bound by that certain Trust Agreement establishing the Fund dated July 1, 1980, as such has been or may from time to time be amended or supplemented. The Union and the Employer agree that this plan is and has been a Defined Contribution Plan.
- C. The individual employer further agrees that he or it does irrevocably designate and appoint the employer members of said Trust Fund as his/her or its attorneys in fact for the selection, removal and substitution of the Trustees or Board members as provided in said Trust Agreement as may be provided by or pursuant to said Trust Agreement or Annuity Plan.
- D. There shall be no duplicating contribution with respect to any employee or the work of any employee.

SECTION 6 MILLWRIGHT VACATION AND WORK FEE

Each individual employer covered by this Agreement will contribute the sum of two dollars and thirty-five cents (\$2.35) per hour for each hour paid for or worked by Millwrights employed by such individual employer under this Agreement to the Millwrights Vacation Plan as established pursuant to this Agreement.

There shall be a nineteen cents (\$.19) Work Fee established for each hour worked or paid for under Appendix B of this Agreement to be paid to Millwrights Local Union #102. This Work Fee shall be established on the same basis and shall be paid in addition to that currently being paid under Section 43-A (Work Fee) of this Agreement.

SECTION 7 MILLWRIGHT EMPLOYERS CONSTRUCTION ADVANCEMENT PROGRAM

The Millwright Employers Association, being a party to the collective bargaining agreement with the Carpenters 46 Northern California Counties Conference Board, United Brotherhood of Carpenters and Joiners of America, and a signatory Association devoted exclusively to contractors who employ large numbers of Millwrights, will participate in the Construction Industry Advancement Program as contained in the Carpenters Agreement, Carpenters 46 Northern California Counties Conference Board. Accordingly, the Carpenter Trust Fund office will be advised to assign a Trust Fund Association code number to the Millwright Employers Association and a fifteen cent (\$.15) per hour contribution for each hour worked or paid for will be credited to the Millwright Employers Association for all of their members performing work under the collective bargaining agreement as well as all independent, unassigned and/or National Millwright contractor hours.

Employers working under this Appendix shall contribute the sum of five cents (\$.05) per hour for each hour worked or paid for to the Carpenters Work Preservation Committee Trust.

SECTION 8 TOOLS

- A. The individual employer shall provide on each jobsite a reasonably secure place where Millwrights may keep their tools and special protective clothing. Where five (5) or more Millwrights are employed on a single job or project, the individual employer shall provide a separate and secure place, under lock and key, for the exclusive use of the Millwrights. The individual employer shall also provide nine hundred and fifty dollars (\$950.00) indemnification to protect Millwrights against loss or damage to entire kit of tools or special protective clothing while in the individual employer's care, resulting from loss or damage due to a fire or theft.
- B. In the event a Millwright has more than one kit or tools on the job, indemnification shall be the replacement value of this inventory, but in no event to exceed one thousand seven hundred dollars (\$1,700.00). Millwrights shall not furnish the following tools: Open or box end wrenches or sockets over one and one fourth inch (1 1/4"), master levels, drill bits, taps and reamers, micrometers over one inch (1"), or no more than two (2) dial indicators.
- C. A cap of ten (10) working days will be placed on the time the employer has to reimburse the employee for loss of tools. The employee is required to provide the employer with an inventory of all of his/her tools used on the job at the start of the job.
- D. On all jobsites where inclement weather, heat, dust, cold or other adverse conditions prevail, and/or another craft has a change area, a safe and secure change area shall be provided for the sole use of the Millwrights on the jobsite or job yard.
- E. Welding hoods, gloves and sleeves shall be considered tools and, therefore, shall be replaced, in kind, if damaged or stolen on the jobsite.
- F. The individual employer, at his/her own option, may also replace individual tools lost or damaged on the jobsite. The individual employer shall replace any tool owned by an employee modified at the individual employer's request, but such modified tools shall then become the property of the individual employer.
- G. The individual employer shall furnish all necessary safety protection equipment. When normal protective equipment cannot be used, there shall be a meeting of the union and the individual employer to work out a mutually agreeable safety practice.
- H. The individual employer shall furnish waterless hand cleaner and rags for personal cleanup.

SECTION 9 PICK-UP TIME

- A. Each Millwright shall be entitled to pick-up time for personal tools at the end of each day, which shall not be less than five (5) or more than fifteen (15) minutes, exact time to depend on accessibility to actual place of work, and to be established by mutual agreement at a jobsite conference between a representative of the individual employer and a representative of the Union.
- B. Millwrights receiving notice of discharge or layoff shall be allowed a reasonable time not less than thirty (30) minutes before the end of the shift in addition to pick-up time prevailing on the job to assemble their tools.

SECTION 10 WELDERS

- A. A certified Millwright welder is one who has passed a qualification test (such as ASME test, or one equivalent thereto) given by a recognized testing laboratory within the prior twenty-four (24) months. When a Millwright welder, certified within the past twenty-four (24) months by a recognized testing laboratory, is required to pass another test, the individual employer shall pay for time required for such test and testing lab fee.
- B. When as a condition of employment, an individual employer requires a certified welder to re-certify at the jobsite, the individual employer shall provide the employee with a copy of his/her certification papers upon layoff or completion of job. It is understood this section shall not apply to employees who quit or are discharged for cause.

SECTION 11 OVERTIME

- A. On all construction, the first two (2) hours prior to the start of the regular or approved day or the first four (4) hours after the end of the approved or regular work day, not to exceed a total of four (4) hours in any one (1) day shall be paid at time and one-half.

Time and one-half shall be paid for the first eight (8) hours worked on designated off days and/or Saturdays.

All other time shall be paid at double the straight time rate.

If work is to be performed on a specific construction jobsite on Saturday, Sunday, designated off days or holidays, Millwrights employed the preceding five (5) regular work days shall be given the opportunity to work such overtime.

- B. **Special Single Shift:** A single approved shift may be established where the premises cannot be vacated in whole or in part until the close of business. Workers then reporting for work shall be paid on the basis of eight (8) hours pay for seven and one-half (7 ½) hours work. Any work prior to the approved shift and any work after the approved shift period shall be at time and one-half, not to exceed four (4) hours. Overtime work in excess of four (4) hours shall be double time.

SECTION 12 WORK COVERED

- A. This Agreement shall cover and apply to all work of the individual employer falling within the recognized jurisdiction of the Millwright Union as spelled out in the UBC Jurisdictional Claims Handbook approved by the General Executive Board of the United Brotherhood of Carpenters and Joiners of America dated January 1, 1961, including, but not limited to all recognized tools and equipment of the trade on new construction, repair, modifications, or maintenance work, including, but not limited to, all moving of machinery and/or equipment installed by Millwrights, making of skids and crates, skidding and unskidding, crating and uncrating: and installation of lubrication and/or Hydraulic lines or piping (on machines set by Millwrights) that come to the jobsite prefabricated, and computer floors.
- B. The work of the Millwright as spelled out in the Jurisdictional Claims Handbook referred to in Section A, above, is as follows:

The term "MILLWRIGHT AND MACHINE ERECTORS" shall mean the unloading, hoisting, rigging, skidding, moving, dismantling, aligning, erecting, assembling, repairing, maintenance, and adjusting of all machinery and equipment installed either in buildings, factories, structures, processing areas either under cover, underground or elsewhere, required to process material, handle, manufacture or servicing, be it powered or receiving power manually by steam, gas, electric, gasoline, diesel, nuclear, solar, water, air, or chemically, and in industries such as and including (identified for the purpose of description but not limited to) the following: woodworking plants, canning industries, steel, coffee roasting plants, paper and pulp, cellophane, stone crushing, gravel and sand washing and handling, refineries, grain storage and handling, asphalt plants, sewage disposal, water plants, laundry, bakery, mixing plant, can, bottle and bag packing plant, textile mills, paint mills, breweries, milk processing plants, power plants, aluminum processing or manufacturing plants, amusement and entertainment field. Installation of mechanical equipment in atomic energy plants; installation of reactors in power plants, installation of control rods and equipment in reactors, installation of mechanical equipment in rocket missile bases, launchers, launching gantry, floating bases, hydraulic escape doors and any and all component parts thereto, either assembled, semi-assembled or disassembled.

The installation of, but not limited to, the following: setting of all engines, motors, generators, air compressors, fans, pumps, scales, hoppers, conveyors of all types, sizes and their supports, automated vehicle storage units, vehicle lifts, robotics, robots of all types, including stands, fixtures and safety guarding/fencing, escalators, man lifts, moving sidewalks, hoists, dumbwaiters, all types of feeding machinery, amusement devices, mechanical pin setters and spotters in bowling alleys, refrigeration equipment and installation of all types of equipment necessary and required to process material either in the manufacturing or servicing, the handling and installation of pulleys, gears, sheaves, fly wheels, air and vacuum drives, worm drives and gear drives, directly or indirectly coupled to motors, belts, chains, screws, legs, guards, boots, boot tanks, all bin valves, turn heads and indicators, shafting, bearing, cable sprockets, cutting all key seats in new and old work, troughs, chippers, filters, calendars, rolls,

winders, rewinders, slitters, cutters, wrapping machines, blowers, forging machines, rams, hydraulic or otherwise, planing, extruder, ball, dust collectors, equipment in meat packing plants, splicing of ropes, cables.

The laying out, fabrication and installation of protection equipment including machinery guards, making and settling of templates for machinery, fabrication of bolts, nuts, pans, drilling of holes for any equipment which the Millwrights install regardless of materials; all welding and burning regardless of types, fabrication of all lines, hoses or tubing used in lubricating machinery, installed by Millwrights, grinding, cleaning, servicing and machine work necessary for any part of any equipment installed by Millwrights, and the breaking in and trial run of any equipment or machinery installed by the Millwrights.

Dock levelers, dock bumpers, manual or power actuated roll up doors, security doors, door seals, and airport x-ray and bomb detection equipment. Air inlet filter houses, air inlet filters, air inlet ducts and power actuated dampers, flex line, fuel piping and flex connections, all power generation power island equipment, including, but not limited to, turbines, generators, gear reducers, diffusers and expansion joints. Thermal blankets and gear boxes. All water treatment/sewage treatment plant equipment, including, but not limited to, all types of pumps, compressors, chain of flygt conveyance systems, aeration basin equipment, primary/secondary clarifier mechanisms, sludge thickeners, mechanical/stationary bar screens and trash racks, and stop logs.

- C. It is understood that no dispute, complaint or grievance shall be filed under Section 51 (Grievance Procedure) of the Master Labor Agreement alleging violation of this Section 12, as a result of assignment of work as set forth in this section to other crafts working under collective bargaining agreements; but rather such dispute, complaint, or grievance shall be handled under Section 16 (Jurisdictional Disputes) of the Master Labor Agreement.
- D. The individual employer and the Local Union will cooperate promptly in attempting to resolve jurisdictional disputes that may arise on any job or project.
- E. When requested in writing by the Millwright Union, individual employers who are parties to this Agreement shall furnish signed letters promptly on a date mutually agreed upon by both parties, but in no case more than thirty (30) days, on the letterhead of the individual employer, stating he/she is employing or had employed Millwrights on a specific type of work and specific job and paid the negotiated scale of wages and fringe benefits for such work.

SECTION 13 PRE-JOB CONFERENCE

- A. Whenever an individual employer or his/her representative holds a pre-job conference pursuant to Section 20 (Pre-Job Conferences) of the Master Labor Agreement, separate individual notice shall be given to the Millwright Local having jurisdiction over the project in the same format used to notify the other crafts attending.

- B. A markup meeting for the purpose of discussing jurisdiction shall be mandatory upon written request of the Local Union on all jobs whose total cost is one million dollars (\$1,000,000.00) or more. Markup meetings on jobs of less than one million dollars (\$1,000,000.00) shall be optional upon mutual consent of the individual employer and the unions involved. This is not necessarily an exclusive Millwright markup. At a markup meeting where plans or mock-ups are to be used, the Union will be given reasonable time to review such plans or mock ups prior to the start of the meeting.

SECTION 14 SAFETY

As a safety factor, no Millwright shall be required to work alone while making repairs or adjustments on machinery and/or equipment that is in operation or capable of being operated. Since this is a safety factor, the second individual is not necessarily a Millwright, but must be a responsible individual capable of starting, stopping and operating said machinery. If the second individual is not a Millwright, he/she shall not be allowed to perform Millwright tasks. No Millwright employee shall be discharged for refusing to work under unsafe conditions.

SECTION 15 SUBCONTRACTING

The individual employer shall not subcontract Millwright work as set forth in Section 12 (Work Covered) to any subcontractor without notifying the Union, in writing, of the subcontractor's name, address, phone number and license number within five (5) days after selecting the subcontractor or five (5) days before starting the job, whichever is the longer, except in emergencies. Such subcontracting shall be done in accordance with Section 50 (Work Preservation, Contracting and Subcontracting) of the Master Agreement.

SECTION 16 OUTSIDE CONTRACTING

Any outside firm undertaking any Millwright work within the territory where this Agreement applies shall be allowed to bring in one (1) non-resident Foreman or General Foreman, subject to the Hiring Provisions of Section 49 (Hiring) of the Master Labor Agreement. Such non-resident shall register for Health and Welfare, Vacation Plan, Annuity, and Retirement Plan at the office of the Local Union, and shall be furnished a copy of the current Agreement for his/her future guidance prior to starting any job. The Local Union office shall inform such workers of the proper compensation due him/her under this Agreement and may later require specific proof of conformance. The second Foreman shall be a local Millwright. All Foremen or General Foremen shall receive the wages and conditions of this Agreement.

MILLWRIGHT EMPLOYERS ASSOCIATION

By _____ Date _____
Michael Vlaming, Executive Director

MILLWRIGHTS LOCAL UNION #102

By _____ Date _____
Jim Smith, Senior Field Representative

**CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES
CONFERENCE BOARD**

By _____ Date _____
Robert Alvarado, Chairman

By _____ Date _____
William Feyling, Executive Director

**APPENDIX C
RESIDENTIAL ADDENDUM**

The terms and conditions of this Addendum shall apply on the work description contained herein, provided the job(s) are registered as per Section C-5 of this Addendum and all the terms and conditions of the Carpenters Master Agreement shall remain in full force and effect unless specifically amended by this Addendum.

C-1. Residential Wood Frame Structures are defined as single family residences, condominiums, town houses, cluster homes and multiple unit, multi-story wood frame residential structures as permitted by the applicable building code.

Due to the constantly changing aspects of the residential construction industry, the parties to this Addendum reaffirm the conditions of Section 2 (Term of Agreement), paragraph 4, and Section 2-A (Carpenters Work Preservation Committee) of the Master Agreement shall particularly apply to all phases of this Residential Addendum.

C-2. Work Description:

Residential work processes include, but are not limited to, fabrication and installation of concrete forms and foundations; floor framing members; subfloors; wall, ceiling and roof framing; exterior siding, roof and exterior wall shingles, shakes or asphalt shingles; lathing; normal and traditional drywall; steel scaffolding; windows and sliding glass patio doors; stairs; underlayment and base; installation and finishing of hardwood floors including pre-finished hardwood floors regardless of the method of installation; acoustical ceiling; installation of all interior trim including cabinets, counter tops, pre finished marble counter tops and vanities; customer service or warranty work; and other work incidental to the performance of the work covered and work performed by using the tools recognized as and regarded as tools of the trade.

C-3. The terms and conditions of Section 39 (Wage Rates) of the Master Agreement are amended as follows:

Area 1 A - consisting of the following counties: Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, and Solano.

Journeyman wage rates effective: 7/1/18

Carpenters	\$47.80
Hardwood Floorlayers	\$47.95
Shinglers.	\$47.95
Power Saw Operators	\$47.95
Steel Scaffold & Steel Shoring Erectors . .	\$47.95
Saw Filers	\$47.95

Area 1 B - consisting of the following counties: Napa and Sonoma.

<i>Journeyman wage rates effective:</i>	7/1/18
Carpenters	\$42.52
Hardwood Floorlayers	\$42.67
Shinglers	\$42.67
Power Saw Operators.....	\$42.67
Steel Scaffold & Steel Shoring Erectors.....	\$42.67
Saw Filers.....	\$42.67

Area 2 - consisting of the following counties: Monterey, San Benito and Santa Cruz.

<i>Journeyman wage rates effective:</i>	7/1/18
Carpenters	\$41.92
Hardwood Floorlayers	\$42.07
Shinglers	\$42.07
Power Saw Operators.....	\$42.07
Steel Scaffold & Steel Shoring Erectors.....	\$42.07
Saw Filers.....	\$42.07

Area 3 - consisting of the following counties or portions of counties: Sacramento, Yolo, San Joaquin, Western Placer* and Western El Dorado*.

*Western Placer County includes territory west of and including Highway 49. Western El Dorado County includes territory west of and including Highway 49 and territory inside the city limits of Placerville.

<i>Journeyman wage rates effective:</i>	7/1/18
Carpenters	\$41.92
Hardwood Floorlayers	\$42.07
Shinglers	\$42.07
Power Saw Operators.....	\$42.07
Steel Scaffold & Steel Shoring Erectors.....	\$42.07
Saw Filers.....	\$42.07

Area 4 - consisting of the following counties:

Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Eastern El Dorado*, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Eastern Placer*, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba:

*Eastern Placer County includes territory east of Highway 49. Eastern El Dorado County includes territory east of Highway 49, excluding territory inside the city limits of Placerville.

Journeyman wage rates effective: 7/1/18

Carpenters	\$40.57
Hardwood Floorlayers	\$40.72
Shinglers	\$40.72
Power Saw Operators.....	\$40.72
Steel Scaffold & Steel Shoring Erectors.....	\$40.72
Saw Filers.....	\$40.72

Apprentice Wage Percentage Schedule: The wage rates for apprentices shall be the following percentages of the applicable Journeyman classification in the appropriate geographical area.

First Period:

0 to 6 months.	60%	Health & Welfare Work Fee Industry Promotion Carpenters International Training Fund Vacation/Holiday/Sick Leave Admin. Work Preservation Training Carpenter Employers Contract Admin.
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Second Period:

7 to 12 months.	65%	Health & Welfare Vacation/Holiday/Sick Leave Work Fee Industry Promotion Carpenters International Training Fund Vacation/Holiday/Sick Leave Admin. Work Preservation Training Carpenter Employers Contract Admin.
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Third Period:

13 to 18 months.	70%	Health & Welfare Annuity Vacation/Holiday/Sick Leave Work Fee Industry Promotion Carpenters International Training Fund Vacation/Holiday/Sick Leave Admin. Work Preservation Training Carpenter Employers Contract Admin.
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Fourth Period:

19 to 24 months. . . 75% Health & Welfare
Annuity
Vacation/Holiday/Sick Leave
Work Fee
Industry Promotion
Carpenters International Training Fund
Vacation/Holiday/Sick Leave Admin.
Work Preservation
Training
Carpenter Employers Contract Admin.

Fifth Period: 25 to 30 months. . . . 80% Full Fringes

Sixth Period: 31 to 36 months. . . . 85% Full Fringes

Seventh Period: 37 to 42 months. . . 90% Full Fringes

Eighth Period: 43 to 48 months. . . 95% Full Fringes

Pre-Apprentices:

In order to encourage persons who have not traditionally entered the carpentry trade to enter and complete the necessary apprenticeship program and to increase the potential for successful completion of all those who become indentured apprentices, the parties hereto agree to create a pre-apprenticeship program, the purpose of which will be to introduce the Trade to such persons.

Such pre-apprenticeship program may be utilized by Employers under the following conditions:

On private residential projects covered and registered as per Appendix C, a pre-apprentice period is established as follows:

Period of time - 180 calendar days. Wage rates 35% of the applicable journeyman rate plus fringe benefit contributions as follows: Training, Work Fee, Industry Promotion, Carpenters International Training Fund, Work Preservation, Vacation/Holiday/Sick Leave Admin. and Carpenter Employers Contract Administration.

An individual employer may employ one (1) pre-apprentice for each apprentice in his/her employ that has entered the third or higher period of apprenticeship. Pre-apprentices shall not be considered in computing the journeyman-apprentice ratio.

The use of pre-apprentices is to be considered a privilege by an individual employer and violation of the pre-apprentice ratio shall cause the privilege to be denied, subject to Section 51 (Grievance Procedure).

The Employer and the Union shall establish rules governing the use of and criteria for advancement of pre-apprentices into the Apprenticeship program.

Except as specifically amended in this Section C-3 of this Addendum, the terms and conditions of Section 39 (Wage Rates) of the Master Agreement remain unchanged.

C-4. The work week will be governed by the terms of Section 24 (Work Week) of the Agreement.

C-5. Job Registration

- A. Individual employers shall register all jobs to be performed under the terms and conditions of this Addendum. An individual employer who opts to subcontract covered work shall register any such subcontractor. An individual employer acting as a subcontractor shall register all jobs to be performed under the terms of this Addendum.
- B. Each individual employer shall notify the Union in writing, on a Job Registration Form to be provided by the Union of the location of each job on which he/she or it will be performing work covered by the Agreement. Such notice shall be given prior to the commencement of work and shall contain all the information required by the Union. On jobs where the time factor does not permit all registration of jobs prior to their commencement, the contractor shall notify the appropriate Local Union or the NCCRC office by telephone, giving all pertinent information regarding the specific job. Such notification must be confirmed in writing on the regular Job Registration Form provided by the Union within forty eight (48) hours thereafter.
- C. In the event a contractor takes over the performance of a contract covered by the terms of this Agreement for another contractor, the successor contractor shall notify the Union by certified mail of its intent to undertake performance of the contract. Such notice shall be given prior to commencing work. Failure to give such notice shall subject the successor contractor to any liability for any delinquent fringe benefits of the predecessor contractor through Section 51 (Grievance Procedure) in addition to any other claims which may arise because of such failure.
- D. The information to be contained on the registration form shall include, but not be limited to, the following:
 - 1. Individual employer's name, address, telephone number, Contractor's License number, Carpenters Trust Fund account number, and Workers Compensation carrier and policy number.
 - 2. Name and address of project; jobsite phone (if any); name of contractor's job supervisor; proper term for Federal, HUD, or State project I.D. number; estimated starting and completion dates.
 - 3. Job description, i.e., single family tract, remodel, apartment, etc., number of units, square footage, estimated number of hours of covered work to be performed.
 - 4. Name and account number of payroll bank account.
 - 5. List of all subcontractors performing work covered by this Addendum of the Agreement, including address, Carpenter Trust Fund account number, if known, estimated hours, if available, and description of work to be performed.
- E. Nothing in this Addendum shall in any way abridge, amend or detract from Section 50 of the Master Agreement, entitled "Work Preservation, Contracting and Subcontracting," provided, however, compliance with the registration of subcontractors as required herein shall satisfy the written notice requirement of Section 50, paragraph 5.

C-6. In the event that the Union negotiates more favorable terms and conditions for work covered by this Addendum, such more favorable terms and conditions shall be available to any employer signatory to this Addendum provided, however, any signatory desiring to take advantage of the different terms and conditions must adopt all the terms and conditions applicable to such other agreement. This provision shall not apply to any project agreements negotiated by the Union. The terms of Section 2-A (Carpenters Work Preservation Committee) of the Agreement shall also apply to this Addendum.

APPENDIX D INSULATORS ADDENDUM

The following special conditions shall apply between the CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES CONFERENCE BOARD and the individually signatory INSULATION CONTRACTORS and are in addition to and shall prevail over conflicting provisions of the foregoing Master Agreement.

1. For work on occupied residences only, no overtime will be required for work on Saturdays, except to the extent an employee works in excess of forty (40) hours in a week and provided the Union is notified in advance of this change in the work week.
2. The Union will recommend to the involved Local Unions and the NCCRC that no "foreign dues" will be charged to workers who work within different union jurisdictions, provided the individual employee obtains a dispatch by telephone before going to the job.
3. On blower crews only, to accommodate the weather conditions, and subject to advance notice to the Union, an individual employer may commence the work day as early as 6:00 a.m.
4. Travel pay from the individual employer's warehouse or shop to the furthest jobsite and return to the employer's headquarters shall be paid one way only, at the employee's regular hourly rate, provided that if a company vehicle breaks down on the return trip to the shop after completing a job, time and one-half shall be paid for all time in excess of thirty (30) minutes caused by the breakdown, and provided further that overtime will be paid only in excess of eight (8) straight time hours worked in any one (1) day.
5. The job classification, "Hopper or Blower Operator" is established at a wage rate of 50% of applicable Journeyman rate and all fringe benefit contributions. Pre-Apprentices and Apprentices may be assigned to the Hopper Blower operation as a part of their training for a period not to exceed sixty (60) calendar days. An Apprentice or Pre-Apprentice so assigned shall receive their normal wage rate and fringe benefits for the sixty (60) calendar day period and shall receive no less than the Hopper Blower Operator wage and fringe benefit rates after the expiration of the sixty (60) day period.
6. When a Local Union is not able to supply a sufficient number of Journeymen, the ratio of Apprentices to Journeymen may be increased but not to exceed one (1) Apprentice to each Journeyman.
7. To facilitate overtime work permits, the individual employer may make arrangements by telephone rather than by personal visits.
8. An Insulator Apprentice Program will be established to provide competent Journeymen. The period of apprenticeship shall be thirty six (36) months. The periods, wage percentage of Journeyman rate, fringe benefit contributions shall be as follows:

Wage Percentage

Fringes

First Period -
0 to 6 months. . . . 60% Health & Welfare
Work Fee
Industry Promotion
Carpenters International Training Fund
Vacation/Holiday/Sick Leave Admin.
Work Preservation
Training
Carpenter Employers Contract Admin.

Second Period -
7 to 12 months. . . .65% Health & Welfare
Vacation/Holiday/Sick Leave
Work Fee
Industry Promotion
Carpenters International Training Fund
Vacation/Holiday/Sick Leave Admin.
Work Preservation
Training
Carpenter Employers Contract Admin.

Third Period -
13 to 18 months. . . .70% Health & Welfare
Annuity
Vacation/Holiday/Sick Leave
Work Fee
Industry Promotion
Carpenters International Training Fund
Vacation/Holiday/Sick Leave Admin.
Work Preservation
Training
Carpenter Employers Contract Admin.

Fourth Period -
19 to 24 months. . . .75% Health & Welfare
Annuity
Vacation/Holiday/Sick Leave
Work Fee
Industry Promotion
Carpenters International Training Fund
Vacation/Holiday/Sick Leave Admin.
Work Preservation
Training
Carpenter Employers Contract Admin.

Fifth Period -
25 to 30 months. . . .80% Full Fringes

Sixth Period -
31 to 36 months. . . .90% Full Fringes

Pre-Apprentices shall be covered by the terms set forth in Appendix C of the Master Agreement but shall not be limited to residential projects only. The individual employer shall be entitled to one (1) pre-apprentice and not be in violation of the pre-apprentice/apprentice ratio set forth in Appendix C.

9. When the Adjustment Board Arbitration Panel is scheduled to hear a grievance involving an insulation contractor who is party to this Agreement, the employer panel members will be represented by the individually signatory members.

Appendix E
Associated Cabinet Manufacturers
and
Carpenters 46 Northern California Counties
Conference Board on behalf of its
affiliated Local Unions
Master Agreement
July 1, 2018 through June 30, 2023

Preamble

In addition to the working rules and conditions of the 46 Counties Carpenters Master Agreement, the following special working rules and wages shall apply to Mill-Cabinet and related work:

THIS AGREEMENT is made and entered into this 18th day of July 2018, by and between the ASSOCIATED CABINET MANUFACTURERS (ACM), representing and on behalf of those member firms in the counties of Alameda, Contra Costa, Marin, San Benito, Santa Clara, San Francisco, San Mateo, Monterey and Santa Cruz, whose employees are legally represented by one of the signatory Unions (firms bound by the Agreement at the date of the signing are listed on the applicable addendum, and firms subsequently joining the Association whose employees are legally represented by the Union shall come under this Agreement upon notice to the Carpenters 46 Northern California Counties Conference Board from the Association that such firm has become a party to this Agreement), each of said firms being hereinafter referred to as the Employer and Local 2236, affiliated with the Carpenters 46 Northern California Counties Conference Board, for and on behalf of the Northern California Carpenters Regional Council and their affiliated Local Unions being hereinafter referred to as the Union. The geographical application of this Agreement shall be extended to other counties in Northern California in accordance with the provisions of Section 3 of the Carpenters Master Agreement or otherwise by agreement of the parties hereto.

This Mill-Cabinet Agreement amends, modifies, supplements, changes, extends and renews the Agreement dated May 1, 1987, June 15, 1990, August 1, 1992, June 16, 1996, May 25, 1999, July 1, 2004, July 1, 2008, July 1, 2011, July 1, 2014, and is effective July 1, 2018. The terms and conditions of this Agreement shall apply to all Individual Employers signatory to the Millmen's Nine Bay Area Northern California Counties Memorandum Agreement.

Section 1
Union Security

- (a) Every employee covered by this Agreement who is a member of the Union and in the employ of the Employer shall, as a condition of employment or continued employment, remain a member in good standing of the appropriate Local Union. Every other employee covered by this Agreement shall be required, as a condition of employment or continued employment, to apply for and become a member of, and to maintain membership in good standing in the appropriate Local Union on or after the expiration of thirty-one (31) continuous or cumulative days of employment. In the event that federal law setting forth the time limitations for requiring membership are changed so as to allow a shorter limitation for requiring membership or changed so as to allow a shorter period before membership must

be obtained, the parties hereto agree that shorter periods as may be allowed, by law, shall be applicable hereto.

For purposes of this section "good standing" shall be defined to mean employees who tender the periodic dues, initiation and reinstatement fees uniformly required as a condition of acquiring or retaining membership. The Union agrees to accept non-member employees into membership on the same terms and conditions generally applicable to other member employees.

Upon written notice from the Union or failure on the part of any individual to complete membership in the Union or to maintain membership in the Union as required by this section, the Employer shall immediately discharge said employee.

- (b) The Employer shall notify the Local Union of job vacancies before hiring new, additional or replacement employees before the vacancy is filled.

If the notice is other than in writing, the Employer shall confirm such notice that same date using form OFE-1 (Order for Employees) set out as Exhibit "1" attached hereto and made part of this Agreement.

The Local Union shall be permitted an opportunity to refer applicants to fill such vacancies within forty-eight (48) hours of such notice, excluding Saturdays, Sundays, and holidays. The Employer may fill a vacancy from any source if the Local Union is not able to supply qualified applicants for employment within such period. The Employer may temporarily fill the vacancy from any source. Where the Employer hires an employee covered by this Agreement from any source, he shall immediately report the name, address, classification, rate of pay, last four digits of the Social Security number and date of hire in writing to the appropriate Local Union using Form NOH-1 (Notice of Hire) set out as Exhibit "2" attached hereto and made part of this Agreement with a copy to the Shop Steward, if any.

- (c) The Employer, party to this Agreement, agrees that no more than one (1) member of the firm shall work with the tools of the trade unless he is a union member. "Member of the firm" shall mean one (1) owner or a corporate manager with full authority to act on behalf of the firm, who has been designated by prior notice to the Union.

Section 2 Work Day/Work Week

- (a) The Union agrees that signatory employers may utilize a 4 x 10 work week in accordance with Section 24 of the Carpenters Master Agreement (notice to be provided to Local 2236).
- (b) Eight (8) hours shall constitute a regular work day. The regular work day shall start between 6:00 a.m. and 8:00 a.m.; provided, however, that the work day may start as early as 4:00 a.m. with the consent of the employees in that shop and with notice in writing to the Union. Five (5) days shall constitute a regular work week from Monday through Friday, inclusive. The starting time of the regular work day may be changed by the Employer upon written notice to the Union at least seven (7) days in advance of the change in starting time.
- (c) A pay period shall be any seven (7) consecutive days. Employees shall be paid on a regularly designated payday each week for all work performed during the previous pay period. Checks shall be distributed before the regular quitting time on the regular payday.

An Individual Employer may pay employees by direct deposit, as provided under California law. Payment by direct deposit shall be at the employee's option and not as a condition of employment. Late deposits shall be subject to Section 2 paragraph (d). Final compensation shall be paid by payroll check, unless the employee voluntarily and affirmatively requests that final pay be paid by direct deposit.

- (d) Should an Employer compensate an employee with a check for which payment is refused by the Employer's bank because of insufficient funds or should an Employer fail to pay his employees on the regularly established payday for work performed, the Employer shall be obligated to pay a penalty equal to eight (8) hours straight time pay for each work day thereafter up to a total of forty (40) hours penalty pay in addition to the Employer's obligation to pay for hours worked.

Such penalty shall not apply when there is a bank error or omission or when the failure to make timely payment is totally beyond the control of the Employer. The penalty payments shall commence on the first work day following notice to the Employer of the bank's refusal to honor the check.

Section 3 Overtime

- (a) The first two (2) hours prior to the start of the regular work day or the first four (4) hours after the end of the regular work day, not to exceed a total of four (4) hours in any one (1) work day shall be paid at time and one-half. All work in excess of twelve (12) hours in a regular work day shall be paid at double time.

1. Time and one-half shall be paid for the first eight (8) hours worked on Saturdays.
2. All work in excess of eight (8) hours on Saturdays and all work on Sundays and holidays shall be double time.

- (b) All travel time shall be paid in accordance with Section 18 (d) & (e).
- (c) Overtime shall be first offered to the employee whose job requires the overtime work to be performed. If he is unable to work, it shall then be offered to qualified employees in the seniority pool.

Section 4 Holidays

The following are nationally recognized holidays covered by this Agreement: New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve.

In honor of those who have served in the Armed Forces of the United States of America, honorably discharged, reserve and active duty members of our Armed Forces shall be permitted by the Individual Employer to observe Veterans Day, November 11th. Veterans shall provide the Individual Employer with two (2) working days' notice to observe Veterans Day. Upon request of the Individual Employer, members shall provide proof of military service. Veterans choosing to work on Veterans Day shall be compensated at the appropriate straight time and daily overtime rates.

Should a holiday provided for in this section fall on Sunday, the day observed by California or the Nation shall be considered the holiday. If

any of the above holidays fall on Saturday, the preceding Friday shall be observed as the holiday. When Christmas Eve or New Year's Eve falls on a Sunday, the following Tuesday will be observed as the holiday.

Employees who are required to work on any of the above holidays shall be paid at double the straight time rate of pay.

Section 5 Vacation

Each individual employer covered by this Agreement shall contribute to the Carpenters Vacation, Holiday and Sick Leave Trust Fund for Northern California the amount listed in Wage Schedule "A" for each hour paid for or worked, whichever is greater, by each employee covered by this Agreement, for the purposes of providing Vacation, Holiday and Sick Leave benefits for such employees. Such contributing individual employer agrees to be bound by that certain Trust Agreement establishing the Fund dated May 1, 1972, as such has been or may from time to time be amended or supplemented. The Union and the Employer agree that this Plan is and has been a Defined Contribution Plan.

There shall be no duplicating contribution with respect to any employee or the work of any employee.

For purposes of interpreting and applying this section, such Trust Fund contribution shall be considered as compensation.

The total number of hours worked by each employee in each work month, for which contributions are made to this Trust Fund, shall be reported by the individual employer to this Trust Fund.

1. To be eligible for the following vacation time off the job, an employee must have twelve (12) successive months of continuous employment as defined in Section 13 (Leave of Absence) of this Agreement following an anniversary date of the employee's date of hire.

FIRST YEAR through FOURTH YEAR—10 days' vacation

*FIFTH YEAR or MORE—15 days' vacation

* The Employer may require one (1) week of any three (3) weeks' vacation to be taken at any time between October 1 and April 1 and separate from the other two (2) weeks.

2. All vacation pay shall be allocable to the period worked and not to the period when paid.
3. If a holiday occurs during that calendar week in which the vacations are taken by any of the employees, one additional vacation day may be taken because of such holiday. Time away from work to attend trainings shall not be considered as vacation time. The Union will provide as much advance notice as possible of Union training sessions, and the individual employer will accommodate the Union training sessions so long as its work schedule allows.
4. Vacations shall be taken at a time mutually agreeable to the individual employer and the employee. Promptly after January 1 of each year, each employee who has reason to believe that he will be entitled to a vacation, shall notify the Employer in writing, specifying the vacation time he/she desires. Prior to April 1 the individual employer shall post a vacation schedule on the bulletin board. As possible, vacations shall be granted at the time specified by the employee. In cases of conflict, employees shall be given preference of choice according to seniority.

Section 6 Apprenticeship

- (a) An apprentice shall not be less than seventeen (17) years of age when starting his apprenticeship. An apprentice shall undergo a course of training under the direction of the Local Joint Apprenticeship Committee. The period of shop training shall be four (4) years unless the apprentice is given credit for previous work experience by the Committee.
- (b) The employment of apprentices shall not exceed one (1) apprentice to every two (2) journeymen except where only one (1) journeyman is employed one (1) apprentice may also be employed. Truck Drivers and Production Workers, regardless of wage scale, shall not be included in this computation.
- (c) It shall be a contractual obligation to employ apprentices who have attained seniority and who were laid off due to lack of work before employing new apprentices.
- (d) It is agreed between the parties hereto that apprenticeship training shall conform to the Apprenticeship Standards prepared by the Local Joint Apprenticeship Committee and approved by the Administrator of Apprenticeship. Apprentices shall be indentured in accordance with the Shelley-Maloney Act. The apprentice rates provided for in the wage schedule shall apply only to Indentured Apprentices. (Note: See Section 20 (Carpenters Training Trust Fund for Northern California) for apprentice training contributions.)
- (e) Production Workers with three years of continuous employment with the Individual Employer shall be offered new apprentice positions in order of their hire dates prior to the employment of newly indentured apprentices by the Individual Employer; provided, however, that such apprentices may be returned to Production Worker status within six (6) months.

Section 7 General Provisions

- (a) No employee will be required to pass through a picket line sanctioned by the appropriate Local Central Labor Council and/or the appropriate Local Building Trades Council, and/or the United Brotherhood of Carpenters and Joiners of America.
- (b) The Employer shall maintain a bulletin board in a prominent and easily accessible location in the plant upon which board the Union shall have the privilege of posting necessary notices pertinent to the conduct of Union business.
- (c) There shall be a ten (10) minute break with pay once in the first part of any shift and a ten (10) minute break with pay in the second part of any shift. Where an Employer is signatory to another agreement that provides for a longer break period to other employees such longer break period shall apply to all persons covered by this Agreement who work on the premises.
- (d) In the event of a death in the immediate family (father, father-in-law, mother, mother-in-law, legal guardian or former legal guardian, wife, husband, domestic partner, brother, sister, son, daughter or grandparents), the employee shall be entitled to a maximum of three (3) days off with pay to attend the funeral or memorial service. The compensable day or days must fall within the employee's regular scheduled work week, excluding weekends and holidays. Payment of compensation shall be made in accordance with Section 7(f) below.

- (e) When an employee, covered by this Agreement, is called for jury duty in any municipal, county, state or federal court, he/she shall advise the Employer upon receipt of such call, and if absent from his/her work for such service, shall be reimbursed as provided herein for any loss of wages while actually performing such services, provided he/she exhibits to the employer his/her properly endorsed check or voucher he/she received for such service and permits the Employer to copy same. The amount the employee shall be reimbursed shall be determined by subtracting the amount he/she received as a per diem for such service from the amount he/she would have earned at his/her regular straight time hourly rate during the regular working hours he/she missed while performing such service, it being understood that such reimbursement is limited to a maximum of twenty (20) days annually.
- (f) Payment for funeral leave, memorial services leave, and/or jury duty shall be made by the employer to the employee after the submission of the claim and after the employer has been paid by the Jointly Administered Benefit Fund, provided such employer has been a contributor to the Fund and is not delinquent in contributions to any of the Trusts at the time the claim is made and at the time the claim was incurred. Payment under this paragraph shall be limited to the amount of the gross wages of the employee involved. Gross wages shall mean vacation/holiday pay, work fee, annuity and the hourly wage rate.
- (g) The provisions of Section 8 of the Carpenters Master Agreement shall not apply to newly organized operations for the first twelve (12) months from the effective date of such employer becoming signatory. The Union will notify the Employer (ACM) in writing of any amendment to this Agreement given to a newly signatory employer.
- (h) As part of the settlement of this Agreement, the Union agrees to enter into a Letter of Understanding waiving the San Francisco Sick Leave Policy.
- (i) If the total mill cabinet work hours drop more than twenty percent (20%) for a period of 2 consecutive months, the Union and ACM agree to meet and confer to discuss possible ways to assist the industry.

Section 8 Maintenance

Maintenance of machinery or equipment or the resetting or replacement of machinery or equipment already installed may be done at the convenience of the Employer. The rate of wage for such work shall be the regular rate of wage of journeymen millmen, except that the rate of wage for overtime shall be time and one-half regardless of the day or hour. This section is not applicable to grinding, changing knives, saw filing or setting up of machines for production. Maintenance work on Saturdays and Sundays shall be at time and one-half. Maintenance employees referred to in this section are intended to include employees of the Employer engaged in the ordinary upkeep and repair of the Employer's machinery and equipment.

Section 9 Shop Steward

The Shop Steward shall make himself known to the Employer. There shall be no discrimination against the shop steward because of Union activities, provided that same are performed without undue loss of time or inconvenience to the Employer.

Section 10 Rights of Union Representatives

Field Representatives of the Local Union shall have access to the Plant during working hours at their own risk.

Section 11 Union Label

It is hereby understood and agreed by the Employer and the Union that an application shall be made for the Union Label to the First General Vice President of the United Brotherhood of Carpenters and Joiners of America. If the application is approved, and the Union Label is issued by the United Brotherhood of Carpenters and Joiners of America to be placed upon the Employer's products, it is understood and agreed that the Label shall remain the property of the United Brotherhood of Carpenters and Joiners of America, and shall be at all times in the possession of a member of the United Brotherhood of Carpenters and Joiners of America; and that said Union Label shall at no time be used in any manner that will be detrimental to the interest and welfare of the members of the United Brotherhood. Use of said Label may be withdrawn from the mill, shop, factory, or manufacturing establishment of the Employer at any time at the discretion of the "International Union."

Section 12 Seniority

(a) Seniority shall apply to any employee who is in the continuous employ of the Employer for ninety (90) calendar days or more and, thereafter, for the period he/she remains in continuous employ. For purposes of this Agreement continuous employ is defined as employment uninterrupted by absence due to either:

1. Discharge for just cause or quit unless rehired within thirty (30) days or reinstated as a result of a decision of the grievance committee or arbitrator, or
2. Accident, sickness or layoff for lack of work for a continuous period of more than eight (8) months, unless such period is extended by mutual agreement.

The employee may be required to present satisfactory proof that his/her absence was due to accident or illness.

Time lost as a result of an industrial injury or industrial accident recognized by Worker's Compensation, suffered during the course of employment, shall be counted as part of continuous employment. However, acceptance of employment elsewhere during such period shall interrupt continuous employ unless the employee has requested less strenuous work which the Employer is unable to provide.

(b) The parties agree and understand that for the store fixture, commercial cabinetry and architectural millwork, seniority shall apply only as follows:

1. The Employer may layoff and recall employees from the seniority pool based on the Employer's need.
2. No new employee will be hired while any member of the seniority pool remains on layoff, except that new production workers may be hired when all such laid-off members of the seniority pool have been first offered the work in the production worker classification.

3. Employees with ninety (90) calendar days, but less than eight (8) months seniority shall have recall rights for three (3) months from the date of layoff. Employees with eight (8) months seniority or more shall have recall rights for eight (8) months from the date of layoff.
 4. No employee enters the seniority pool until ninety (90) continuous days from the date of hire. The Individual Employer during the first sixty (60) days of employment may reject or discharge any employee for any reason.
 5. There shall be three (3) separate seniority pools: Journeymen, Apprentices and Production Workers. The Individual Employer may lay off and recall separately within each seniority pool so long as the contractual ratios (Apprentices to Journeymen and Production Workers to other shop employees) are complied with.
- (c) Employees laid-off shall keep the Employer advised of their current telephone number and mailing address. Notice to report shall be given by mailing same to such address by certified mail to the employee(s). All employees covered by this Agreement shall be subject to call and shall forfeit seniority and/or recall rights if they fail to inform the Employer, within two (2) working days after being notified to return, as to whether they will return to work or if thereafter they fail to return to work without good cause within five (5) days after being called or notified by the Employer; provided, that if any employee is away from town when called for work, the time reasonably required by such employee to return to work shall be added to the said five (5) day period. The Employer may hire temporary employees until recalled employees return to work.
- (d) In the event that a layoff is necessary, Journeymen, Apprentices and Production Workers who have not attained seniority must be laid off first. If additional layoffs are necessary, employees will be selected for layoff based on the Employer's assessment of skill, ability and experience; provided, however, that at the conclusion of the layoff, the Employer may not exceed a ratio of one (1) Apprentice to two (2) Journeymen and the Employer shall not fall below a ratio of one (1) Apprentice to five (5) Journeymen; except that where only one (1) Journeyman is employed one (1) Apprentice may also be employed. At the conclusion of the layoff, the ratio of Production Workers to other shop employees may not exceed the ratio set forth below in the Production Workers section of this Agreement.
- (e) Whenever a vacancy occurs in a skilled job and there are at the time employees who have sufficient aptitude and experience to fill the job, such employees shall be entitled to fair trial to qualify for said job. In the event that such employee shall, in the opinion of the Employer, fail to qualify, he/she shall revert to his/her former job without prejudice.
- (f) During a leave of absence granted under Section 13 (Leave of Absence), seniority shall accrue for the first ninety (90) days in the same manner as though the employee was working. Where a leave of absence is more than ninety (90) days, seniority shall be frozen as of the ninetieth (90th) day unless otherwise extended by mutual agreement between the Local Union and the Employer.

Section 13 Leave of Absence

- (a) The Employer may, upon written request, grant a leave of absence. Such written leave of absence shall not be considered a break in "continuous employ." A copy of such leave of absence shall be furnished to the Local Union.
- (b) A leave of absence without pay for pregnant employees shall be in accordance with applicable federal and California laws.

Section 14 Grievance Procedure, Discharge

- (a) The parties agree to utilize the grievance procedure contained in Section 51 (Grievance Procedure) of the Carpenters Master Agreement. A representative selected by the ACM will serve as the Employer panel member for grievances arising under Appendix E. Written notification of the designated panel member will be sent to the Union.
- (b) The Employer shall not discriminate against any employee because of activities in, or on behalf of, any Local Union. Such Union activities shall not interfere with production.
- (c) An Employee may be discharged or suspended for just cause, such as failure or refusal to perform work as directed; intoxication which shall be defined as any impairment of an employee's ability to properly perform his/her job resulting from consumption of alcohol or drugs, or any such consumption during working hours; dishonesty; or chronic absenteeism. Absenteeism shall not include employee time off for sickness. Grievances in connection with discharges or suspension shall be subject to the provisions of Section 51 (Grievance Procedure) of the Carpenters Master Agreement and employees may be reinstated with or without full or partial back pay if the Grievance Committee or Arbitrator decides that grounds for discharge or suspension were not established. The Employer shall give written notice of suspension or discharge to the employee in person, or if absent, by mail and a copy of same shall be sent to the Union on the date the notice is served on the employee. The written notice shall state all the reasons for the discharge or suspension.
- (d) Any dispute regarding an Employer's failure to provide meal periods or rest periods as required by Section 22 (Work Day) of the Carpenters Master Agreement or by California law shall be submitted to the grievance procedure contained in Section 51 (Grievance Procedure) of the Carpenters Master Agreement. It is the intent of the parties that all claims for meal period and rest period violations arising under California law shall be submitted to arbitration and not be the subject of a court proceeding.

Section 15 Work Preservation Committee

The parties to the Agreement hereby establish a Committee composed of three (3) representatives appointed by the Union and three (3) representatives appointed by the Associated Cabinet Manufacturers.

Each party may select two (2) alternates who will serve on the Committee and vote in the absence of one (1) of the regularly appointed members. Each of the parties shall be entitled to one (1) vote. The Committee

shall have a chairman, selected by labor, and a secretary selected by management.

This Committee will review requests for short term modifications of the terms and conditions of this Agreement that may be necessary to preserve work opportunities for employees and Individual Employers covered by this Agreement. The Committee is authorized to approve such changes as it deems to be in the best interest of the parties to this Agreement.

This Committee shall be empowered to develop rules and procedures, subject to the approval of the bargaining parties, to carry out the intent of the bargaining parties.

Section 16 Foreman and Layout Man

- (a) If an employee is voluntarily selected by the Employer as a foreman, he/she shall be paid a minimum of ten percent (10%) per hour above the current Journeyman's minimum wage rate when acting as such.
- (b) If an employee is voluntarily selected by the Employer to work primarily as a layout man, he/she shall be paid a minimum of five percent (5%) per hour above the current Journeyman's wage rate when acting as such.

Section 17 Show-Up Time

Unless notice is given to the employee, prior to 6:00 p.m. on the preceding day not to report for work, an employee who reports for work at the start of his/her regular work day shall be paid for two (2) hours at straight time if no work is provided and a minimum of four (4) hours at straight time if any work is performed, unless failure to provide work is caused by fire, rain, flood or other causes beyond the control of the Employer.

Section 18 Work Performed Away from Plant

The following conditions shall apply for all work performed at the construction jobsite:

- (a) The Employer may install its products which are manufactured under the terms of this Agreement at eighty-five percent (85%) of the Carpenters nine (9) Counties Commercial or Residential rate, whichever is applicable; provided, however, that when a shop employee has worked on a job for three (3) days or twenty-four (24) hours, whichever occurs first, all additional hours of work on that job shall be compensated at one hundred percent (100%) of the applicable Carpenters wage rate. This rate applies only to Millmen employees and shall not apply to Construction Carpenters who are hired from Construction Locals and shall not apply to any work that may be subcontracted out.
- (b) Any and all items not manufactured by the Employer shall be installed under the terms and conditions of the applicable Carpenters Master Agreement. Regular employees of the Employer may perform work on the jobsite that is permissible under the terms of the Carpenters Master Agreement. Such regular employees who are assigned to such work shall apply for dispatch slips at the appropriate office of the appropriate Regional Council or Local Union and such dispatch slips shall be issued for such employees for jobsite work for the duration of their employment with such Employer. Such regular employees shall be subject to the

hours in accordance with the terms and conditions of the Carpenters Master Agreement except for travel time, mileage and subsistence and other matters specifically provided for herein. The Employer shall hire temporary additional employees for work at the construction site as needed directly from the Union or the appropriate Regional Council in accordance with the terms and conditions of the Carpenters Master Agreement applicable to the geographical area of the assignment.

- (c) If an employee leaves from the plant to go to the jobsite during his/her regular work hours and returns to the plant within the same regular work day he/she shall be paid for all travel time at the regular inside Millmen's rate and in addition, all mileage as required. If an employee leaves from his/her home to go to the jobsite or if any employee returns to his/her home from the jobsite, car mileage, when required, and travel time, shall be paid between the jobsite and his/her home or between the jobsite and the plant site, whichever is the shorter distance, provided, however, that payment for car mileage or travel time shall not be required to or from the jobsite located less than twenty-five (25) miles distance from either his/her home or the plant (payment commences with the 26th mile for mileage and travel time).
- (d) Travel time outside the regular work day as defined in Sections 2 and 3 of this Agreement or the regular work week as defined in the Carpenters Master Agreement will be paid at the rate of time and one-half of the regular inside Millmen's rate and in addition all mileage as required. Travel time from job to job during the regular work day, as defined in Section 2 of this Agreement, will be paid at the appropriate straight time rate as provided in Wage Schedule "A" of this Agreement.
- (e) Car mileage shall be paid at the current IRS mileage reimbursement rate for the use of an employee's car when transportation is not furnished by the Employer.
- (f) Jobsite work outside of Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, San Benito, Monterey, and Santa Cruz Counties or jobsite work requiring overnight stay within said counties, shall be known as "out of town work" for employees working under the terms and conditions of this Agreement.

When "out of town work" is required, transportation shall be provided or the transportation costs shall be borne by the Employer. Adequate room and board must be provided for the individual employee or a minimum overnight subsistence of fifty dollars (\$50.00) per night shall be paid, whichever is greater.

- (g) Special arrangements shall be made between the Employer and the employee prior to doing work on any jobsite work presenting unusual circumstances not adequately covered by this Agreement.
- (h) Nothing herein shall be construed to require the terms of this Agreement to be applicable to construction carpenters employed by the Employer.

Section 19

Most Favored Nations

Should the Union grant any more favorable terms and conditions (including but not limited to wages and benefits) to any signatory Employer performing Mill-Cabinet and related work in the geographic area covered by this Mill-Cabinet Agreement, the Union agrees that those more favorable terms and conditions will be made available to all ACM members. The most favored nations provisions will not apply to newly-organized Employers during the first twelve (12) months that such an Employer is signatory to a Mill-Cabinet Agreement.

Section 20

Carpenters Training Trust Fund for Northern California

- (a) Each Employer signatory hereto shall contribute the amount as listed under Wage Schedule "A" and thereafter those listed under Future Rates per hour for each hour worked by each employee in each calendar month to the Carpenters Training Trust Fund for Northern California ("Fund"). If the Trustees of the Fund determine that the hourly contribution to the Fund should be increased, the increase shall be effective on the next July 1 and shall be in addition to the wage and fringe benefit increases scheduled for July 1, 2018 and July 1 of subsequent years.

It is agreed that all but one cent (\$.01) from the above amount will be contributed to the Carpenters Training Trust Fund for Northern California for:

1. Journeymen, Apprenticeship and other training programs, and
2. As a fringe reserve for the purpose of reimbursing employees for bereavement leave or jury duty pursuant to Section 7 (General Provisions) (e) and (f), Appendix E of the Carpenters Master Agreement for Northern California, provided such Employer has been a contributor to the Carpenters Training Trust Fund for Northern California.

These monies shall be allocated jointly by the Trustees and representatives of the Local Unions. The bargaining parties acknowledge that the Trustees of the Carpenters Training Trust Fund for Northern California are responsible for the allocation of these funds.

- (b) It is further agreed, that the remaining one cent (\$.01) per hour from the above contribution rate will be contributed to the National Labor-Management Committee for the Custom Woodworking Industry for all hours worked by employees covered by this Agreement. The averaging of all hours worked during the preceding calendar year (January to December) will determine the contribution amount to be made each month from the Carpenters Training Trust Fund for Northern California to the National Labor-Management Committee for the Custom Woodworking Industry (NLMCCWI), 101 Constitution Avenue NW, Washington, DC 20001.

By the execution of this Agreement, each Individual Employer, the ACM, each individual Local Union and the Unions hereby agree to accept and be bound by the provisions of the Carpenters Training Trust Fund for Northern California Trust Agreement, as each is established and as each may be amended from time to time in accordance with their terms.

Each Individual Employer, the ACM, each individual Local Union and the Unions shall have all rights, privileges and obligations as set forth in each Trust. No amendment to the Trusts may increase the obligation of any Employer to contribute to the Funds. The costs of establishing and maintaining the Funds shall be borne out of contributions to the Funds.

The modified Plan B of the Carpenters Health & Welfare Plan shall be the applicable Health & Welfare Plan. Plan B shall be capped at 1800 hours per contract year (July 1 through June 30). This covers the contract year for each employee working for a single employer during that year. It is the Individual Employer's obligation to notify the CFAO when the 1800 hour cap has been reached. Any claim for refund of overpaid Health & Welfare contributions above 1800 hours must be made no later than December 31 following the end of the contract year.

WAGE SCHEDULE "A"

JOB CLASSIFICATION	Effective 07/01/18
Journeyman	32.40
Foreman	35.64
Layout Man	34.02
Maintenance	32.40
Truck Driver	31.90
Production Worker	22.68

FRINGE BENEFITS	Effective 07/01/18
Health & Welfare (H&W)	10.30
Pension (PEN)	6.03
Pension-Production Worker (PEN-PW)	2.75
Annuity (ANN)	1.40
Annuity-Production Worker (ANN-PW)	0.25
Vacation/Holiday/Sick Leave (VAC)	2.56
Work Fee (WF)	1.37
Vacation/Holiday/Sick Leave Admin. (VHSLA)	0.05
Apprenticeship/Employee Benefit Fund (APPR/EBF)	0.60
NCMCICAF	0.04

Fringes for Production Worker: H&W, PEN-PW, VAC, WF, ANN-PW, VHSLA, NCMCICAF

VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

The Northern California Mill Cabinet Industry Contract Administration Fund ("NCMCICAF") contributions shall be four cents (\$.04) per hour effective July 1, 2018, and may be adjusted upward or downward by the ACM effective July 1 of each succeeding year. The ACM must provide written notice of such adjustments to the CFAO by June 1 in order to take effect by July 1; if such notice is not provided by June 1, any such adjustment will become effective on the 1st day of the month which is at least thirty (30) calendar days after notice is given.

It is agreed that upon written authorization, provided by the Union, as required by law, the amount designated below shall be deducted from the Vacation and Holiday benefit of each worker and remitted directly to the Union, or the NCCRC of the Union, as the Union may from time to time direct. The amount of the deduction shall be specified on a statement transmitted to the worker. Such remittance shall be made to the Union not less than twelve (12) times per year.

The amount to be paid as the 46 Counties Work Fee option, in connection with the Vacation and Holiday contribution shall be an amount equal to two and one-half percent (2.5%) of the total hourly wage-fringe benefit package of the highest Mill & Cabinet Journeyman classification as defined in the Nine (9) Counties Area in this Agreement (excluding Industry Promotion, Contract Administration, and Construction Industry Advancement Fund contributions) in effect on July 1, 2014, or to be in effect July 1 of each succeeding year.

PRODUCTION WORKERS:

- (a) Production Workers may perform all rote, repetitive, factory-type work that does not require the craftsmanship, skill, knowledge, experience and judgment of a Journeyman Cabinetmaker. Additionally, Production Workers may perform routine, non-production related work and maintenance of the shop, as well as drive trucks and forklifts. Production Workers may perform routine preventative machinery maintenance but not machine setup or repair.
- (b) Each individual employer is entitled to hire one (1) Production Worker and additional Production Workers may be hired so long as the number of Production Workers in an individual employer's shop does not exceed a ratio of one (1) Production Worker to five (5) Cabinetmakers (Journeymen and Apprentices).
- (c) In determining an individual employer's compliance with the ratio set forth in subdivision (b) above, Production Workers/Truck Drivers who are solely assigned to load and unload trucks, deliver product, equipment and supplies and drive trucks will not be counted. In the event such Production Workers/Truck Drivers should perform work in the shop, they shall be included in the ratio.
- (d) Production Workers shall receive a minimum wage rate that is seventy (70%) percent of the Journeyman wage rate set forth in this Agreement. Any employee transferring from the Production Workers classification into the Mill-Cabinet Apprenticeship Program as described in Section 6 (Apprenticeship) of this Agreement shall not suffer a loss of wages or fringe benefits in the transfer.

Employees dispatched and paid as Truck Drivers prior to July 1, 2008 shall be "grandfathered" as such for the remainder of their employment with the individual employer and shall continue to receive a minimum wage rate that is fifty cents (\$.50) per hour less than the Journeyman wage rate. Employees hired after June 30, 2008 to work as truck drivers may be classified as Production Workers.

FUTURE RATES: The Union reserves the right to reallocate the wage and fringe benefit amounts during the term of the Agreement.

Effective July 1, 2018:

Increase wages by one dollar (\$1.00) per hour. The increase shall be applied to all classifications as listed in Schedule "A", except Production Workers (see Production Workers, paragraph "d"). The Apprentice rate percentages shall remain unchanged and shall be recalculated based on the new Journeyman rate.

The Plan B Health and Welfare contribution rate shall remain at ten dollars and thirty cents (\$10.30) per hour.

The Pension contribution rate shall be increased by forty-five cents (\$0.45) to six dollars and three cents (\$6.03) per hour.

The Annuity contribution rate shall remain at one dollar and forty cents (\$1.40) per hour.

The Vacation, Holiday, Sick Leave contribution rate shall remain at two dollars and fifty-six cents (\$2.56) per hour.

The Apprentice/Employee Benefit Fund contribution rate shall remain at sixty cents (\$.60) per hour.

The Work Fee rate for Employers signatory to Appendix E shall be increased by four cents (\$0.04) to one dollar and thirty-seven cents (\$1.37) per hour.

The Vacation/Holiday/Sick Leave Admin. shall be five cents (\$0.05) per hour.

Effective July 1, 2019:

Increase wages by one dollar and five cents (\$1.05) per hour. The increase shall be applied to all classifications as listed in Schedule "A", except Production Workers (see Production Workers, paragraph "d"). The Apprentice wage rates shall be recalculated based on the new Journeyman rate.

The Pension contribution rate shall be increased by thirty cents (\$.30) to six dollars and thirty-three cents (\$6.33) per hour. The increase shall be applied to all classifications as listed in Schedule "A". Production Workers shall have a Pension contribution rate of three dollars and five cents (\$3.05) per hour.

The Annuity contribution rate for Production Workers remains at twenty-five cents (\$.25) per hour.

The Apprentice/Employee Benefit Fund contribution rate shall be increased by five cents (\$0.05) to sixty-five cents (\$.65) per hour.

The Work Fee rate for Employers signatory to Appendix E shall be increased by five cents (\$0.05) to one dollar and forty-two cents (\$1.42) per hour.

The Vacation/Holiday/Sick Leave Admin. shall be increased by five cents (\$0.05) to ten cents (\$.10) per hour.

Effective July 1, 2020:

Increase wages by one dollar and ten cents (\$1.10) per hour. The increase shall be applied to all classifications as listed in Schedule "A", except Production Workers (see Production Workers, paragraph "d"). The Apprentice wage rates shall be recalculated based on the new Journeyman rate.

The Plan B Health and Welfare contribution rate shall be increased by twenty-five cents (\$.25) if needed, as recommended by the Trustees, to maintain minimum of 6 months of reserves. Otherwise, allocated to Pension.

The Pension contribution rate shall be increased by twenty-five cents (\$.25) to six dollars and fifty-eight cents (\$6.58) per hour. The increase shall be applied to all classifications as listed in Schedule "A". The Pension contribution rate for Production Workers shall be three dollars and thirty cents (\$3.30) per hour.

The Apprentice/Employee Benefit Fund contribution rate shall be increased by five cents (\$0.05) to seventy cents (\$.70) per hour.

The Work Fee rate for Employers signatory to Appendix E shall be increased by four cents (\$0.04) to one dollar and forty-six cents (\$1.46) per hour.

Effective July 1, 2021:

Increase wages by one dollar and ten cents (\$1.10) per hour. The increase shall be applied to all classifications as listed in Schedule "A", except Production Workers (see Production Workers, paragraph "d"). The Apprentice wage rates shall be recalculated based on the new Journeyman rate.

The Plan B Health and Welfare contribution rate shall be increased by twenty-five cents (\$.25) if needed, as recommended by the Trustees, to maintain minimum of 6 months of reserves. Otherwise, allocated to Pension.

The Pension contribution rate shall be increased by thirty cents (\$.30) to six dollars and eighty-eight cents (\$6.88) per hour. The increase shall be applied to all classifications as listed in Schedule "A". The Pension contribution rate for Production Workers shall be three dollars and sixty cents (\$3.60) per hour.

The Apprentice/Employee Benefit Fund contribution rate shall be increased by five cents (\$.05) to seventy-five cents (\$.75) per hour.

The Work Fee rate for Employers signatory to Appendix E shall be increased by five cents (\$.05) to one dollar and fifty-one cents (\$1.51) per hour.

Effective July 1, 2022*:

Increase wages by one dollar and ten cents (\$1.10) per hour. The increase shall be applied to all classifications as listed in Schedule "A", except Production Workers (see Production Workers, paragraph "d"). The Apprentice wage rates shall be recalculated based on the new Journeyman rate.

The Plan B Health and Welfare contribution rate shall be increased by twenty-five cents (\$.25) if needed, as recommended by the Trustees, to maintain minimum of 6 months of reserves. Otherwise, allocated to Pension.

The Pension contribution rate shall be increased by twenty-five cents (\$.25) to seven dollars and thirteen cents (\$7.13) per hour. The increase shall be applied to all classifications as listed in Schedule "A". The Pension contribution rate for Production Workers shall be three dollars and eighty-five cents (\$3.85) per hour.

The Annuity contribution rate shall be increased by ten cents (\$.10) to one dollar and fifty cents (\$1.50) per hour.

The Annuity contribution rate for Production Workers shall be increased by ten cents (\$.10) to thirty-five cents (\$.35) per hour.

The Apprentice/Employee Benefit Fund contribution rate shall be increased by five cents (\$.05) to eighty cents (\$.80) per hour.

The Work Fee rate for Employers signatory to Appendix E shall be increased by four cents (\$.04) to one dollar and fifty-five cents (\$1.55) per hour.

*If an early extended Agreement is negotiated prior to July 1, 2022, Individual Employers who do not extend said Agreement shall be subject to an additional one dollar (\$1.00) per hour increase to be allocated to Pension.

The Union reserves the right to reallocate wage and fringe benefit amounts during the term of the agreement.

APPRENTICE WAGE RATES AND SCHEDULE OF BENEFITS

Effective July 1, 2018:

The first period Apprentice wage rate percentage shall be 60% of the Journeyman wage rate. All other Apprentice rate percentages shall increase in increments of 5%.

The Pension contribution rate shall be six dollars and three cents (\$6.03) per hour.

The NCMCICAF contribution rate shall be four cents (\$.04) per hour.

The Work Fee rate for Employers signatory to Appendix E shall be one dollar and thirty-seven cents (\$1.37) per hour.

The Union reserves the right to reallocate wage and fringe benefit amounts during the term of the agreement.

Effective Date	07/01/18				
Apprentice Training Period	Work Hours	School Hours	Shop Rates of	Rate %	Outside Rate
First Period 0 to 6 months			19.44	60%	24.68
Second Period 7 to 12 months	600	72	21.06	65%	26.74
Third Period 13 to 18 months	1200	144	22.68	70%	28.80
Fourth Period 19 to 24 months	1800	216	24.30	75%	30.85
Fifth Period 25 to 30 months	2400	288	25.92	80%	32.91
Sixth Period 31 to 36 months	3000	360	27.54	85%	34.97
Seventh Period 37 to 42 months	3600	432	29.16	90%	37.03
Eighth Period 43 to 48 months	4200	504	30.78	95%	39.08
Journeyman	4800	576	32.40	100%	41.14

First six (6) months through fourth six (6) months: H&W, WF, APPR-EBF, VAC, VHSLA, NCMCICAF

Fifth six (6) months through eighth six (6) months: ALL FRINGES

Effective July 1, 2018 — Fringe Benefit Rate:

H & W	10.30 per hour
WORK FEE	1.37
APPR/EBF	0.60
PENSION	6.03
VACATION	2.56
ANNUITY	1.40
VACATION/HOLIDAY/SICK LEAVE ADMIN. ...	0.05
NCMCICAF	0.04

Section 21 Dues Deduction

Upon receipt of a written assignment and authorization signed by the employee on a form that complies with the law, the Employer shall deduct the regular monthly dues and initiation fee required for membership in good standing in the Union from the wages of each employee. The amount deducted shall be in accordance with the amount designated by the Union in writing.

The appropriate deductions shall be made on the first pay period of each month and shall be forwarded to the Union on or before the fifteenth (15th) day of each month.

An employee's deductions shall begin in the first calendar month following receipt of the authorization card by the Employer.

Should the Employer not deduct dues from the employee's pay because of either insufficient earnings or absence for any reason during the deduction period, it will be the sole responsibility of such employee to make the required dues payment directly to the Union Office.

UNIFORM SUBSTANCE ABUSE POLICY:

The Carpenters 46 Northern California Counties Uniform Substance Abuse Policy is available to all employers signatory to Appendix E.

ASSOCIATED CABINET MANUFACTURERS

ADDENDUM "A"

MEMBER FIRMS OF ASSOCIATED CABINET MANUFACTURERS:

Commercial Casework, Inc.
41780 Christy Street
Fremont, CA 94538

Design Workshops
486 Lesser Street
Oakland, CA 94601

East Bay Fixture Company
941 Aileen Street
Oakland, CA 94608

Plant Architectural Woodwork, Inc.
300 Newhall Street
San Francisco, CA 94124

Tamalpais Commercial Cabinetry
200 Ninth Street
Richmond, CA 94802

Mission Bell Manufacturing
16100 Jacqueline Court
Morgan Hill, CA 95037

San Francisco Millwork
1232 Connecticut Street
San Francisco, CA 94107

The following sections of the Carpenters Master Agreement for Northern California shall not apply to the Millmen's Agreement:

Sections:

Section 2-A	Contract Work Preservation Committee
Section 12	Union Security
Section 13	Union Representative
Section 14	Stewards
Section 17	Picket Lines
Section 22	Work Day
Section 24	Work Week
Section 25	Holidays
Section 26	Overtime
Section 27	Parking
Section 29	Pick-Up Time
Section 30	Show Up Time, Termination Pay and Discharge
Section 31	Payment of Wages
Section 32	Prohibition of Piece Work
Section 36	Subcontractor Records
Section 37	Bonding
Section 39	Wage Rates
Section 44	Carpenters Training Trust
Section 45	Contract Administration, California Builders Advancement Program, California Construction Advancement Program, Builders Industry Promotion Trust and the Building Industry Trust
Section 48	Subsistence
Section 49	Hiring
Appendix A-B-C-D	

NOTICE OF HIRE

**EXHIBIT 1
NOTICE TO LOCAL UNION
CONFIRMING ORDER
FOR REFERRAL OF PERSONNEL**

TO: Local Union No. _____ Date: _____

This will confirm our order for qualified personnel, described below:

Date of order _____ May be by telephone _____ Other _____

Number **Job Title or Description**

1. _____

2. _____

3. _____

Special requirements: _____

Signed by: _____
Name and Title

Signed by: _____
Company and Address

a) Union has 48 hours, excluding Saturdays, Sundays and Holidays to fill this order. Time being as of time of original order.

b) This form is to be faxed, mailed or emailed the same day if order for personnel is placed by telephone or given personally to a union representative.
(local2236dispatch@nccrc.org)

NOTICE OF HIRE

**EXHIBIT 2
NOTICE TO LOCAL UNION
OF EMPLOYEE HIRE**

TO: Local Union No. _____ Date: _____

This constitutes the required notice of our having hired the following employee:

Name _____

Address _____

Last Four Digits
of Social Security # _____ Telephone # _____

Date Hired _____ Date began work _____

Job Hired for _____

Rate of Pay _____

Signed by: _____
Name and Title

Signed by: _____
Company and Address

Form to be completed and faxed, mailed or emailed to
local2236dispatch@nccrc.org
within one (1) day of the employee beginning work.

On behalf of:

NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL

for Carpenters Local Union No. 2236

By _____
Robert Alvarado, Chairman

By _____
William Feyling, Executive Director

ASSOCIATED CABINET MANUFACTURERS

By _____
Nick Palmer, President

Appendix F

CARPENTERS MASTER AGREEMENT SCAFFOLD ERECTION ADDENDUM

The terms and conditions of this work Addendum shall apply to Scaffold/Shoring erection and dismantling work only and all terms and conditions of the Carpenters Master Agreement shall remain in full force and effect unless specifically amended by this Addendum.

1. The work day shall be eight (8) consecutive hours worked.
2. Travel pay from the employer's warehouse or shop in a company vehicle to the furthestmost jobsite shall be paid one way only at the regular scaffold wage rate. Fringe benefits are not to be included for travel pay.
3. There shall be no restrictions on the mobility of regular workers of the individual employers in the 46 Northern California Counties.
4. After the fifth (5th) working day of employment, the individual employer may discharge any employee for just cause only. Just cause is subject to Section 51, the grievance and arbitration provision of the Carpenters Master Agreement. The individual employer during the first five (5) working days of employment may reject or discharge any employee for any reason.
5. The training of scaffold/shoring erectors will be accomplished by establishing a four (4) year apprenticeship program. This program will be complimented with on-the-job training by the individual employer.

The wage rates for apprentices shall be the following percentages of the applicable journeyman classification in the appropriate geographical area:

First Period - 0 to 6 months. 60%	Health & Welfare Work Fee Industry Promotion Carpenters International Training Fund Vacation/Holiday/Sick Leave Admin. Work Preservation Training Carpenter Employers Contract Admin.
Second Period - 7 to 12 months. 65%	Health & Welfare Vacation/Holiday/Sick Leave Work Fee Industry Promotion Carpenters International Training Fund Vacation/Holiday/Sick Leave Admin. Work Preservation Training Carpenter Employers Contract Admin.
Third Period - 13 to 18 months. 70%	Health & Welfare Annuity Vacation/Holiday/Sick Leave Work Fee Industry Promotion

Carpenters International Training Fund
Vacation/Holiday/Sick Leave Admin.
Work Preservation
Training
Carpenter Employers Contract Admin.

Fourth Period -
19 to 24 months. . . . 75% Health & Welfare
Annuity
Vacation/Holiday/Sick Leave
Work Fee
Industry Promotion
Carpenters International Training Fund
Vacation/Holiday/Sick Leave Admin.
Work Preservation
Training
Carpenter Employers Contract Admin.

Fifth Period -
25 to 30 months. . . . 80% Full Fringes

Sixth Period:
31 to 36 months. . . . 85% Full Fringes

Seventh Period:
37 to 42 months. . . . 90% Full Fringes

Eighth Period:
43 to 48 months. . . . 95% Full Fringes

6. Scaffold erectors may be allowed to drive company equipment and materials to all job sites.
7. The Union and the individual employer will cooperate to ensure that all signatory Scaffold/Shoring contractors are in compliance with the terms and conditions of the Carpenters Master Agreement.

**CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES
CONFERENCE BOARD**

By _____
Robert Alvarado, Chairman

By _____
William Feyling, Executive Director

CONSTRUCTION EMPLOYERS' ASSOCIATION OF CALIFORNIA

By _____
Michael Walton, Secretary

Appendix G

CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES HIGHWAY ADDENDUM TO THE 2018-2023 CARPENTERS MASTER AGREEMENT

Notwithstanding the working rules and conditions of the 46 Counties Carpenters Master Agreement, the following special terms and conditions shall apply to Highway work as described herein.

The Carpenters 46 Northern California Counties Conference Board, for and on behalf of its affiliates, agrees to the following Addendum to the above Agreement:

SECTION 1 COVERAGE

Highway work for purposes of this Addendum shall include the construction, improvement, modification, and demolition of all or any part of streets, highways and bridges. This Addendum shall not be applicable to the construction of highway project related buildings and structures such as weigh stations, rest stop comfort stations, agricultural inspection stations, pump houses, etc.

SECTION 2 MOBILITY AND HIRING

There will be no restrictions on the free movement of workers employed by a signatory employer from one job to another anywhere within the 46 Northern California Counties. Should an employer require additional workers (new hires) on any given job that has commenced, such workers shall be hired from the hiring hall having primary geographical jurisdiction over the work site.

SECTION 3 WORK REGISTRATION

The Union will provide a separate format for work registration as a Bridge Builder/Highway Carpenter in their hiring hall procedures. When the individual employer requests a Bridge Builder/Highway Carpenter, the Union will only dispatch those members who have indicated Bridge Builder/Highway work experience. The dispatch of apprentices shall not be subject to this provision.

The parties agree that to adequately respond to the needs of the bridge building/highway industry, the Union has agreed to establish a one-stop hiring procedure. The Union has agreed to establish a 1-800 number for Bridge Builder/Highway dispatch requests.

SECTION 4 WAGES & FRINGE BENEFITS

- A. Wage and fringe benefit rates for Bridge Builder/Highway Carpenters shall be as provided in Section 39 A, B, C, D and E of the 2018-2023 CEA/Carpenters Master Agreement, effective July 1, 2018.
- B. Future wage and/or fringe benefit considerations.

Wage and Fringe benefit increases will be uniform throughout the entire 46 Northern California Counties pursuant to Section 39 (F) of the 2018-2023 CEA/Carpenters Master Agreement.

**SECTION 5
HOLIDAYS/DESIGNATED OFF DAYS**

A. Area 2, Area 3 and Area 4:

Section 25 (Holidays) of the Master Agreement shall be modified as follows:

The following are recognized holidays: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, and Christmas Day. If any of the above holidays fall on Sunday, the Monday following shall be observed as the holiday.

B. Area 1:

The nationally recognized holidays and designated off/holiday days shall be in accordance with the provisions of Section 25 (Holidays) of the Carpenters Master Labor Agreement.

**SECTION 6
FOUR BY TEN (4x10) WORK WEEK**

An individual employer may establish a workweek for four (4) consecutive days of ten (10) consecutive hours. The applicable overtime rate shall be paid for all work before a shift begins, after ten (10) hours, and on Fridays, Saturdays, Sundays, and holidays. In the event two (2) shifts are employed, the first shift shall work (exclusive of meal period) ten (10) consecutive hours for which ten (10) hours shall be paid; the second shift shall be ten (10) consecutive hours of work, exclusive of meal period, and shall constitute a shift's work for which ten (10) hours shall be paid. Provided, further, all shifts are worked the same four (4) consecutive days during a 4 x 10 workweek, except as may be changed by mutual agreement.

In the event that work cannot be performed Monday through Thursday, (4 x 10 hour workweek) because of inclement weather or major mechanical breakdown beyond the control of the Employer, employees (at their option) may make-up such lost work day(s) on Friday and shall be paid at the applicable straight time rate.

The Union and the Employer will commit to proposing and supporting legislation to change existing law to allow for a 4 x 10 workweek on all Highway work.

**SECTION 7
MAKE UP DAY**

In the event that work cannot be performed Monday through Friday because of inclement weather or major mechanical breakdown, Bridge Builder/Highway Carpenters (at their option) may make up such day on Saturday and shall be paid at the applicable straight time rate.

SECTION 8 SUBSTANCE ABUSE TESTING

The Carpenters 46 Counties Conference Board will actively participate in the negotiation of a Basic Trades Uniform Substance Abuse Policy with the Cement Masons, Laborers, Operating Engineers, Pile Drivers and Teamsters during the life of this Agreement.

An individual employer may initiate unannounced lottery testing; a selection process where all company employees are selected for testing and each company employee has an equal chance of being selected for testing. If an individual employer initiates such lottery testing, all company employees shall be subjected to such testing. An individual employer who initiates lottery testing shall specifically state in its notice to the Union and its notice to employees that employees will be subject to lottery testing. The individual employer shall give thirty (30) days' notice to the Union and employees prior to implementing a lottery drug testing program. Any such lottery testing shall be administered by an independent third party.

SECTION 9 SHIFT WORK

- A. For public projects advertised and private projects bid or negotiated prior to September 1, 2014, when a job site access has been limited by the construction user, a special shift may be established during off hours, Monday through Friday, when required as a condition of securing the work. The employer may pay eight (8) hours pay for eight (8) hours work on such shift. Work in excess of eight (8) hours shall be subject to the overtime provisions of the Agreement.

No special shift shall be established or started for less than three (3) days duration unless the contracting authority specifies work tasks of only one (1) or two (2) days duration. Work performed during special shifts of less than three (3) days duration shall be paid at the wage rate of 12.5% premium pay for a minimum of eight (8) hours. If as a result of working such special shift(s) a Bridge Builder/Highway Carpenter loses the opportunity to work his/her regular workweek, then all work performed on such special shift(s) shall be paid at the normal overtime rate.

- B. For public projects advertised and private projects bid or negotiated on or after September 1, 2014, when a job site access has been limited by the construction user, a special shift may be established during off hours, Monday through Friday, when the individual employer produces evidence in writing to the appropriate Local Union or the Union of a bona fide job requirement which certifies that work can only be done outside the normal shift hours. Work performed during special shifts shall be paid at the wage rate of 12.5% premium pay. Work in excess of eight (8) hours shall be subject to the overtime provisions of the Agreement.

Provided, however, if, by direction of the Contracting Authority, the bid specifications require it, or congestive traffic conditions on Fridays are such that working conditions would be unsafe for employees, or counter-productive to the performance of work, the special shift may commence on Sunday with double (2) time to be paid from 8:00 p.m. Saturday up to and including 8:00 p.m. Sunday and shall be paid at the wage rate of 12.5% premium pay from 8:00 p.m. Sunday until completion of the eight (8)-hour special shift. If Sunday is the first day of the workweek as provided herein, all hours worked between 8:00 p.m. Friday and 8:00 p.m. Saturday shall be paid at time and one-half (1-1/2).

No special shift shall be established or started for less than three (3) days duration unless the contracting authority specifies work tasks of only one (1) or two (2) days duration. Work performed during special shifts of less than three (3) days duration shall be paid at the wage rate of 12.5% premium pay for a minimum of eight (8) hours.

**SECTION 10
MAXIMUM UTILIZATION**

An employer may maximize the utilization of all its United Brotherhood of Carpenters members by working them under the terms and conditions of the Highway Addendum.

SECTION 11

In all other respects, the terms and conditions of the 2018-2023 CEA/ Carpenters Master Agreement or any other Master Agreement to which a bridge building/highway employer may be bound, shall continue in full force and effect for the remainder of said term.

**CONSTRUCTION EMPLOYERS'
ASSOCIATION OF CALIFORNIA**

By _____
Michael Walton, Secretary

**CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES
CONFERENCE BOARD**

By _____
Robert Alvarado, Chairman

By _____
William Feyling, Executive Director

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