

SOUTHERN CALIFORNIA MASTER LABOR AGREEMENT
Between
SOUTHERN CALIFORNIA GENERAL CONTRACTORS
And
TEAMSTER JOINT COUNCIL NO. 42
And
TEAMSTER LOCAL UNION NO. 87
Affiliated with the
INTERNATIONAL BROTHERHOOD OF
TEAMSTERS

This Agreement entered into this first day of July 2025, by and between the Associated General Contractors of California, Inc., the Building Industry Association of Southern California, Inc., United Contractors and the Southern California Contractors Association, Inc., on behalf of their respective eligible members, hereinafter referred to as the CONTRACTORS; and Joint Council of Teamsters No. 42 and Teamsters Local Union No. 87, affiliated with the International Brotherhood of Teamsters, who are signatory hereto for themselves and the Local Unions which have jurisdiction over the work hereinafter described, hereinafter referred to as the UNION.

Purpose

The Contractors are engaged in construction work in Southern California and in the performance of their present and future operations, are employing and will employ workmen under the terms of this Agreement. The Contractors want to be assured of their ability to procure workmen in the geographic area hereinafter defined in Article I, in sufficient number and with sufficient skill to assure continuity of work in the completion of their construction work. The Union and the Contractors, by this Agreement, intend to establish uniform rates of pay, hours of employment and working conditions for the employees covered by this Agreement. The Union and the Contractors further intend by this Agreement to provide, establish and put into practice an effective method for the settlement of misunderstandings, disputes or grievances, with the thought

in mind that the Contractors are assured continuity of operation, and the employees of the Contractors are assured continuity of employment and industrial peace is maintained.

ARTICLE I General Provisions

101. **Definitions.**

101.1. The term “Contractor” or “Employer” as used herein, shall refer to an Employer party to or bound by this Agreement.

101.2. The term “Association” as used herein shall refer to the Associations previously named and signatory to this Agreement.

101.3. The term “Union” as used herein, shall refer to Teamsters Joint Council No. 42 on behalf of its affiliated Local Unions: Teamsters Local Unions 166, 186, 848, and 986 and Teamsters Local Union No. 87 all affiliated with the International Brotherhood of Teamsters of America, in the Eleven Southern California Counties, which have jurisdiction over the work in the territory covered by this Agreement.

101.4. The term “Workman” or “Workmen,” as used herein, shall refer to a person or persons in the labor market who are not employed.

101.5. The term “Employee(s)” as used herein, shall refer to the employed person or persons covered by this Agreement and Owner-Operators as defined in Article XXVII of this Agreement.

101.6. All personal nouns and pronouns refer to the male and female gender.

102. **Coverage.**

102.1. This Agreement shall apply to and cover all hours of employment of each employee of the Contractors, including Developers, Builders or Construction Managers and to Owner-Builders to the extent permitted by law within the territory as described in this paragraph, employed to perform or performing any construction work within the jurisdiction of the Union, as such employees and construction work are respectively defined hereafter in this Agreement in the area known as Southern California and more particularly described as the Counties of Los Angeles, Inyo, Mono, Orange, Riverside, San Bernardino, Imperial, Ventura, Santa Barbara, San Luis Obispo, Kern and in addition: Richardson Rock, Santa Cruz Island, San Miguel Island, Santa Barbara Island, San Clemente Island, Santa Rosa Island, Anacapa Island, including the Channel Islands Monument.

102.2. This Agreement is made for and on behalf of and shall be binding upon all eligible persons, firms or corporations who at the time of execution of this Agreement are or during the term hereof become eligible members of the Associations.

102.3. Each individual Contractor whether corporate or other legal entity or its successor shall be liable under subject to and bound by the 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.

102.4. This Agreement is separate and distinct from and independent of all other Agreements entered into between the Union and other Contractor organizations irrespective of any similarity between this Agreement and any such other Agreements and no acts or things done by the Parties to such Agreements or notices given pursuant to the provisions hereof, shall change or modify this Agreement or in any manner affect the contractual relationships of the Parties herein, except as otherwise provided in the Article covering existing and other Agreements.

102.5. This Agreement shall cover and apply to all work falling within the recognized jurisdiction of the Union signatory to this Agreement.

102.5.1. It shall cover work on building, heavy highway and engineering construction, including the construction of, in whole or in part or in improvement or modification thereof, including any structure or operations which are incidental thereto, the assembly, operation, maintenance and repair of all equipment, vehicles and other facilities, including helicopters used in connection with the performance of the aforementioned work and services and including without limitation the following types or classes of work.

102.5.2. Street and highway work, grading and paving, excavation of earth and rock, grade separations, elevated highways, viaducts, bridges, abutments, retaining walls, subways, airport grading, surfacing and drainage, electric transmission line and conduit projects, water supply, water development, reclamation, irrigation, draining and flood control projects, water mains, pipe line, sanitation and sewer projects, dams, aqueducts, canals, reservoirs, intakes, channels, levees, dikes, revetments, quarrying of breakwater or riprap stone, foundations, pile driving, piers, locks, dikes, river and harbor projects, breakwaters, jetties, dredging, tunnels, soil testing and building inspection.

102.5.3. The construction, erection, alteration, repair, modification, demolition, addition or improvement, in whole or in part, of any building structure, including oil or gas refineries and incidental structures, solar energy installations and appurtenances thereto also including any grading, excavation or similar operations which are incidental thereto or the installation, operation, maintenance and repair of equipment, and other facilities used in connection with the performance of such building construction except where such structures are an incidental or supplemental part of highway and engineering construction, as defined in this Article.

102.6. All work performed in the Contractor's warehouses, shops or yards which have been particularly provided or set up to handle work in connection with a job or project covered by the terms of this Agreement and all of the production or fabrication of materials by the Contractor for use on the project shall be subject to the terms and conditions of this Agreement.

103. A vendor who makes deliveries of materials, supplies or equipment and who, incidental to or as a part of the furnishing or delivery of material, supplies or equipment, does

any work at the jobsite shall be a party to a current Collective Bargaining Agreement with the International Brotherhood of Teamsters or one of its affiliates. In the event a vendor is not party to such an Agreement, he shall not perform any jobsite work except that deliveries may be made by such vendor to central storage areas or storage tanks for later distribution by employees covered by an appropriate, current labor Agreement with the appropriate Union or subordinate body affiliated with the Building and Construction Trades Department AFL-CIO or with the International Brotherhood of Teamsters or an affiliate thereof. This subparagraph shall apply only to vendors and shall not be applicable to Contractors or their Sub Contractors or to their employees.

104. Repairs necessitated by defects of material or workmanship or adjustment of newly purchased and/or installed equipment or machinery will not be subject to this Agreement when such repairs and/or adjustments are made pursuant to the terms of a manufacturer's guarantee and the Union will not hamper such manufacturer or his agents or employees on such exempted work.

105. **Loading and Unloading Equipment.**

105.1. So far as it is within the control of the Contractor, the loading and unloading of equipment which is operated by employees covered by this Agreement or the transportation of such equipment by means of its own power shall be performed by employees covered by this Agreement. Nothing herein contained shall be construed to prohibit the normal delivery of freight by common carrier.

105.2. The Contractor and his Sub Contractors shall have freedom of choice in the purchase of materials, supplies and equipment, except that every reasonable effort shall be made by the Contractor and his Sub Contractors to refrain from the use of materials, supplies or equipment, which use will tend to cause any discord or disturbance on the project.

106. **Union Recognition.**

106.1. The Contractor hereby recognizes the Union as the sole and exclusive collective bargaining representative of all employees and persons employed to perform work

covered by this Agreement. It is understood that the Union does not at this time, nor will they during the term of this Agreement, claim jurisdiction over the following class of employees: executives, superintendents, assistant superintendents, master mechanics, timekeepers, messenger boys, office workers or any employees of the Contractor above the rank of General or Craft Foreman. Employees and persons employed to perform work covered by this Agreement specifically include General and Craft Foreman.

106.2. The Union recognizes the Associated General Contractors of California, Inc., the Building Industry Association of Southern California, Inc., United Contractors and the Southern California Contractors Association, Inc., as the sole and exclusive bargaining representatives for their respective eligible members, present and future, who are or who become bound by this Agreement and agree that during the term of this Agreement they will not negotiate or enter into any agreement with such individual members of the Association relative to part or all of the subject matter covered by this Agreement.

106.3. This Agreement shall be binding upon each and every eligible member of the Associated General Contractors of California, Inc., the Building Industry Association of Southern California, Inc., United Contractors and the Southern California Contractors Association, Inc., with the same force and effect as if this Agreement were entered into by each eligible member individually. All eligible members of the Associated General Contractors of California, Inc., the Building Industry Association of Southern California, Inc., United Contractors and the Southern California Contractors Association, Inc., shall remain jointly and severally liable under this Agreement for the term of the Agreement irrespective of whether any eligible member shall withdraw, resign, be suspended or be deleted from membership from any of the Associations prior to the expiration date of this Agreement and such liability shall survive the withdrawal, resignation, suspension, or deletion of membership and remain in force during the term of this Agreement, provided, however, that as to such deleted, resigned, withdrawn or suspended members, the provisions of Article III and Article V shall not apply from the time when such member withdraws, resigns, is suspended or deleted. Such withdrawn, resigned, suspended or deleted member shall be bound to any subsequent agreement for the term of that Agreement unless the member gives the appropriate Association and the Unions at least sixty (60) days written notice prior to June 30, 2028 or sixty (60) days prior to the expiration of any subsequent Agreement of his intent not to be

bound to any subsequent Agreement. The Associations shall advise the Union of any withdrawn, resigned, suspended, deleted or new members within thirty (30) days after admission to membership or change in membership status. Such notice shall not be construed as the member's notice to the Association or the Union referred to above.

ARTICLE II

Hiring

201. In the employment of workmen for all work covered by this Agreement in the territory herein described, the following provisions shall govern:

201.1. The Local Unions shall establish and maintain open and non-discriminatory employment lists for employment of workmen desiring employment on work covered by this Agreement within the area of the Local Union or of the Dispatch Hall serving a particular area of a Local Union.

201.2. The Contractor shall first call upon the respective Dispatch Hall serving the area in which the job is located for such men as he may from time to time need and the Dispatch Hall serving the area shall immediately furnish the Contractor the required number of qualified and competent workmen and skilled mechanics of the classifications needed by the Contractor.

201.3. It shall be the responsibility of the Contractor, when ordering men, to give the Union all of the pertinent information regarding the workmen's employment.

201.4. The respective Dispatch Hall will furnish each such required competent workman entered on its list to the Contractor by use of a written referral and will furnish such workmen from its listings in the following manner of preference. Selection of applicants for referral to jobs shall be on a nondiscriminatory basis and shall not be based on or in any way affected by union membership, by-laws, rules, regulations, constitutional provisions or any other aspect or obligation of such membership, policies or requirements. When dispatched workmen are required to possess a valid California driver's license of the appropriate classification, a current

medical certification as required by license classifications and a current D. M. V. report (not over six (6) months old) as a condition of employment.

201.4.1. **Group A Status:** Such workmen will be furnished from the list in the Dispatch Hall of workmen who have been recently laid off or terminated by Contractors from work of the type covered by this Agreement in the area served by the Dispatch Hall and who are available for employment. The Contractors may request, by name, individuals who have been on such list for a period of ten (10) days or more prior to the request. This ten (10) day requirement shall not apply to an individual who has performed work covered by this Agreement, for that Contractor within the six (6) months just prior to the request. Any selection due to a request by name must be confirmed in writing, by the Contractor, no later than forty-eight (48) hours after the workman reports to work. There will be no job soliciting.

201.4.2. **Group B Status:** Workmen who, within the five (5) years immediately before the Contractor's request have performed work of the type covered by this Agreement in the geographic area of the twelve Southern California counties (including San Diego County), and are available for employment.

201.4.3. **Group C Status:** When categories outlined in subparagraphs 201.4.1 and

201.4.2 are exhausted such workmen will be furnished from the list in the dispatch hall of workmen whose names are registered in the Hall and who are available for employment.

201.4.4. Provisions of this subsection may be varied by mutual agreement of the Parties hereto in writing.

201.5. When ordering workmen the Contractor will give notice to the Dispatch Hall not later than 3:30 P.M. of the day prior (Monday through Friday) or in any event not less than fifteen and one-half (15½) hours before the required reporting time; and in the event that forty-eight (48) hours after such notice has been given, the Dispatch Hall shall not have furnished such workmen, the Contractor may procure workmen from any other source or sources. If men

are so employed, the Contractor will immediately report to the Dispatch Hall serving the area in which the workmen are employed each such workman by name.

201.6. Workmen employed by one (1) or more of the Contractors for a period of eight (8) days continuously or accumulatively from the date of employment or the date of this Agreement, whichever is later, shall be or become after the eight (8) day period members of the Union and shall remain members of the Union as a condition of continued employment. Membership in the Union shall be available upon terms and qualifications not more burdensome than those applicable at such time to other applicants for membership in the Union.

201.6.1. The Contractor shall discharge any employee pursuant to the foregoing Section upon written notice from the Union of such employee's non-payment of initiation fees or dues. Such written notice shall indicate the amount of initiation fees or dues which are in a state of delinquency and shall give the employee forty-eight (48) hours within which to cure the delinquency. The Contractor agrees to furnish a copy of such notice to the employee forthwith.

201.7. A Contractor may transfer employees presently employed and who have been employed by such Contractor or a joint venture of which one (1) or more members is a former Employer for at least ten (10) working days before such transfer from the area of one Local Union to another in whose area such Contractor has a construction job or project. Before so doing, the Contractor shall notify the Dispatch Hall, job or project on which they are presently employed and the Dispatch Hall in the area where the employees are to be employed of the location of the job or project on which they are presently employed, the job or project to which they are to be transferred and the names and addresses of all employees to be transferred. Such notice shall be in writing, in advance if possible. In any event, oral notices shall be confirmed by letter postmarked not later than twenty-four (24) hours from the time of notification. However, employees transferred under the provisions of this paragraph shall not replace employees hired from the Local Union in that area unless it has been previously agreed to by the Local Union and the Contractor.

201.7.1. On jobs of short duration, four (4) days or less, the notice outlined in paragraph 201.7 is not required. However, on projects of over four (4) days duration, if the Contractor does not notify the Union prior to the fifth (5th) work day of employees transferred into

the geographical area of the Local Union having jurisdiction, the Contractor shall, upon demand of the Union, remove such employees who were transferred from the job and replace those employees with workmen from the respective Local Union's "Out of Work List" and the Contractor will have no further rights to transfer under the provisions of paragraph 201.7 for that particular job.

201.7.2. The Dispatch Hall which services the area to which the employees are to be transferred will thereafter issue new referrals to such men. Such referrals will be obtained by such workmen before beginning work wherever possible. All other workmen shall be procured in accordance with the other provisions of this Article.

201.7.2.1 For the purposes of this Paragraph 201, a workman shall cease to be an employee of a Contractor if any of the following occurs:

- (a) Such workman is laid off or terminated without definite promise of re-employment,
- (b) Such workman is laid off for a period in excess of thirty (30) days.
- (c) Such workman makes himself available for employment in the construction industry for other Contractors.

201.8. Subject to this understanding, the Contractor shall have entire freedom of selectivity in hiring and the Contractor retains the right to reject any job applicant referred by the Union. The Contractor may discharge any employee for just cause provided there shall be no discrimination on the part of the Contractor against any employee nor shall any such employee be discharged by reason of any Union activity not interfering with the proper performance of his work. Any dispute under this Section may be processed under the grievance procedure. The first ten (10) working days of employment of any employee shall be a probationary period during which time any termination will not be challenged.

201.8.1. The Contractor will furnish an employee with a statement in writing upon termination for any reason setting forth the reason for termination and a copy of such statement

will be furnished the Local Union. The requirement of this written notice is waived for terminations effected during the probationary period.

201.8.2. An employee who has been found through the grievance procedure to have been unjustifiably disciplined or discharged for refusing to perform work which would endanger his health or safety or the health or safety of any other employees shall be reinstated in his former classification.

201.8.3. **Return after injury:** Whenever an employee who prior to his illness or injury has been in the employ of the Employer for three (3) months or longer has been off work as a result of work connected injury or illness and is released by his doctor to return to work, his Employer shall return the employee to his former job if in operation, provided the employee was not responsible for the injury or illness and provided further that such absence does not exceed twelve (12) months from the date of injury or illness. The employee thereby displaced may be terminated without violation of this Agreement. The terminated employee, upon re-registration within seventy-two (72) hours, excluding Saturday, Sunday and holidays, after termination shall be reinstated to the position on the registration list occupied by him at the time of his previous dispatch.

201.8.4. **Physical Examinations:** Workmen shall not be prevented from securing employment as a result of physical examinations, except in case of physical examinations required by City, State, Federal Government or Civil Service Rules. When an individual Employer requires a physical examination of a workman as a condition of employment, the individual Employer will pay for the cost of the examination and will pay the workman at the straight time hourly rate for the time spent taking the examination up to eight (8) hours.

201.9. No employees shall be transferred from areas outside the territorial coverage of this Agreement except as follows: When a Contractor desires to employ key workmen from outside the territorial jurisdiction of this Agreement, there shall be a pre-job conference at which the classifications to be filled by such employees and the number of employees in each classification and the times of the commencement of their employment or the operational stages

of the job or project at which their employment shall commence shall be determined and agreed upon at such pre-job conference. Thereafter, upon written request of an individual Contractor, signed by the representative of the individual Contractor on a job or project and delivered to the Dispatch Office servicing such job or project stating that such individual Contractor desires that the named person or persons be dispatched in a classification or classifications, agreed to at such pre-job conference, such person or persons shall be dispatched without regard to the provisions of paragraph 201.4. and the individual Contractor shall hire such person or persons dispatched.

201.9.1. Employees of a Contractor who are transferred into the territorial jurisdiction of this Agreement, under the provisions of the pre-job conference outlined above, shall be allowed to remain on that job or project for its duration, but these employees shall not acquire Group A Status under paragraph 201.4.1. Such workmen may be referred by the Union to other Employers under Group C Status of paragraph 201.4.3.

201.10. **OSHA 10 Maintenance:** To ensure a minimum standard of safety for the Construction Teamster Industry the Union shall implement and maintain an OSHA 10-hour certification policy ensuring all dispatched members meet the OSHA 10-hour training course requirements for essential safety. To remain an active, employable member of Teamsters, all Construction Teamsters shall be required to have and maintain an OSHA 10-hour course completion card. Sufficient money shall be allocated by the Union to administer and maintain this program.

The Union, through the Teamster Training and Upgrading Fund, will provide OSHA 10-hour certification to their members and further agree to maintain records of certification, schedule employees to be re-certified a minimum of one (1) time every three (3) years, and pay for all such costs to implement and maintain OSHA 10-hour certification.

ARTICLE III

Strikes - Lockouts - Jurisdictional Disputes

301. It is the purpose and intent of the Parties that all grievances or disputes

arising between them over the interpretation or application of the terms of this Agreement shall be settled by the procedures set forth in Article V and that during the term of this Agreement the Union shall not call or engage in, sanction or assist in a strike against or any slowdown or stoppage of work of the Contractor. During the term of this Agreement a Contractor shall not cause or permit any lockout of the employees covered under this Agreement.

302. Except as otherwise provided in this Agreement there shall be no strike, lockout or work stoppage by any Party hereto or any individual Employer.

303. No employee covered hereby may be discharged by an individual Employer for refusing to cross a primary picket line sanctioned by the Building and Construction Trades Council or Joint Council of Teamsters No. 42 or the Local Union in the area or for engaging in any conduct protected by Sections 7 or 502 of the Labor-Management Relations Act of 1947, as amended.

303.1. If work on a project is declared to be unfair as the result of a primary dispute by a Building and Construction Trades Council or Joint Council of Teamsters No. 42 or the Local Union in the area and the work thereon is stopped for that reason, the Union shall not be deemed to have violated this Agreement if during the period of said work stoppage the members of the Union fail to perform their work for the Contractor or their Sub Contractors.

304. During the term hereof, there shall be no strikes, slowdowns or stoppages of work occasioned by jurisdictional disputes between the Union signatory hereto and any other Union and that all employees covered by this Agreement shall perform the work customarily performed by them and will cooperate and work with members or organizations signatory to this Agreement without regard to past, present or future disputes on jurisdictional claims.

305. When making work assignments, the Contractor shall assign the work in accordance with existing inter-craft agreements between the Unions signatory to this Agreement first. In the absence of such inter-craft agreements, then past practice or the prevailing practice in the locality shall apply. The Unions will furnish the Association with approved inter-craft agreements. The locality for the purpose of determining the prevailing practice shall be defined

as the geographical area covered by this Agreement. If a dispute arises prior to the assignment of work or where there is no predominant practice in the locality or inter-craft agreement, the Contractor shall consult the representatives of the contesting trades regarding any arguments of facts the trades may wish to present to their claim to the work.

306. The Parties hereto agree that where a problem develops involving Unions not signatory to this Agreement, the Representatives of the Unions involved will meet with the Representatives of the Contractors to resolve the particular problem. Any resolution by the Unions shall be put into effect immediately.

307. Jurisdictional disputes which cannot be resolved at the local level shall then be referred to the International Unions involved for determination and the work shall proceed as assigned by the Contractor until such determination by the International Unions has been confirmed to the disputing Unions and the Contractors.

308. Where a jurisdictional dispute involves the Union and a Union affiliated with the Building and Construction Trades Department, AFL-CIO, it shall be referred to the International Presidents of the two (2) Unions for determination and the work shall proceed as assigned by the Contractor until such determination by the International Presidents has been confirmed to the disputing Unions. Upon re-affiliation of the International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America with the Building and Construction Trades Department, AFL-CIO, the procedures of the Plan for Settling Jurisdictional Disputes Nationally and Locally shall immediately become effective under the terms of this Agreement and replace the procedure for resolving jurisdictional disputes specified in the first sentence of this paragraph.

ARTICLE IV

Subcontracting Employee Rights, Union Standards and Work Preservation

401. The purposes of this Article are to preserve and protect the work opportunities normally available to employees and workmen covered by this Agreement, maintenance and protection of standards and benefits of employees and workmen negotiated over

many years and preservation of the right of the Union employees, employed hereunder, from being compelled to work with non-union workmen.

402. Definition of Sub Contractors: A Sub Contractor is defined as any person (other than an employee covered by this Agreement), firm or corporation, holding a valid state Contractor's license where required by law, who agrees orally or in writing to perform or who in fact performs for or on behalf of an individual Contractor any part or portion of the work covered by this Agreement.

403. The Contractor shall not perform any work with employees at the site of the construction, alteration, painting, or repair of a building, structure or other work which comes within the recognized jurisdiction of the Teamsters unless the Contractor is signed to an appropriate current labor agreement.

404. Neither the Contractor nor any of his Sub Contractors shall subcontract any work to be done at the site of construction, alteration, painting or repair of a building, structure or other work coming within the jurisdiction of the Teamsters except to a person, firm or corporation party to an appropriate current labor agreement with the appropriate Local Union or Council of the International Brotherhood of Teamsters.

405. Notwithstanding the rights and obligations of the Contractor relating to subcontracting set forth in this Article, the Contractor and the Union recognize the potential for more harmonious labor relations on any project on which all Sub Contractors are signatory to appropriate labor agreements. Pursuant to that recognition the Contractor and the Union agree, upon the request of either party, to participate in discussions regarding the potential development of a project agreement for any specific project, the provisions of which would be applicable to the Contractor and all Sub Contractors on the project. While it shall be mandatory that a project agreement meeting be held if requested by either party, no project agreement shall be implemented unless agreed upon by the Contractor, the Union, and all other Unions to be covered by such project agreement.

406. Any dispute involving this Article will be resolved under the grievance procedure of this Agreement. An award of the Teamsters Joint Adjustment Board may be judicially enforced. Notwithstanding any other provisions of this Agreement, the Union shall not have the right to use strike or any other economic action to enforce any provisions of this Article on subcontracting.

407. The Contractor shall provide in his contract with the Sub Contractor the following provisions: “The Sub Contractor accepts and agrees to be bound by the procedures for settling jurisdictional disputes set forth in Article III of this Agreement. The Sub Contractor agrees that he will bind his Sub Contractor to said procedures in the same manner and to the same effect as provided with respect to him.”

408. The Contractor and his Sub Contractors shall have freedom of choice in the purchase of material, supplies and equipment, except that every reasonable effort shall be made by the Contractor and his Sub Contractors to refrain from the use of materials, supplies and equipment, which will tend to cause any discord or disturbance on the project.

<p>ARTICLE V Procedure for Settlement of Grievances and Disputes</p>
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501. An individual employee having a grievance or dispute shall first attempt to adjust said grievance or dispute with the Contractor or his representative.

502. If the individual employee fails to effect a settlement of his grievance or dispute with the Contractor or his representative, the Business Representative of the Local Union shall immediately attempt to adjust same with the Contractor or his representative. In the event such grievance or dispute cannot be satisfactorily adjusted on the job by the representative of the Local Union and the Contractor or his representative, then the same may be referred to the Teamster Craft Joint Adjustment Board established herein. No dispute, complaint or grievance shall be recognized unless called to the attention of the individual Contractor and the appropriate Association or the Local Union and the Union within thirty (30) calendar days after the alleged

violation occurred except for discharges which shall be seven (7) calendar days after the alleged violation.

503. A Contractor shall refer a grievance or dispute to the Teamster Craft Joint Adjustment Board through the appropriate Employer Association. The Association shall then refer the grievance or dispute to the Teamster Craft Joint Adjustment Board by sending written notice to the Contractor and the Union Chairman of the Teamster Craft Joint Adjustment Board. The Local Union shall refer a grievance or dispute to the Teamster Craft Joint Adjustment Board. The written notice of referral required by this paragraph shall contain the name of the Contractor and the Local Union directly involved, the date and place of occurrence of the grievance or dispute and a brief description of the nature of the grievance or dispute. Additionally, the written notice of referral shall include a brief summary of the actions taken to settle the said dispute pursuant to the provisions of Paragraphs 501 and 502.

504. There is hereby established a Teamster Craft Joint Adjustment Board which shall have the authority to perform the functions set forth in Article VII of this Agreement and this grievance procedure. It shall be composed of nine (9) regular members representing the Union, nine (9) regular members representing the Contractors and one (1) neutral member who shall be the Chairman. Each of the Parties shall within ten (10) days after the execution of this Agreement appoint its regular representatives and sufficient alternates and immediately notify the other party in writing of the name and business address of each representative appointed.

505. The Teamster Craft Joint Adjustment Board Chairman shall be selected by the regular members designated in accordance with Paragraph 504. Each side, Union members and Contractor members, shall nominate fifteen (15) candidates for Chairman of the Teamsters Craft Joint Adjustment Board. From the list of thirty (30) candidates the Union and the Contractor sides of the Teamster Craft Joint Adjustment Board shall select a total of five (5) nominees by alternately striking names until five (5) names remain. The side striking first shall be determined by lot. (In the event a particular name appears on both lists however, that name shall automatically be included in the permanent list of five (5) names and only four (4) additional names would be selected by striking, etc.)

505.1. From the list of five (5) permanent nominees, a single name shall be selected in the same manner as described above and he shall be considered as the Chairman for a period of at least six (6) months to hear all matters to come before the Teamster Craft Joint Adjustment Board. After the six (6) month period, if either the Contractor or Union side desires, another name shall be selected from the list of five (5) names in the manner as described above and so on at each six (6) month interval.

506. The Teamster Craft Joint Adjustment Board shall meet at 9:00 A.M. on the first Thursday of each month and shall in addition meet at the call of the Chairman. The Teamster Craft Joint Adjustment Board shall issue decisions immediately upon hearing all evidence presented. If for any reason the Teamster Craft Joint Adjustment Board requires additional time to deliberate on the matters presented, the Teamster Craft Joint Adjustment Board may by majority vote grant an extension of time in issuing a decision for whatever period deemed appropriate by the Board members. A simple majority vote is required to dispose of items on the agenda.

507. All expenses incurred and approved by the Teamster Craft Joint Adjustment Board necessary for the consideration and decision of grievances or disputes submitted to it shall be borne by and divided equally by the Union and the Contractor. All fees and expenses of the Chairman shall be borne by the Party against whom the Chairman rules.

507.1. If there is any question as to which is the losing Party or if a case is referred back to the Parties without decision or if there are decisions against more than one (1) of the Parties to the arbitration, the Chairman is authorized and requested to determine who shall pay the fees and may in such case order a sharing of such fees. In such event the decision of the Chairman on this issue shall be final and binding.

508. In addition to performing the functions set forth in Paragraph 701, Article VII, and this grievance procedure, the Teamster Craft Joint Adjustment Board shall have authority to review and make recommendations to the Parties on matters referred to it by the Parties. The Teamster Craft Joint Adjustment Board may, upon its own motion, make recommendations, upon

matters arising out of the interpretation, application and operation of the provisions of this Agreement, problems with respect to labor supply and technical and economic matters affecting the welfare of the construction industry and the general public.

509. No jurisdictional disputes between the Union signatory hereto or on whose behalf this Agreement is made or any other Union, shall be submitted for determination to the Teamster Craft Joint Adjustment Board, but shall be determined in the manner provided in Article III of this Agreement.

510. All grievances, other than jurisdictional disputes, arising out of the interpretation or application of any of the terms or conditions of this Agreement shall be submitted for determination and shall be determined by the procedure set forth in this grievance procedure, but neither the Teamster Craft Joint Adjustment Board nor the Impartial Chairman, in determining any grievance or dispute, shall have the authority to modify, vary, change, add to or remove any of the terms or conditions of this Agreement, except that the Teamster Craft Joint Adjustment Board shall function with respect to the use of classifications and wage rates as provided in Paragraph 701 of this Agreement.

511. In the event the Teamster Craft Joint Adjustment Board or the Impartial Chairman determines that the Contractor or the Union is in violation of this Agreement, the Teamster Craft Joint Adjustment Board or the Impartial Chairman may assess compensatory damages against the violating party.

512. It is understood and agreed that the procedures outlined in this grievance procedure shall be the exclusive remedy for any violation of this Agreement, provided the foregoing shall not deprive either party from obtaining any injunctive relief from the courts to which he is otherwise entitled.

513. Each decision of the Teamster Craft Joint Adjustment Board or the Impartial Chairman shall be made in writing and a copy of each sent to each interested party, particularly including separate copies to the Local Union and the Contractor directly involved and

each of the Contractor Associations signatory to this Agreement. The determinations of the Teamster Craft Joint Adjustment Board are final and binding upon the Parties. There shall be NO APPEAL.

514. **Procedural Rules.**

514.1. It is the desire of the Teamster Craft Joint Adjustment Board and for the betterment of labor relations, that the normal policy of the Teamster Craft Joint Adjustment Board will be that attorneys will not be used in the presentation of grievances. However, should either Party to a grievance plan to be represented by Counsel, the Party shall advise the opposing party at least fifteen (15) days prior to the scheduled hearing in order that he may obtain Counsel, if he so wishes.

514.2. **The Request.**

A request that a grievance be heard by the Teamster Craft Joint Adjustment Board shall be addressed to the Chairman, Southern California Contractors' Negotiating Committee, 1906 West Garvey Avenue South, Suite 100, West Covina, Ca. 91790 and the Chairman of the Teamsters' Negotiating Committee, with a copy to the Company involved and the appropriate Association. Upon the receipt of a grievance, the appropriate Chairman will docket the request when the request contains the following information:

514.2.1. The date of the alleged offense.

514.2.2. The job (including the name of the Contractor, his Association and the Local Union directly involved).

514.2.3. The employees involved.

514.2.4. A brief description of the alleged violation.

514.2.5. The Section of the contract involved.

514.2.6. The name of the Business Representative involved, and the name of the Company representative involved in the attempt to resolve the matter together with the position of each Party concerning the grievance in question.

514.3. **Meetings.**

The Union Chairman will prepare and distribute the agenda of meetings to the Teamster Craft Joint Adjustment Board members no later than eight (8) calendar days prior to hearing. By mutual consent of Parties to a grievance, grievances not on the agenda may be heard by the Board.

514.3.1. Once a grievance is placed on the agenda it shall be heard unless postponed by mutual consent of both Parties.

514.4. The Union Chairman shall publish and distribute the decisions of the Teamster Craft Joint Adjustment Board meetings.

514.4.1. Maintain the Teamster Craft Joint Adjustment Board files.

514.5. **The Impartial Umpire.**

514.5.1. The Impartial Umpire will preside over meetings, preserving order and ensure that the established procedure is carried out.

514.5.2. Prior to hearing each case, the Union and Employer Chairmen shall designate the members of the panel who will be authorized on that particular case.

514.6. **Procedure.**

514.6.1. The Impartial Umpire will call the Parties in and explain that all persons, other than the charging party and the charged party with their representatives and the testifying witness, will wait outside the Hearing Room. All persons are to be identified by name, whom they represent and title. The grievant shall first present his case (except in discharge cases the Impartial Umpire shall determine which party shall first present his case) by making an opening statement, if desired, outlining the complaint. There shall be no interruptions until completion of the opening statement. Upon completion of the grievant's opening statement, the grievant may be questioned by members of the Board, followed by questions from other Parties on matters submitted. The grievant may then call upon desired witnesses, one (1) at a time and the same procedure is to be followed with each witness until the grievant has completed his case. When the grievant's case has been completed, the defendant proceeds in the same manner, until his defense is completed.

514.6.2. When both Parties to the dispute have presented their evidence, closing statements, in summary, may be made by both Parties.

514.6.3. Upon completion of closing statements, all Parties will be excused from the meeting room and will remain available with their witnesses until a decision is reached by the Board.

514.6.4. The Teamster Craft Joint Adjustment Board then meets in Executive Session.

514.6.5. The Teamster Craft Joint Adjustment Board deliberates in body and acts on the motion or motions.

514.6.6. Upon request of any panel member, the Impartial Umpire shall grant a caucus.

514.6.7. The Impartial Umpire records the vote on the motions and announces the results to all Parties.

514.6.8. The Contractors and the Union shall each have a total of four (4) votes on the Teamster Craft Joint Adjustment Board and three (3) representatives (and not less than two (2) appointed by each party and the Impartial Chairman shall constitute a quorum.

514.6.9. Only properly designated representatives will be authorized to perform the functions of a Teamster Craft Joint Adjustment Board member.

514.6.10 The Parties to this Agreement recognize Industrial Wage Order 16-2001 covering On Site Construction, Mining, Drilling, and Logging Industries. Any dispute or grievance arising from this Wage Order shall be processed under and in accordance with Article V “Procedure for Settlement of Grievances and Disputes of this Agreement”.

515. Grievance of Disputes.

515.1. The Parties to this Agreement recognize that the Supreme Court of the United States has consistently held for over fifty years that federal law and policy favors the use and finality of arbitration procedures established through collective bargaining agreements to resolve all natures of disputes affecting the employee/employer relationship.

515.2 As the designated representative of employees, the Union contracts regarding the specific terms and conditions of employment as well as the enforcement mechanism to ensure those conditions are met, which mechanisms include grievance arbitration. These terms, conditions and enforcement mechanisms are generally superior to those available to employees not covered by Collective Bargaining Agreements. Grievance arbitration provision in a Collective Bargaining Agreement is reflected in national labor laws and is premised on the federal policy to promote industrial stabilization through the collective bargaining agreement. “A major factor in achieving industrial peace is the inclusion of a provision for arbitration of grievances in the Collective Bargaining Agreement.” *United Steelworkers of Am. v. Warrior & Gulf Nav. Co.*, 363 U.S. 574, 577-78, 80 S. Ct. 1347, 1350, 4 L. Ed. 2d 1409 (1960). *D.R. Horton, Inc. v. N.L.R.B.*, 737 F.3d 344, 361 (5th Cir. 2013) (“[W]e discern [] in the structure of the [National Labor Relations Act] the very specific right of employees to complete the collective bargaining process

and agree to an arbitration clause”. Citing, *Blessing v. Freestone*, 520 U.S. 329, 343, 117 S. Ct. 1353, 137 L.Ed.2d 569 (1997) (internal quotation marks and citation omitted).

515.3 The Parties to this Agreement recognize that the National Labor Relations Board has held that the pursuit of collective or class action claims is concerted action but that a union may waive certain rights to concerted action in a Collective Bargaining Agreement. In doing so, the National Labor Relations Board recognized that a collectively bargained arbitration clause stems from the exercise of rights to act in concert and that “[F]or purposes of examining whether a waiver of Section 7 rights is unlawful, an arbitration clause freely and collectively bargained between a union and an employer does not stand on the same footing as an employment policy... imposed on individual employees by the employer as a condition of employment.” *D. R. Horton Inc.*, 357 NLRB No. 184 (January 3, 2012).

515.4 The Parties to this Agreement recognize that arbitration pursuant to the grievance procedure affords numerous benefits including expedited resolution of disputes; reduced cost and expense as compared to litigation; potentially greater monetary relief to individual employees; benefit of the arbitrator’s knowledge and expertise with the bargaining Parties, the employment relationships governed by the collective bargaining agreement, and the practices of the construction industry; less restrictive rules of evidence; and less formal procedures. The Parties also recognize that class and representative action procedures are designed to afford a mechanism of relief for claims for which the costs of litigation are disproportionate to the available relief and that this grievance procedure addresses the same concerns by providing an expedited mechanism at reduced cost to address such claims without the need for class or representative action procedures. It is therefore the intent of the parties that this grievance procedure provides a mechanism for resolving the individual claims covered herein which balances expedited and complete relief to employees for violations with avoidance of unnecessary costs and disproportionate remedies associated with class and representative actions.

515.5 Arbitration of Employment Related Claims.

All claims, disputes, complaints or grievances (collectively, “grievances”)

alleging a violation of the Master Labor Agreement shall be processed through Sections 501-514, and the Local Union shall retain sole and exclusive ability to bring such grievances to arbitration pursuant to such Sections. In addition, any claim, dispute, complaint or grievance concerning a violation of, or arising under, Industrial Welfare Commission Wage Order 16 (“Wage Order 16”) which, by operation of Wage Order 16 and the exemptions contained therein for employees covered by Collective Bargaining Agreements, is subject to Article V, Sections 501-514, shall remain subject only to such Sections, and not to this Section 515. All claims, disputes, complaints or grievances within the scope of Sections 501-514, shall be referred to as “Contractual Disputes.” To effectuate any waivers in this Section 515 or elsewhere in this Agreement, it is the intent of this Agreement to provide employees with a regular hourly rate of pay not less than 30% more than the state minimum wage. Should the wage rate for any classification not meet this requirement during the term of this Agreement, it shall be increased immediately in the amount needed to effectuate that intent and any attendant waivers.

515.6 In addition to Contractual Disputes that may be brought by the Union or Local Union as described above, all employee claims or disputes concerning violations of or arising under Wage Order 16 (except as noted in the immediately preceding paragraph), the California Labor Code Sections identified in California Labor Code section 2699.5 as amended, the California Private Attorneys General Act (Part 13 of division 2 of the California Labor Code), section 2698, et seq. (“PAGA”), all derivative claims under California Business and Professions Code section 17200, et seq., all associated penalties, and federal, state and local laws concerning wage-hour requirements, wage payment and meal or rest periods, including claims arising under the Fair Labor Standards Act (hereinafter “Statutory Dispute” or “Statutory Disputes”) shall be redressable within this Section 515. All Statutory Disputes shall be subject to and must be processed by the employee, not the Local Union or Union, pursuant to the procedures set forth in this Section 515 as the sole and exclusive remedy. To ensure disputes are subject to this grievance procedure in accordance with the intended scope of coverage set forth herein, Statutory Disputes also include any contract, tort or common law claim concerning the matters addressed in the foregoing laws (other than a claim of violation of the Master Labor Agreement which are deemed Contractual Disputes).

This Section 515 shall not apply to claims before the National Labor

Relations Board, the Employee Equal Opportunity Commission, the Department of Fair Employment and Housing, and the California Division of Workers' Compensation.

In addition to the claims listed above, the parties have also agreed to provide for final and binding arbitration of any and all claims that could be asserted under all local, state and federal anti-discrimination laws, including but not limited to the California Fair Employment and Housing Act, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, and the California Family Rights Act. All claims for discrimination, harassment or retaliation in employment on the basis of race, age, sex, gender, religion, national origin, alienage, marital status, sexual orientation, disability, or any other basis that is protected under any of those laws as well as all related or similar claims (including but not limited to those for wrongful termination in violation of public policy, intentional infliction of emotional distress, violation of 42 U.S.C. section 1981, and retaliation in violation of Labor Code section 1102.5), shall be resolved exclusively under and in accordance with the procedure for settlement of grievances and disputes set forth in this Article V and not in a court of law. The agreement to arbitrate such claims shall also include those asserted against any of the Employer's employees, officers, or owners.

Pursuant to California Labor Code Section 2699.6, the Parties hereby expressly and unambiguously waive the provisions of the California Private Attorneys General Act (PAGA), Labor Code Section 2698, et seq., and agree that none of the provisions of that statute apply to any of the employees covered by the collective bargaining agreement between the undersigned Parties (the "Agreement"). The Parties further agree that this Agreement prohibits any and all violations of the California Labor Code sections identified in Labor Code §§2699.5 and 2699(f) as well as any others that would be redressable by PAGA, and that such claims shall be resolved exclusively through the Arbitration procedures in this Article and shall not be brought in a court of law or before any administrative agency such as the California Labor Commissioner.

This Agreement shall apply to any representative PAGA claims and class claims that arise during the term of the Parties' current Master Labor Agreement, regardless of when they were filed with any court or administrative agency; provided that the Contractor is

bound to an extended, renewed or successor Master Labor Agreement if such claims are filed after the termination of this Master Labor Agreement. An Arbitrator presiding over an arbitration conducted pursuant to the arbitration procedure of this Section 515 shall have the authority to make an award of any and all remedies otherwise available under the California Labor Code, except for an award of penalties that would be payable to the Labor and Workforce Development Agency.

515.6.1 This Section 515 as to Statutory Disputes prohibits all violations of California Labor Code provisions redressable pursuant to the Private Attorneys General Act (Part 13 of Division 2 of the California Labor Code). Accordingly, the Parties hereto agree to the fullest extent permitted, the Master Labor Agreement, in general and this Section 515 in particular, shall operate to waive any and all provisions of the Private Attorneys General Act (Part 13 of Division 2 of the California Labor Code) and shall supersede and be considered to have fulfilled all requirements of said Act as presently written and/or amended during the life of this Master Labor Agreement.

515.7 **Procedure for Arbitration of Disputes.**

No Statutory Dispute subject to this Article shall be recognized unless called to the attention of and, in the event it is not resolved, confirmed in writing by the individual employee to the individual Contractor and the Local Union within the later of (i) the time-set forth in Sections 501-514 of Article V or (ii) the time provided for under applicable statute.

515.8 Grievances and Arbitrations of all Statutory Disputes shall be brought by the individual employee in an individual capacity only and not as a grievant or class member in any purported class or representative grievance or arbitration proceeding. The Arbitrator shall have the authority to consolidate individual grievances for hearing, but shall not have the authority to fashion a proceeding as a class or collective action or to award relief to a group or class of employees in one grievance or arbitration proceeding. The Contractor agrees to indemnify the Union for any costs, including legal fees, or liability incurred by the Union as a result of the implementation and enforcement of the Statutory Dispute resolution provisions of the Article.

515.9 If the individual employee dispute is a Statutory Dispute subject to this Article, the grievance shall not proceed through the process described in Section 502 nor shall it be heard by the Joint Adjustment Board, but shall proceed directly to an independent Arbitrator. In such cases, the procedures for selection of an Arbitrator contained in Article V shall not apply; instead, the individual employee and the Contractor shall proceed to arbitration pursuant and subject to the American Arbitration Association National Rules for Employment Disputes. Unless the parties agree otherwise, they shall request that only lawyers and retired judges be included on all panels of arbitrators offered to the parties. The Contractor shall pay all fees and costs related to the services of the American Arbitration Association and the services of the Arbitrator; however, the Arbitrator may reallocate such fees and costs in the arbitration award, giving due consideration to the individual employee's ability to pay. Each Party shall pay for its own costs, expenses, and attorneys' fees, if any. However, if any Party prevails on a statutory claim which affords the prevailing party costs or attorneys' fees or if there is a written agreement providing for an award of costs or attorneys' fees, the Arbitrator may award costs and reasonable attorneys' fees to the prevailing Party. Any issue regarding the payment of fees of costs and any disputes about the manner of proceeding shall be decided by the Arbitrator selected. The Local Union or Union shall not be a party to such, and shall bear no costs or fees of the arbitration. The Agreement to arbitrate claims described in this paragraph is subject to any applicable rights provided in 9 U.S.C. Sections 401-402.

515.10 The Arbitrator shall have full authority to fashion such remedies and award relief consistent with limitations under federal and state law and precedent established thereunder, whether by way of damages or the award of attorneys' fees and other costs, orders to cease and desist or any and all other reasonable remedies designed to correct any violation which the Arbitrator may have found to have existed, including such remedies as provided under applicable state or federal law or regulation. The decision of the Arbitrator is final and binding upon the parties and is enforceable in a court of competent jurisdiction.

515.10.1 Notwithstanding the provisions of Section 515.10, the Arbitrator shall not have the authority to award penalties payable to the Labor and Workforce Development Agency pursuant to the Private Attorneys General Act (Part 13 of Division 2 of the California Labor Code).

The decision of the Arbitrator is final and binding upon the parties and is enforceable in a court of competent jurisdiction. (This provision is intended to implement to the fullest extent permissible the provision of Labor Code Section 2699.6)

515.11 The Arbitrator shall not have any authority to award relief that would require amendment of the Master Labor Agreement or other Agreement(s) between the Union and a Contractor or the Contractors or which conflicts with any provision of any Collective Bargaining Agreement or such other Agreement(s). Any arbitration outcome shall have no precedential value with respect to the interpretation of the Master Labor Agreement or other Agreement(s) between the Union and a Contractor or Contractors.

ARTICLE VI

Craft Steward and Business Representative

601. The Union Business Agent or Special Representative shall have access to the project during working hours and shall make every reasonable effort to advise the Contractor or his representative of his presence on the project.

602. The craft job Steward, if any, shall be a working employee appointed by the Union, who shall, in addition to his regularly assigned work, be permitted to perform during working hours, such of his Steward duties as outlined in Paragraph 604 as cannot be performed otherwise. The Union agrees that such duties shall be performed as expeditiously as possible and the Contractor agrees to allow the performance of such duties as herein set forth. The Union shall notify the Contractor or his Representative, in writing, of the appointment of a craft job Steward and send a copy to the Contractor's home office address.

603. It is recognized by the Contractor that the craft job Steward shall remain on the job as long as there is work being performed in his craft in which he is qualified to perform. The Contractor or his Representative, before laying off or discharging the craft job Steward for any cause other than stated in Paragraph 605 shall notify the Union in writing of his intent to do so two (2) full working days prior to such intended lay off or discharge. The Contractor or his

Representative will meet with the Representative of the Union during this two (2) day period and attempt to resolve the matter. The craft job Steward shall not be discharged or laid off for the performance of his agreed upon duties when performed in accordance with this Article or without just cause.

604. To promote harmony between the Union and the individual Contractor, the craft job Steward shall be limited to and shall not exceed the following duties and activities:

604.1. Check the job referral of each employee dispatched under the terms of this Agreement to the Contractor.

604.2. Work with the Contractor's designated Representative in charge of the job in an attempt to resolve disputes prior to the application of the grievance procedure.

604.3. Report to the Contractor's designated representative any employee covered by this Agreement who works for less than the negotiated wage scale, for less than the overtime rate or who goes to work without a referral.

604.4. Report to the Contractor's designated representative any work belonging to his craft being done by non-dispatched men or by workmen of another craft.

604.5. Report to his Business Representative infractions of the Agreement which have not been resolved between himself and the Contractor's designated representative.

604.6. Make a complete job check during working hours no more often than once a week.

604.7. Report to his Business Representative any employee covered by this Agreement who leaves the jobsite without giving the Contractor and the craft job Steward prior notice.

604.8. Report any reckless or unsafe employees covered by this Agreement on the jobsite to the Contractor's designated Representative or his Business Representative.

605. The craft job Steward shall not:

605.1. Stop the Contractor's work for any reason.

605.2. Tell any workman or any employee covered by this Agreement that he cannot work on the job.

605.3. Initiate any physical altercation with any person on the jobsite.

606. Any infraction of any of the rules in Paragraph 605 shall be cause for immediate dismissal of the craft job Steward without any prior notice and this shall be the exclusive remedy for a violation of this Section.

607. Any dispute in connection with this Article VI shall be referred to the Grievance and Arbitration procedure of this Agreement.

ARTICLE VII Classification

701. Should the Contractor or any Sub Contractors, employ workmen in the prosecution of this work in occupations or upon equipment which is not covered by one of the classifications herein specified, such employment shall, within three (3) working days after a work assignment is made or the equipment is operated, be temporarily classified by the appropriate Contractor Association and the Union.

701.1. Temporary classifications and Teamster Craft wage rates shall be immediately referred to the Joint Adjustment Board which shall at its next meeting review and recommend usage of the proper classifications and wage rates. Either party shall thereafter have

the right to submit a dispute under this section in the manner set forth in the provisions of the Teamster Craft Joint Adjustment Board.

701.2. The Contractors agree when the number of pieces of Teamster equipment on a job or project exceeds the number of employees employed to operate the equipment; the Contractor shall not assign the operation of any of the equipment to any other employee not covered by this Agreement. If the Contractor is found through the grievance procedure to have violated this Paragraph 701.2, the Contractor shall pay a penalty contribution to the Teamsters' Health and Welfare Fund not to exceed one (1) day's pay for each day, or portion thereof, the violation occurred.

702. The number of employees and the number of classifications of employees required to perform any operation covered by this Agreement shall be determined by the Contractor; provided that if a Contractor, in determining the number of employees or the number of classifications of employees shall lessen the number of employees or the number of classifications customarily used to perform any such operation, the affected Union may have the issue of such reduction in employees or in classifications determined by the grievance procedure provided in Article V of this Agreement. In determining such disputes, consideration shall be given to the necessity for additional employees or classifications as well as to other pertinent factors.

703. Because the Contractors and the Union recognize the necessity of eliminating restrictions on production and promoting efficiency, nothing shall be permitted that restricts production or increases the time required to do the work and no limitation shall be placed upon the amount of work which an employee shall perform nor shall there be any restriction against the use of any kind of machinery, tools or labor saving devices, provided, however, that such machinery or power equipment shall be furnished by the Contractor and provided further that no employee shall be required to work under any conditions that are injurious to his health or safety in conflict with a present well-established custom regulating such use where the work is being performed.

704. The Contractor shall promptly pay for all traffic tickets for overloads, spills and defective equipment where such violation is not the fault of the employee.

704.1. The Contractor agrees to pay the employee concerned at his regular rate of pay for any time the employee is required to appear in court as the result of such violation, where such violation is not the fault of the employee, including reasonable time for travel to and from such court and reasonable out-of-pocket expenses incurred by such employee in connection therewith.

705. The Contractor agrees to recognize and observe Teamsters' jurisdiction insofar as possible and that wage scales apply to classifications rather than to men and the Union agrees to permit the occasional temporary transfer of employees from one classification to any other classification, provided that, when such transfers are made the employee shall be paid for the entire day on the basis of the rate of the highest paid classification in which he worked during the day. When such transfers involve the classifications of more than one craft, it shall not be necessary for the operation of this policy that employees be referred to a project by more than one (1) Union or employed at classifications of more than one (1) craft. Abuse by any Contractor of the privilege granted in this Paragraph 705 shall subject him to withdrawal of the privilege for an appropriate period through the procedures established in the Teamster Craft Joint Adjustment Board.

705.1. The Contractor understands and agrees that Teamsters' jurisdiction is basically the operation of vehicles and equipment that are utilized for the purpose of transporting personnel, equipment and materials as defined in the various International Jurisdictional Agreements. Classifications covering work other than the operation of vehicles and equipment, within Teamsters' jurisdiction, shall also be observed as set forth in the various International Jurisdictional Agreements.

706. Each employee employed in accordance with the terms of this Agreement shall receive wages based upon the minimum hourly wage rates specified in Article XVIII calculated by the number of hours he was employed less all legal deductions. Any other methods

of paying the employees, such as the use of piecework, bonus systems or lumping of the work shall be deemed a violation of this Agreement. Grievances shall be settled in accordance with the grievance procedure of this Agreement.

707. The Contractor agrees that all work covered by this Agreement shall be performed by workmen who, the Contractor and the Union agree, are employees of the Contractor or Sub Contractor and that both the Contractor and Sub Contractors shall employ such employees under the terms of the appropriate labor agreement covering the work involved.

<p>ARTICLE VIII Apprenticeship</p>
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801. The Teamsters Joint Council No. 42 (Locals 166, 186, 848 and 986) and Teamsters Local Union No. 87 (Union) and Contractors signatory to the Master Labor Agreement jointly negotiated and established an apprenticeship program which has been approved by the Department of Apprenticeship Standards of the State of California. That program has indentured apprentices and Contractors have begun using these apprentices in accordance with such set standards.

802. California Labor Code Section 1777.5 stipulates the use of apprentices on public works jobs currently established at one (1) apprentice to five (5) journeymen. The Union and the Contractors acknowledge and agree that there may be for the expected term of the new Master Labor Agreement, an insufficient number of apprentices to meet the current mandated ratio. Additionally, certain specific job locations lack sufficient numbers of journeymen or the nature of the work does not allow for safe and effective training of apprentices by journeymen and compliance to the mandated standards. This situation inadvertently places all contractors in jeopardy of substantial penalties from the State contractor compliance programs.

803. Therefore, the Union and the Contractors have mutually agreed to have the Teamster Apprenticeship Director submit to the Department of Apprenticeship Standards a request for a waiver similar to the standing waiver that the DAS has approved for other crafts, specifically

the Operating Engineers and Laborers in Southern California. Said waiver will request exemptions for jobsites with four (4) or fewer journeymen on the site from the apprenticeship ratio.

804. Contractors signatory to this Agreement may employ an apprentice at a ratio of one apprentice to one journeyman, as stipulated in the Apprenticeship Standards. Contractors shall employ an apprentice at no less than 5:1 (5) journeyman to (1) apprentice.

<p>ARTICLE IX</p> <p>Holidays, Payment of Wages, Meal Periods</p>

901. **Holidays.**

901.1. The following holidays shall be observed on the date designated by Federal Law: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas Day. If any of the above holidays should fall on Sunday, the Monday following shall be considered a legal holiday. Work on such days shall be paid for at the holiday overtime rate provided herein. No work shall be performed on Labor Day except in case of extreme urgency when life or property is in imminent danger.

902. **Payment Of Wages.**

902.1. All wages shall be paid on a designated weekly payday and in no event shall the Contractor withhold more than five (5) working days. If the regular payday falls on a holiday, the employees shall be paid on the next regular workday. Employees shall be paid prior to the ending of their regular shift. In the event an employee is not paid prior to the ending of his regular scheduled shift, he shall be compensated in increments of one-half (½) hour at the applicable overtime rate until such time as he does receive his pay.

902.2. When men are laid off or discharged, they must be paid wages due them at the time of layoff or discharge. At such times as an employee is paid, he shall be furnished a personal record showing straight time and overtime hours paid and all deductions itemized for the

current pay period. Such record shall show the employee's name, and the Employer's name and address. In the event the Employer fails to pay employees laid off or discharged, they shall be paid waiting time at the straight time rate of eight (8) hours per day, five (5) days per week, until the time such payment has been made.

902.3. An employee who quits shall be mailed his pay in full by certified mail to his last known address within seventy-two (72) hours or be paid prior to leaving the job or project. In the event these stipulations are not met, he shall receive waiting time as noted above.

902.4. If a Contractor pays an employee by check, draft or voucher, which check, draft or voucher is subsequently refused payment because the Contractor has no account with the bank, institution or person on which drawn or insufficient funds to his account at the time of presentation, the Contractor shall be required to issue only certified checks for all employees working under this Agreement on that job for the duration of the job on which said check was issued and shall reimburse the employee immediately by certified check for the insufficient fund check issued and for the bank charges assessed.

902.5. When employees covered under the terms of this Agreement are employed at a higher rate of pay than the minimum established herein during any shift, the higher rate of pay shall apply on all time worked during that day.

902.6. The Employer shall not discharge or discriminate against any employee under this Agreement because of any industrial injury incurred prior to employment or the filing of a claim of workmen's compensation benefits.

902.7. When an employee is injured while at work to the extent of being unable to work for the balance of the day he shall be paid for a full day at his regular rate. His ability to work or not to work shall be determined by a qualified physician.

903. **Meal Period.**

903.1. Employees shall not work more than five (5) consecutive hours without a one-half (½) hour meal period. When employees work over five (5) hours without being provided with a one-half (½) hour meal period, they shall receive one-half (½) hour pay at the double time rate. When an employee is required to work overtime for more than three (3) hours over the regular eight (8) hours, the Employer agrees to provide a meal period each five (5) hours thereafter and the employee shall have sufficient time to eat the meal without loss of pay. In the event an employee is required to work through an overtime meal period, then the employee shall receive pay for an additional one-half (½) hour at the double time (2X) rate. Meal periods may be staggered to meet job requirements. Employers are not required to make payments to fringe benefit contributions for each hour paid to employees associated with California Labor Code penalties.

904. **Breaks.**

904.1 The Parties to this Agreement recognize Industrial Wage Order 16 covering “On Site Construction, Mining, Drilling and Logging Industries”. Any dispute or grievance arising from this Wage Order shall be processed under and in accordance with Article V Procedures For Settlements of Grievances and Disputes of this Agreement. The grievance procedure of Article V shall be the exclusive method for resolving all alleged violations of this Wage Order and the time limitations of Article V shall apply. Employers are not required to make payments to fringe benefit contributions for each hour paid to employees associated with California Labor Code penalties.

905. Any alleged violation of the meal and/or rest period provisions of this Agreement shall be subject exclusively to the grievance and arbitration procedures set forth in Article V of this Agreement.

<p>ARTICLE X</p> <p>Safety, Parking, Drinking Water, Jobsite</p> <p>Transportation, Signing of Documents</p>

1001. **Safety.**

1001.1. The Unions shall cooperate (1) with the individual Contractor and with each other in carrying out all of the individual Contractor'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 operations of each particular duty and of any job as a whole. The individual Contractors must post the name and address of their doctor and the compensation insurance carrier on the jobsite.

1001.2 All Federal and State safety rules, regulations, orders and decisions shall be binding upon the individual Contractor and shall be applied to all work covered by this Agreement. No worker shall be required to work under unsafe conditions.

1001.2.1. An employee who has been found, through the grievance procedure, to have been unjustifiably disciplined or discharged for refusing to perform work which would endanger his health or safety or the health or safety of any other employee, shall be reinstated in his former classification. This is not to be construed as a waiver of the employee's rights under Section 502 of the Labor Management Relations Act of 1974, as amended.

1001.3. The individual Contractors shall be solely responsible for implementation and maintenance of such safety laws, rules, regulations, standards, orders and decisions. Neither the Union nor any local Unions or District Councils are responsible for such implementation or maintenance.

1002. **Parking.**

In the event free parking facilities are not available within three hundred and fifty (350) yards 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 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 areas shall be reasonably level and graded to drain.

1003. **Drinking Water.**

The Contractor shall furnish cool and potable drinking water in sufficient quantities for the needs of the employees and make available sanitary drinking cups and adequate toilet facilities in accordance with California State Law.

1004. **Jobsite Transportation.**

Whenever, because of remoteness of parking areas, hazardous road conditions or security restrictions, the Employer is required to furnish transportation for men within the jobsite to the place of their “work”. This transportation shall be equipped with seats and handrails.

1005. **Signing Of Documents.**

Workmen and/ or employees shall be required to sign any document required by law and in addition be allowed to sign attendance at safety meetings, sign in/out for sensitive equipment (i.e. air quality testers, radios, mobile phones, pagers, etc.) and sign the acknowledgment of receiving and reading employee handbooks (inclusive, but not limited to (1) DMV record pull for employees who drive Company vehicles, (2) acknowledgement of meal periods and rest breaks and (3) any training pertaining to EEOC requirements).

ARTICLE XI Qualifications
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1101. Each of the Parties hereto warrants and agrees that it is under no disability of any kind whether arising out of the provisions of its Articles of Incorporation, Constitution, by-laws or otherwise, that will prevent it from fully and completely carrying out and performing each and all of the terms and conditions of this Agreement and, further, that it will not by the adoption

or amendment of any provisions of its Articles of Incorporation, Constitution or by-laws or by contract or by any means whatsoever, take an action that will prevent or impede it in the full and complete performance of each and every term and condition hereof. The warranties and agreements contained in this paragraph are made by each of the signatories hereto on his own behalf and on behalf of each organization for which it is acting hereunder. The individuals signing this Agreement in their official capacity and the signatories hereto hereby guarantee and warrant their authority to act for and bind the respective Parties or organizations and each of their eligible members and the Union on whose behalf the said Parties are signing the said Agreement.

1102. Nothing contained in any other Agreement will change the conditions set forth in this Agreement pertaining to use of equipment or the working rules and classifications of employees when said equipment is owned by the Contractor and operated or used on any work on which he is the prime or Sub Contractor. Nothing contained in this Agreement shall relieve any Contractor or Sub Contractor from his contractual obligations under such other agreements.

1103. No agent or representative of either Party has authority to make and none of the Parties shall be bound by nor liable for, any statement, representation, promise, inducement or agreement not set forth herein. Any provision in the working rules of the Union with reference to the relations between the Contractors and their employees, in conflict with the terms of this Agreement shall be deemed to be waived and any such rules or regulations which may hereafter be adopted by the Union shall have no application to the work covered herein.

1104. A Party to this Agreement shall not cancel this Agreement because of a claimed breach thereof or file any claim for damages because of a claimed breach of this Agreement, without giving notice in writing to the other party and allowing ten (10) days thereafter to such other party for redress or correction. Nothing contained in this Section shall be deemed to limit the right of the Unions under Article III of this Agreement.

ARTICLE XII

Existing and Other Agreements

1201. No Contractor, Party hereto, shall be required to pay higher wages or be subject to less favorable working conditions than those applicable to other Contractors employing workmen covered by the terms of this Agreement, performing similar work in the area covered by this Agreement, with the exception as set forth in Paragraph 1102 below.

1202. It is understood by the Contractors and the Union that there may be other Agreements pertaining to the rental and use of construction equipment and that the Contractors signatory to this Agreement may also be signatory to Agreements between other organizations with the Union.

1203. This Agreement shall be deemed to be executed when the Parties signing shall have affixed their signatures hereto. Before accepting as an affiliate or issuing a charter to a Local Union in the area herein defined, the Union shall require as a condition of such affiliation that said Local Union be bound by the terms hereof.

ARTICLE XIII

General Savings Clause

1301. It is not the intent of either the Contractors or the Union to violate any laws, rulings or regulations of any Governmental authority or Agency having jurisdiction of the subject matter of this Agreement and the Contractor and the Union 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, the remainder of the Agreement shall remain in full force and effect unless the part so found to be void is wholly inseparable from the remaining portion of this Agreement. The Contractors and the Union agree that if and when any provision of this Agreement is held or determined to be illegal or void, they will then promptly enter into lawful negotiations concerning the substance thereof. In the event the Parties are unable to reach agreement within sixty (60) days following the beginning of such negotiations, the Parties agree

to submit the issue to final and binding arbitration. Selection of an Arbitrator shall be made in the manner prescribed in Article V of this Agreement. The Arbitrator shall render decisions only on the specific issue submitted to him and shall have no authority to change or abrogate other conditions of this Agreement. Any fees and/or expenses of the Arbitrator shall be borne by and divided equally by the Union and the Contractors. The decision of the Arbitrator shall be final and binding on the Parties. The no-strike, no lockout provisions of Article III shall not apply if either Party fails to comply with the decision of the Arbitrator.

1302. **Healthy Workplace Healthy Family Act of 2014:** The Parties hereto agree that to the fullest extent permitted, the Master Agreement shall operate to waive any and all provisions of the Healthy Workplace Healthy Family Act of 2014, effective January 1, 2015 and shall supersede and be considered to have fulfilled all requirements of said Act as presently written and/or amended during the life of this Master Agreement. The Parties further agree that to the fullest extent permitted; this Agreement shall operate to waive any provisions of any City, County or other Local paid leave ordinance.

ARTICLE XIV

Term, Termination and Renewal

1401. This Agreement shall be effective as of the 1st day of July 2025 and shall remain in effect until the 30th day of June 2028 and shall continue from year to year thereafter, unless either of the collective bargaining representatives shall give written notice to the other of a desire to change, amend, modify or terminate the Agreement at least sixty (60) days prior to the 30th day of June 2028 or the 30th day of June any subsequent year. In the event no agreement is reached by June 30, 2028, the Associations or the Union may, on or after June 30, give a written notice of intention to terminate the Agreement. Regardless of giving of such notice to terminate the Parties shall continue to negotiate until an Agreement is reached or until either Party has given a fifteen (15) day written notice of final termination of the Agreement. The written notice of final termination shall provide that the Agreement shall be terminated on the date specified in such notice provided, however, the Agreement shall not terminate prior to July 15, 2028, or July 15th of any subsequent year.

1402. Any construction work which any Contractor has started or become obligated to perform by any valid written contract or bona fide and irrevocable commitment prior to July 1, 2025 or the expiration of any subsequent year, which contract has been registered by the Contractor with the Union and the appropriate signatory Contractor Association prior to July 1, 2025 or the expiration date of any subsequent year, shall continue under the terms of this Agreement to September 1, 2025 or to a date subsequent to September 1, 2025, by mutual agreement between the appropriate signatory Contractor Associations and the Union. The provisions of this Section shall not apply after the Agreement is terminated under the provisions of this Article. However, the provisions of this paragraph may be altered by mutual agreement of the Parties.

ARTICLE XV

Equal Employment Opportunity

1501. The Employer and the Union will not discriminate against any person with regard to employment or Union membership because of his race, religion, color, sex, age, national origin or ancestry, and hereby declare their acceptance and support of existing laws. This shall apply to hiring, placement and training during employment, rates of pay or other forms of compensation, layoff or termination and application for admission to Union membership

1502. In the event the Union is unable to refer applicants for employment to an Employer in sufficient number or sufficient type, from the minority groups represented within the local area as may be necessary to enable the Employer to fully comply with minority hiring requirements imposed by his construction contract with any Federal, State or governmental body, commission or agency, or to enable the Employer to fully comply with all Federal and State Laws, Presidential Executive Order, regulations, rules, directives or orders which cover minority hiring and which are applicable to the Employer, then in any such event the Employer shall be free to directly recruit from any source such number of minority applicants acceptable to the Employer as may be necessary to satisfy the Employer's needs to effect such compliance.

1503. It is understood, the Employer shall submit to the Union, in writing, any such request for minority or female applicants for employment, together with a copy of the order, directive, rules or regulations pursuant to any such Presidential Executive Order, Federal, State or local law; the Construction project number and a copy of the compliance order.

ARTICLE XVI

Foreman

1601. When a Contractor employs on his payroll, on a jobsite, nine (9) to thirty (30) Teamsters operating equipment under the jurisdiction of the Teamsters excluding any equipment less than six (6) tons and maintenance equipment, the Contractor shall designate one (1) Teamster as Craft Foreman and he shall receive two dollars (\$2.00) per hour more than the highest Teamster classification over which he is Foreman. Under the above conditions and when the Contractor employs on his payroll on a jobsite over thirty (30) Teamsters, the Contractor shall designate one (1) Teamster as General Foreman and he shall receive two dollars (\$2.00) per hour more than the highest Teamster classification over which he is Foreman.

1601.1. Whenever a Teamster General or Craft Foreman is designated, pursuant to Paragraph 1501, he will in addition to his regular duties, be assigned supervisory duties, i.e., he shall be involved in resolution of day to day problems involving Teamsters such as work assignments, upgrading and discipline.

1601.2. It is understood that a Teamster General or Craft Foreman is a working foreman.

1602. The Contractor recognizes that Teamster Foremen are subject to the provisions of Paragraph 201, and the Parties recognize that Foremen are management representatives of the Contractor and shall not be disciplined by the Union for any actions taken by them in the performance of their duties assigned to them by the Contractors when such duties are not in conflict with the provisions of this Agreement.

1603. Except in case of emergency, if any of the employees not covered by this Agreement, as set forth in Article I, Paragraph 106.1, such as superintendents, assistant superintendents, or master mechanics, shall act in the capacity of a Foreman or work with tools of the Union signatory to this Agreement, he shall be an employee employed within the jurisdiction of the Union.

<p>ARTICLE XVII</p> <p>Working Rules for Teamsters</p>
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1701. **Single Shifts.**

1701.1. Eight (8) consecutive hours, exclusive of meal period, between 5:00 a.m. and 5:30 p.m. shall constitute a day's work. Forty (40) hours, Monday 5:00 a.m. through Friday 5:30 p.m., shall constitute a week's work.

1701.1.1. The starting time of single shifts shall be between 5:00 a.m. and 9:00 a.m., Monday through Sunday. Starting time shall be changed only to meet a bona fide job requirement. Starting times shall not be staggered. Twenty-four (24) hours prior written notice shall be given to the Union in cases of deviation from the original starting time. In the event the Union is not notified in writing, employees shall be paid overtime at the appropriate overtime rate for all time outside the regular constituted shift.

1701.1.2. All time worked before 5:00 a.m. and after 5:30 p.m. and all time worked in excess of eight (8) consecutive hours, exclusive of a meal period, and all work performed or hours paid on Saturdays, Sundays and holidays, shall be paid at the appropriate overtime rate.

1701.2. When so elected by the Contractors, four (4) consecutive ten (10) hour days may be worked from Monday through Thursday or Tuesday through Friday at the straight time rate. Ten (10) consecutive hours, exclusive of meal period, shall constitute a day's work. Forty (40) hours Monday through Thursday or Tuesday through Friday shall constitute a week's work.

1701.2.1 It is understood that if an employee's shift is changed during a particular week from a ten (10) hour shift to an eight (8) hour shift the 5-8's overtime provision as set forth in 1601.1.2 shall apply and the employee will be paid at the appropriate rate or rates for the entire week.

1701.2.2. The Contractor shall notify the Union, as soon as possible, of any changes from an eight (8) hour shift to a ten (10) hour shift or from a ten (10) hour shift to an eight (8) hour shift.

1702. **Multiple Shifts.**

1702.1. When so elected by the Contractor, multiple shifts may be worked for three (3) or more consecutive days, provided that the Union is notified in writing twenty-four (24) hours in advance of the effective date of the starting of such multiple shift operations, Saturdays and Sundays excluded for this notification. Contractors shall have the right to designate the craft or crafts on any project or portion thereof, who shall work on a multiple shift basis provided, however, that men working on multiple shifts shall not be interchangeable with those working on a single-shift basis. All employees on multiple or single shifts commencing work prior to the established starting time shall be paid at the appropriate overtime rate. In no event shall the regular hours of different shifts overlap, nor shall any interval between shifts exceed the reasonable time necessary to change shifts and in no event shall such interval exceed one (1) hour except when a special shift is established in accordance with paragraph 1604, Special Shifts.

1702.2. It is understood that a single and a multiple shift may work concurrently on a project.

1702.3. Where the Contractor performs field lubrication and/or repair on equipment outside of the regular single-shift operation, employees performing such work shall be considered as working on the multiple-shift basis and receive eight (8) hours' pay for seven (7) hours' work at straight time pay, Monday through Friday. All time worked or hours paid for after seven (7) hours

worked or paid for in one (1) day on Saturday, Sunday and holidays shall be paid for at the appropriate overtime rate.

1702.4. When two (2) or three (3) shifts are worked, each shift shall be paid for eight (8) hours which shall be worked and paid as follows: the first shift shall work eight (8) hours and be paid for eight (8) hours; the second shift shall work (8) hours and be paid for eight (8) hours plus an additional two dollars (\$2.00) per hour premium for all hours worked; the third shift shall be paid for eight (8) hours at the regular hourly rate for six and one-half (6½) hours worked.

1702.5 Any time worked from Friday midnight to Sunday midnight or on holidays or in excess of the regular shift hours or hours paid for shall be paid for at the appropriate overtime rate, except as provided in Paragraph 1602.6.

1702.6. The Friday graveyard shift ending on Saturday morning will be considered Friday work. The Saturday graveyard shift ending Sunday morning will be considered Saturday work. The Sunday graveyard shift ending on Monday morning will be considered Sunday work.

1703. It is agreed that the Contractor and the Union may mutually agree in writing, upon different starting or quitting times for any of the above shift arrangements.

1704. **Special Shifts.**

1704.1. When the Contractor produces evidence in writing to the Union twenty-four (24) hours in advance of a bona fide job requirement that work can only be performed outside the regular day shift due to requirements by City, County or State and other Contracting agencies, an employee shall work eight (8) consecutive hours, exclusive of meal period, for which he shall receive eight (8) hours' pay at the straight time rate of pay, Monday through Friday. All time worked or hours paid for Saturday, Sunday and holidays shall be paid for at the appropriate overtime rate. When the above conditions exist and it is necessary to begin or end a shift during the hours specified in 1602.6 of this Article (for Saturday and Sunday work) in order for an employee to complete a forty (40) hour work week, the overtime rate will not apply; otherwise, all

time worked or hours paid for Saturdays, Sundays and holidays and hours worked in excess of eight (8) hours, shall be paid for at the appropriate overtime rate. It is agreed, however, in the operation of this shift, no employee will lose a shift's work. Employees working this special shift shall receive one dollar (\$1.00) per hour in addition to his regular rate of pay.

1704.2. When maintenance or remodeling work cannot be performed on the regular shift because of the fact that establishment cannot suspend operations during the day, a special single shift may be employed starting at a time designated by the operations of the establishment, Monday through Friday and employees on this shift will work seven and one-half (7½) consecutive hours exclusive of meal period, for which they will receive eight (8) hours' pay at the straight time rate.

1705. **Tide Work Schedule.**

The following provisions shall apply to employees on jobs working a single shift only:

1705.1. When employees are called out to work broken time or tide work, Monday through Friday, the minimum pay for such work shall be eight (8) hours at the applicable, regular straight time rate. Subject to the above minimum, in computing the time to be paid for under this provision, eight (8) hours or less worked between 7:00 A.M. and 5:00 P.M. shall be paid for at the applicable straight time rate and time in excess of eight (8) hours worked between 7:00 A.M. and 5:00 P.M. and any time worked before 7:00 A.M. or after 5:00 P.M. shall be paid for at the applicable overtime rate.

1705.2. When employees are called out to work broken time or tide work on Saturdays, Sundays or holidays, the minimum pay for such work shall be eight (8) hours at the applicable overtime rate.

1706. **Emergencies.**

1706.1. When it is mutually agreed that an emergency exists, such as earthquakes,

floods or fire, starting time for the shift may be made to fit the emergency and eight (8) hours in any twenty-four (24) hour period may be worked at straight time. All other terms and conditions of this Agreement shall apply.

1707. Other job related factors being equal, length of service with the Employer shall be the key factor with respect to assignment of equipment and shifts.

1707.1. Length of continuous service with the Employer shall be given consideration prior to laying off an employee provided the employee can perform the work required and provided further the employee has three (3) or more years continuous service with the Employer.

1708. **Shorter Day or Week.**

When the Union and the Contractors consider and agree that conditions in the industry, in the area covered by this Agreement warrant a shortened workday or workweek, the Parties shall jointly give adequate consideration to and discussion of such changes; provided, however, that any such changes in the workday or work week shall not be used to encourage the payment of overtime to a greater extent than that which is being paid at the time a change is made in the workday and workweek.

1709. **Subsistence.**

1709.1. In the subsistence area subject to the exceptions noted below, subsistence shall be paid at the rate of sixty dollars (\$60.00) per scheduled workday in the green zone. There shall be no pro-rating of subsistence. Subsistence shall apply to workmen and/or employees who report to work and for whom no work is provided.

1709.2 Effective September 1, 2000, there will be a three dollar (\$3.00) per hour differential for the military bases of Vandenberg AFB, Point Arguello, Point Conception, China Lake, Camp Roberts, Edwards AFB, Nebo Marine Ballistic Base (Yermo), Mountain Warfare

Training Center, Bridgeport, Fort Irwin, George AFB, Naval Air Facility, El Centro, 29 Palms Marine Base, in lieu of subsistence.

1709.3. Subsistence as provided in Paragraph 1609.1 shall be paid on jobs on the following offshore islands:

Richardson Rock	Santa Barbara Island
Santa Cruz Island	Arch Rock
San Clemente Island	Santa Rosa Island
San Nicolas Island	San Miguel Island
Anacapa Island	(Channel Islands Monument)

1709.4. In the event campsites are established on offshore islands, in lieu of subsistence, they shall be maintained and operated inclusive of all the stipulations set forth below.

1709.5. In lieu of payment of subsistence as detailed above, the Contractor may provide room and board, seven (7) days per week, for his employees, in compliance with California State Law governing camps. When a Contractor intends to establish a camp, as provided in this paragraph, a pre-job conference will be held with the Contractor and the Union at which time the Contractor will outline his plan for said room and board and an understanding will be reached within the framework of California State Law governing camps.

1709.6. Payments of subsistence shall be identified, reflecting the number of calendar days of subsistence.

1710. **Reporting Time and Minimum Pay.**

1710.1. The employee will furnish the Employer with his current address and phone number. Any employee reporting for work at the regular starting time and for whom no work is provided shall receive pay for two (2) hours at the stipulated rate for so reporting unless (1) he has been notified before the end of his last preceding shift not to report; or (2) the Employer has notified the employee prior to leaving home not to report. Any employee who reports for work

and for whom work is provided shall receive not less than four (4) hours' pay and if more than four (4) hours are worked in any one (1) day, shall receive not less than eight (8) hours' pay, except, however, if after four (4) hours the project or portion thereof is shut down, the employee or employees, affected by such shut down shall receive pay for the actual hours worked. The Employer will attempt to keep as many employees as possible to complete the shift by performing other work covered by this Agreement.

1710.2. With respect to Section 1601.2 any employee who reports for work and for whom work is provided shall receive not less than five (5) hours' pay and, if more than five (5) hours are worked in any one (1) day, shall receive not less than ten (10) hours' pay, except however, if five (5) hours the project or portion thereof is shut down, the employee, or employees, affected by such shut down shall receive pay for the actual hours worked. The Employer will attempt to keep as many employees as possible to complete the shift by performing other work covered by this Agreement.

1710.3. The Contractor may request the employee to remain on the job for the two (2) hour period referred to above.

1710.4. Non-Payment of Show-up time and Subsistence: Workmen or employees referred under Article II to the Contractor's job who arrives in an unfit condition for work, without proper tools, credentials or who are not otherwise qualified in accordance with their work referrals shall not be paid show-up time or subsistence.

1710.5. On all short jobs, of five (5) days or less, such as paving, small utility jobs, equipment rental operations, any employee reporting for work and for whom no work is provided shall receive two (2) hours show-up time for so reporting, unless he has been notified prior to the end of his last preceding shift or prior to leaving his home not to report to work. Any employee for whom work is provided shall receive four (4) hours pay and if more than four (4) hours are worked in any one day, shall receive not less than six (6) hours pay and if more than six (6) hours work is provided, he shall receive not less than eight (8) hours pay. When so elected by the Contractor to perform work as four (4) consecutive ten (10) hour days, an employee for whom

work is provided shall receive five (5) hours pay and if more than five (5) hours are worked in any one day, shall not receive less than eight (8) hours pay and if more than eight (8) hours are worked in any one day, he shall receive not less than ten (10) hours pay.

1711. When it is necessary to shut down a job or project because of a bomb threat, employees will be compensated as follows:

1711.1. If such an event occurs before the regular starting time, all workmen or employees who have not been notified not to appear for work and who show up at the jobsite shall receive two (2) hours pay and subsistence at the applicable rate.

1711.2. In order to qualify for this two (2) hours pay (and subsistence if applicable) the employee and/or workman must remain on the job available for work during the two (2) hour period of time for which he receives pay unless released sooner by the Employer or his Representative. Time spent in a holding area as directed by the Contractor shall be considered as time worked and paid accordingly.

1712. **Greasing and Fueling.**

On grease and fueling truck, when an Engineer-Oiler and a Teamster-Oiler work interchangeably servicing trucks and other equipment, the rates and hours shall be identical.

1713. **Tools.**

Truck repairmen and/or Welders shall furnish their own tools. The following tools, when needed, shall be furnished by the individual Employer and shall not be furnished by the employees.

1713.1 **Special Tools, such as:**

Pin Presses

Spanner Wrenches

Air or Electric Wrenches

Gear and Bearing Pullers

Electric Drills
Reamers
Saw Blades, Files
Rasps
Tap Dies
Oxy-Acetylene Hoses
Gauges of all kinds
Torches and Tips
Pipe Wrenches - 24 inches and over and Socket Wrenches over 3/4 inch drive
Torque Wrenches and Welding Machines

1713.2. The Contractor shall furnish a safe and suitable place for the employees to store their tools. The Contractor shall be responsible for the replacement of the employees' tools broken on the job.

1714. **Movement of Equipment and Layovers.**

When equipment is moved from one construction job to another or from yard to jobsite or vice versa, by an employee covered by this Agreement or when a driver is required to remain away over night away from his assigned base, yard or jobsite, such transportation shall be under the wage scales and conditions of this Agreement and the driver will be paid reasonable expenses incurred on such trip. If the driver does not return in such equipment covered by this Agreement, he will also be given return transportation or a reasonable allowance therefore, from the point of delivery of the equipment direct to his starting place and pay therefore at the regular straight-time hourly rate for the actual hours spent in traveling. The payments provided in this paragraph shall be in lieu of the subsistence provided in Paragraph 1609 and the driver shall have no claim for travel or subsistence in addition to such payments.

1715. **Operation of Equipment Outside Regular Hours.**

When equipment is operated before or after shift or on Saturday, Sundays or holidays, the employee assigned to such equipment during the regular shift shall be offered the

overtime work except in the case of immediate emergency.

1716. Employees employed on tunnel work shall be paid one dollar (\$1.00) per hour above the rate of pay for the classification of work in which they may be engaged for all tunnel work. Tunnel work shall be defined as the actual boring, driving and concreting of tunnels.

1717. **Sanitation and Safety.**

The Contractors and the Union agree that all applicable State and Federal Safety Orders shall be observed by the Contractor and the employees.

1717.1. The Contractor shall be required to furnish suitable shelter to protect employees from falling materials and provide umbrellas on equipment being operated under desert heat conditions and foul weather gear, if required.

1717.1.1. A heat illness prevention cool-down recovery period shall be made available for employees working in high heat conditions in order to prevent heat illness in accordance with CAL-OSHA requirements. Any dispute or grievance arising from this heat illness prevention recovery requirement shall be processed in accordance with Article V, Procedure for Settlement of Grievances and Disputes of this Agreement.

1717.2. Heaters will be provided for all Teamster equipment when the outside temperature is below forty (40) degrees Fahrenheit during the shift.

1717.3 Suitable sanitary drinking water and adequate toilet facilities shall be furnished by the Contractor in accordance with California State Law.

1717.4 All equipment with air conditioning shall be maintained in good working order. No employee shall be required to operate any equipment on projects of more than (30) working days duration unless that equipment has an air-conditioned cab when the ambient temperature exceeds 100 degrees Fahrenheit.

ARTICLE XVIII

Teamster Training and Upgrading Fund

1801. The Parties have established a Teamster Training and Upgrading Fund and Trust.

1802. Contractors signatory to this Agreement agree to pay the sum designated in Attachment 1 to this Agreement into the Teamsters' Training and Upgrading Fund. The monies paid into this Fund are to be used for the training and/or upgrading of the skills of present employees and applicants for employment pursuant to that certain Trust Agreement referred to as the Teamster Training and Upgrading Fund and Trust.

ARTICLE XIX

Wage Scales

1901. **Overtime:** Time and one-half (1½), except Sundays, Holidays and after twelve (12) hours worked per day, which are double time (2X).

Effective July 1, 2025 / \$3.36 Per Hour Increase allocated as follows:

- \$2.00 wages to all classifications
- \$1.35 to Vacation Holiday Sick Fund
- \$0.01 to Contract Administration Fund

Effective July 1, 2026 / \$3.20 per hour increase to be allocated by the Union's membership,
Plus \$0.01 to Contract Administration Fund.

Effective July 1, 2027 / \$3.00 per hour increase to be allocated by the Union's membership,
Plus \$0.01 to Contract Administration Fund.

CLASSIFICATION.

Effective July 1, 2025, new wage classifications are as follows:

	A	B Special Shift	C 2nd Shift
Group I..... Warehouseman and Teamster	\$41.59	\$42.59	\$43.59
Group II..... Driver of Vehicle or Combination of vehicles - 2 axles Traffic Control Car Pilot Car, excluding moving Heavy Equipment Permit load Truck Mounted Power Broom	\$41.74	\$42.74	\$43.74
Group III..... Driver of Vehicle or Combination of Vehicles - 3 axles Bootman Cement Mason Distribution Truck Fuel Truck Driver Water Truck - 2 axle Dump truck and Articulating – less than 16 yards water level Erosion Control Driver	\$41.87	\$42.87	\$43.87
Group IV.....Truck Repairman Helper Driver of Transit Mix Truck - Under 3 yards Dumpcrete Truck - Less than 6½ yards water level	\$42.06	\$43.06	\$44.06
Group V..... Water Truck 3 or more axles Warehouseman Clerk Slurry Truck Driver	\$42.09	\$43.09	\$44.09
Group VI.....	\$42.12	\$43.12	\$44.12

	A	B Special Shift	C 2nd Shift
Driver of Transit Mix Truck - 3 yards or more Dumpcrete Truck - 6½ yards water level and over Driver of Vehicle or Combination of Vehicles 4 or more axle Driver of Oil Spreader Truck Dump Truck and Articulating - 16 yards to 25 yards water level Side Dump Trucks Flow Boy Dump Trucks			
Group VII..... A Frame, Swedish Crane or similar Forklift Driver Ross Carrier Driver	\$42.37	\$43.37	\$44.37
Group VIII..... Dump Truck and Articulating - 25 yards to 49 yards water level Articulating Ejector Truck - 25 yards to 49 yards water level Truck Repairman Water Pull - Single Engine Welder	\$42.62	\$43.62	\$44.62
Group IX..... Truck Repairman Welder Low Bed Driver - 9 axles or over	\$42.82	\$43.82	\$44.82
Group X..... Working Truck Driver Truck Greaser and Tireman (\$.50 additional for Tireman) Pipeline and Utility Working Truck Driver,	\$43.12	\$44.12	\$45.12

	A	B Special Shift	C 2nd Shift
Including Winch Truck and Plastic Fusion, limited to Pipeline and Utility Work Dump Truck and Articulating - 50 yards or more water level Water Pull - Single Engine with attachment Articulating Water Truck			
Group XI..... Water Truck over 12,000 gals. 2 axle Water Pull - Twin Engine Water Pull - Twin Engine with attachments Winch Truck Driver - (\$.25 additional when operating winch or similar special attachments) Boom Trucks (17 K & Below)	\$43.62	\$44.62	\$45.62
Boom Trucks (17 K & Above)	\$44.05	\$45.05	\$46.05

The Union may elect, at its option, upon at least sixty (60) days written notice to allocate the increase to (1) Hourly Wage Rate; (2) Health & Welfare; (3) Vacation; (4) Training; (5) Supplemental Dues; (6) Pension; (7) Contract Administration Fund; (8) State Certified Apprenticeship Program; (9) Joint Labor Management Contract Compliance; (10) any combination thereof.

MILITARY BASES.

For all jobs bid on or after 9/1/00, the differential for work at Vandenberg AFB, Point Arguello, Point Conception, China Lake, Camp Roberts, Edwards AFB, Nebo Marine Ballistic Base (Yermo), Mountain Warfare Training Center, Bridgeport, Fort Irwin, George AFB, Naval Air

Facility, El Centro, 29 Palms Marine Base will be three dollars (\$3.00) per hour in lieu of subsistence.

1902. Hazardous Material Handling: A two dollars (\$2.00) per hour premium shall be paid to all employees handling and or hauling class A or B hazardous materials.

1903. Sub Journeyman rates will be as follows:

	Hours	2025	2026 TBD	2027 TBD
1 st Period (60% of Group X Journeyman Rate)	0000-2000	\$25.87		
2nd Period (65% of Group X Journeyman Rate)	2001-4000	\$28.02		
3 rd Period (70% of Group X Journeyman Rate)	4001-6000	\$30.18		

Over six thousand (6,000) hours and thereafter at full Master Labor Agreement rates.

1904. Fringe benefits for sub journeymen will be the same as in the Master Labor Agreement, except that vacation/ holidays/ sick and supplemental dues will be paid as follows:

	2025	2026	2027
0000-2000 hours	\$3.80	TBD	TBD
2001-4000 hours	\$4.05	TBD	TBD
4001-6000 hours	\$4.30	TBD	TBD

	2025	2026	2027
Over six thousand (6,000) hours and thereafter at full Master Labor Agreement rates.	Full Rate	Full Rate	Full Rate

1905. Sub journeymen may be employed at a ratio of one (1) sub journeyman for every five (5) journeymen.

1905.1. For the specific job classification of “fuel and grease truck” the ratio of one (1) for five (5) must be maintained.

1906. The Union shall establish and maintain an open non-discriminatory separate employment list for Sub journeymen, for the workmen desiring employment on work covered by this Agreement within the area of the Local Union or of the Dispatch Hall serving a particular area of a Local Union. This list will be maintained and handled in the same manner and under the same basic rules as the lists in the Southern California Master Labor Agreement.

1907.

Section A: No Teamster journeyman shall suffer any reduction in wages, hours, benefits or working conditions because of the implementation of the Agreement or any of its provisions.

Section B: It is understood and agreed that the Contractor will not devise or put into operation any plan or scheme, whether herein enumerated or not, to defeat the terms, provisions and/or intent of the Agreement or the provisions of the Master Labor Agreement.

<p>ARTICLE XX</p> <p>Health and Welfare</p>

2001. Contractors signatory to this Agreement agree to pay to the Health and

Welfare Fund known as the Construction Teamsters Security Fund for Southern California at Los Angeles, California the sum designated in Attachment 1 to this Agreement. This money paid into the Fund is to be used for Health and Welfare benefits pursuant to that certain Trust Agreement referred to for convenience as the Construction Teamsters Security Fund for Southern California.

2002. The Construction Teamsters Security Fund for Southern California shall, at all times be maintained by its Trustees in compliance with all applicable provisions of the Affordable Care Act and other laws and in particular, shall satisfy the conditions needed to ensure that the Employers are eligible for and protected by the “multiemployer arrangement pass-through” exemption from penalties under section 498H for employees on whom contributions are made pursuant to this Agreement and any related participation agreement the Employer may execute providing benefit coverage for non-jobsite employees and/or supervisory personnel.

ARTICLE XXI

Pension

2101. Contractors signatory to this Agreement agree to pay the sum designated in Attachment 1 to this Agreement into the Western Conference of Teamsters Pension Trust Fund.

2102. The Employer agrees to continue to pay into the Western Conference of Teamsters Pension Trust Fund for each hour worked by or paid to employees in all Teamster classifications the sum designated in Attachment 1.

2103. The Employer and the Union agree to execute the necessary Trust documents required by the Trustees of the Western Conference of Teamsters Pension Trust as a condition of participation in such trust. The Employer hereby accepts, ratifies and becomes bound by the terms of that certain Agreement and Declaration of Trust executed April 26, 1955, as amended, and as it shall be amended, the same as though he were signatory thereto.

2104. It is understood that the Employer's obligations under the Western

Conference of Teamsters Pension Trust provisions of this Agreement are satisfied by the payment of the contributions as described above.

2105. Effective August 1, 1994, the Contractors agree to participate in the Program for Enhanced Early Retirement (PEER 80). The basic contribution rate shall be seven dollars and seven four cent (\$7.74) and the additional contribution rate for PEER 80 shall be one dollar and twenty-six cents (\$1.26), for the total contribution rate of nine dollars (\$9.00). The contribution required to provide the Program for Enhanced Early Retirement (PEER 80) will not be taken into consideration for benefit accrual purposes under the Plan. The additional contribution rate for the PEER 80 must at all times be sixteen and one-half percent (16.5%) of the basic contribution rate and cannot be decreased or discontinued at any time.

ARTICLE XXII

Vacation-Holiday-Sick Plan

2201. The Parties have established a Vacation-Holiday-Sick Plan and Trust. Contractors signatory to this Agreement agree to pay the sum designated in Attachment 1 to this Agreement to the Vacation-Holiday-Sick Plan Trust Fund for Southern California.

2202. The Vacation-Holiday-Sick Plan shall be self-supporting from income other than the contributions, such as interest and forfeitures, and the employee shall be entitled to receive the full amount of the Contractor contribution made to his account. Any expenses incurred, including the cost of professional assistance, shall be paid from the Vacation-Holiday-Sick Plan Trust. Said Vacation-Holiday-Sick Plan shall comply with all pertinent legal requirements.

2203. In addition to the payment referred to above, Contractors signatory to this Agreement agree to pay twenty cents (\$0.20) per hour worked by, or paid to, employees on all classifications in this Agreement. This money paid into the fund is to be used for the purpose of supplementing sums available for administrative expenses of the Vacation-Holiday Trust Fund for Southern California including expenses of collections of delinquent Employer contributions and assisting covered employees and their eligible dependents in filing and processing of benefit

claims.

2203.1. If at any time during the term of this Agreement, the Trustees of the Vacation-Holiday-Sick Fund of Southern California determine that the said twenty cents (\$0.20) payment is no longer needed to cover said administrative expenses, the Trustees may, by resolution, allocate all future payments of said twenty cents (\$0.20) or any portion thereof, to the Construction Teamsters Security Fund for Southern California for the remainder of the term of this Agreement.

ARTICLE XXIII

Fund for Construction Contract Compliance

2301. The Parties hereby establish the Teamsters Contract Compliance Trust Fund for Southern California under the Labor Management Cooperation Act of 1978. The Fund will be governed by eight Trustees, four appointed by the Union and four appointed by the Contractors.

2302. The Union and each Contractor shall be bound by the Agreement and Declaration of Trust of the Fund and will execute all necessary documents for participation in the Fund.

2303. The Contractors signatory to this Agreement agree to pay the sum designated in Attachment 1 to this Agreement to the Fund to provide for the Administrative expenses of the Fund and the expense of the Fund in the above described efforts to enforce compliance with state and federal law.

2304. The Parties agree that monies collected by the Fund (and earned by investment) shall be deposited in an interest bearing account or accounts until the Fund accumulates sufficient funds to be wholly or partially operational. The decision as to when the Fund becomes wholly or partially operational shall be made by the Trustees of the Fund in their sole discretion.

ARTICLE XXIV

Fund For Certified Apprentice Program Trust Fund

2401. The Parties hereby establish the Teamsters Certified Apprentice Program Trust Fund for Southern California under the Labor Management Cooperation Act of 1978. The Fund will be governed by eight Trustees, four appointed by the Union and four appointed by the Contractors.

2402. The Union and each Contractor shall be bound by the Agreement and Declaration of Trust of the Fund, and will execute all necessary documents for participation in the Fund.

2403. The purpose of the Fund is to promote job security of employees covered by this Agreement, and for advancing the goal of bringing all the types of work performed by such employees under this Agreement.

2404. The Contractors signatory to this Agreement agree to pay the sum designated in Attachment 1 to this Agreement to the Fund to provide for the Administrative expenses of the Fund and the expense of the Fund in the above described efforts to enforce compliance with state and federal law.

2405. The Parties agree that monies collected by the Fund (and earned by investments) shall be deposited in an interest bearing account or accounts until the Fund accumulates sufficient funds to be wholly or partially operational. The decision as to when the Fund becomes wholly or partially operational shall be made by the Trustees of the Fund in their sole discretion.

ARTICLE XXV

Alternative Dispute Resolution

2501. It is agreed between the signatory Unions and the Contractors that the

signatory Contractors may establish and fund a program for alternative dispute resolution in cases of workers compensation for on the job illnesses and/or injuries. Such program shall be strictly funded by the Contractors at no cost to the employee/ members working under this Agreement. Such program must at all times remain in compliance with appropriate State and/or Federal statutes or regulations as required by such type of program.

ARTICLE XXVI

Fund for Construction Industry Advancement

2601. The Parties to this Agreement recognize that to protect and expand the interests of the Construction Industry, to be aware of modes and methods of improving the efficiency of the industry and protect the industry from harmful legislation whose impact is detrimental to both the employees and the Contractors and without regard to whether such employees are employed by members of Contractors the individual Employer will contribute the sum of eight cents (\$0.08) per hour for all hours worked or paid for by all employees employed under the terms of this Agreement to the FUND FOR CONSTRUCTION INDUSTRY ADVANCEMENT, an Employer established and administered Trust formed and created for this purpose and the individual Employer hereby adopts and agrees to be bound by the terms of that certain Trust agreement establishing the FUND FOR CONSTRUCTION INDUSTRY ADVANCEMENT, and further agrees to observe and be bound by the actions and determinations of the Board of Trustees of said Trust. An additional two cents (\$.02) may be allocated during the term of this Agreement.

2602. It is understood that independent of any other provisions contained in this Agreement which provide for its termination, Contractors shall have the right and power to cancel unilaterally the provisions, solely of this Article, at any time by delivering notice to the unions in writing to that effect.

ARTICLE XXVII

Contract Administration Fund

2701. A trust fund entitled “The Contract Administration Trust Fund for Southern California” shall be used to provide compensation to the Contractors for negotiations and administration of the provisions of this Agreement for the Industry. Individual Employers shall contribute into the contract administration trust fund eight cents (\$.08) per hour for each hour paid for or worked during the first year of this Agreement, nine cents (\$.09) per hour during the second year of this Agreement, and ten cents (\$.10) per hour during the third year of this Agreement. An additional two cents (\$.02) per hour may be allocated during the term of this Agreement. The trust fund shall be administered solely by Trustees selected by the Contractors in accordance with a trust agreement to be executed by the Contractors. The Union shall have the right, not more than one (1) time per year, to independently audit the Trust Fund.

2702. Contractors covered by the terms of this Agreement approve and consent to the appointment of the Trustees designated pursuant to the Declaration of Trust establishing the Contract Administration Trust Fund for Southern California and further the creation and administration of said Trust by its Trustees, its agents and representatives, and agree to be bound by all the terms, conditions, provisions, privileges and obligations provided for by said Agreement and Declaration of Trust as same may be constituted in its original form, as amended, and as may be subsequently amended.

ARTICLE XXVIII

Owner-Operator

2801 An Owner-Operator is defined as an individual that holds legal or registered title to a motor vehicle or to the power equipment unit thereof in his name, is properly registered as a Public Works Contractor with a D.I.R. registration number naming the driver and who personally drives such vehicle unit in the performance of work covered by this Agreement.

2802. The Contractor shall secure and retain from each Owner-Operator used by him all of the following documents with respect to the vehicle unit which the Owner-Operator

drives on the job:

- A. Registered or legal title, including a current public works registration D.I.R. number.
- B. The public Works contractor DIR number (for public works jobs)
- C. Liability insurance policy on the vehicle naming the specific operator as the insured.
- D. Current valid Driver's License.

2802.1. A Special Equipment Plate shall not suffice as registered or legal Title.

2803. The Contractor or Sub Contractor shall notify the Local Union with area jurisdiction at the start of the job that the Contractor is engaging owner-operators on the job. Within forty- eight (48) hours after the owner-operator begins work on the job, the Contractor will notify the Local Union of the name and Social Security Number of the Owner-Operator.

2804. Upon request of the Union, the Contractor shall make available a copy of his equipment usage agreement with the Owner- Operators.

2805. It is further agreed that the Contractor will not devise or put into operation any scheme, whether herein enumerated or not, to defeat the terms of this Master Labor Agreement.

2806. It is recognized that many Owner-Operators have executed "short form" Agreements with the Teamsters Union, which incorporates by, reference provisions of this Master Labor Agreement. The provisions of such "short form" agreement shall be applicable to said Owner-Operator only in their capacity as Employers, i.e., when such Owner-Operators are employing one or more employees. When Owner-Operators are working on a job covered by this

Master Labor Agreement their employment shall be covered by the Owner-Operator clause of this Agreement.

2807. If a Contractor through the grievance procedure is found violating any portion of this Article, the Joint Adjustment Board or the Impartial Chairman, as described in Article V, shall require the Contractor to immediately pay compensatory damages for each Owner-Operator with respect to whom the Contractor is in violation in an amount equal to the sum of Health and Welfare and Pension contributions, under the terms of this Agreement, for eight (8) hours for each day or portion thereof the violation occurred, such damages to be made payable to the Construction Teamsters Security Fund by check promptly mailed to the respective Local Union. The Joint Adjustment Board or Impartial Chairman may also grant such further relief as may be deemed appropriate.

2808. Notwithstanding any other provision of this Agreement, the sole and exclusive remedy of any violation of this Article XXVIII shall be sought under the provision of Article V of this Agreement.

2809. **Separability:** If any paragraph of this Article XXVIII should be held invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any paragraph of this Article XXVIII should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement or the application of such Article or paragraph to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of, has been restrained, shall not be affected thereby. Should the foregoing eventually arise the Parties agree to negotiate substitute paragraphs or Articles upon sixty (60) days' written notice by one to the other. In the event the Parties fail to reach agreement within sixty (60) days following the beginning of such negotiations, either Party shall be free to take whatever economic or legal action it may deem necessary in support of its bargaining position, notwithstanding the no strike provisions of this Agreement; provided, however, that the Party initiating such action shall give to the other Party a fifteen (15) day written notice of intention to take such action.

2810. Notwithstanding any other provision of this Agreement, this Article XXVIII shall be applicable only to Owner-Operators performing (or who, upon their employment, will be performing) work to be done at the site of construction, alteration, painting or repair of a building, structure or other construction work.

2811. The Parties to this Agreement agree that the provisions of this Article were not intended to apply and do not apply to off road water pulls, articulating dump trucks or articulating water trucks.

2812. Disagreement over interpretation or application of this Article shall be subject to the Grievance and Arbitration procedure as described in this Agreement.

<p>ARTICLE XXIX Supplemental Dues</p>

2901. Subject to the following conditions, the Contractor agrees that he shall, if he is furnished with his employee's written authorization to do so, deduct the sum of seventy five cents (\$0.75) from the amounts required to be paid by the third paragraph of Attachment No. 1 to this Agreement for each employee covered hereby for each hour worked or paid for in each payroll period as special supplemental dues. In implementing the foregoing, the Parties have heretofore established the Construction Teamsters Vacation Dues Reconciliation Trust (hereinafter "Dues Trust") as agent for the purpose of receiving and holding written authorization cards and for receiving, holding, allocating and distributing the dues monies.

2902. Said supplemental dues shall be transmitted to the Dues Trust concurrently with, but not as a part of, the Employer's monthly vacation contributions with respect to his employees covered by this Agreement to the Vacation-Holiday Plan Trust Fund for Southern California. All sums deducted by the Employers pursuant to the provisions of this Article shall, from the instant of their deduction, be considered dues if proper authorization shall have been furnished. All other sums transmitted by the Employers pursuant to the provisions of this Article shall, from the instant of their transmittal be considered vacation-holiday contributions if no such

proper authorization shall have been furnished, and shall be held by the Vacation-Holiday Trust for the account of the employee. Prior to deposit in the separate bank accounts of the Dues Trust, on the one hand, and the Vacation Holiday Trust on the other, the bank shall separate the funds transmitted into dues and vacation-holiday contributions, respectively, based upon whether or not a proper dues deduction authorization shall have been filed. The bank shall then deposit such sums in the account of the appropriate Trust referred to in this Article. The Union shall bear the entire responsibility for furnishing the written authorization referred to above. All cost incident to receipt, administration and remittance to the Union of the supplemental dues payment shall be borne solely and entirely by the Union. This provision shall not reduce the obligations of the Contractor to pay the full amount of vacation contributions specified in this Agreement. All written authorizations referred to above shall be irrevocable for a period of one (1) year from the date of the execution and shall renew automatically from year to year thereafter, unless the employee, by written notice served upon the Local Union and/or the Dues Trust, as agent for the Contractor, within fifteen (15) days following the first year or any year thereafter, revokes such authorization.

<p>ARTICLE XXX Pre-Job Conference</p>

3001. It is agreed there will be a pre-job conference prior to the start of any job or project at the option of either party where the agreed or estimated cost is five hundred thousand dollars (\$500,000.00) or more.

3002. If the Contractor is a member of a signatory Association, the pre-job conference will be arranged through the appropriate Association with the Building and Construction Trades Council or a Union having jurisdiction over the work in the area of the project.

3003. The individual Contractor shall, upon request, advise the Union in writing, of the names and addresses of all Sub Contractors employed or contracted with for services to be performed under this Agreement.

ARTICLE XXXI

Trust Fund and Delinquencies

3101. Every Contract or Sub Contractor agrees to accept, assume and be bound by all of the terms and conditions and obligations imposed by and under the Construction Teamsters Security Fund, Construction Teamsters Vacation-Holiday Trust and Teamsters Training and Upgrading Trust and the Western Conference of Teamsters Pension Trust Fund, pursuant to the aforementioned Trust Agreements and any other Trust Agreements similarly negotiated and any modifications, alterations or amendments made hereto.

3102.1. The participation by the Contractor in said Trusts shall be for the duration of this Agreement and any renewals or extensions thereof.

3102.2. The Contractor or Sub Contractor agrees to make all payments to the Trustees at their place of business in the City of Covina and County of Los Angeles.

3102.3. The Contractor or Sub Contractor further agrees that he does irrevocably designate and appoint the Employers mentioned in said Trust Agreements as his attorneys in fact for the selection, removal and substitution of Trustees as provided in said Trust Agreements.

3102.4. The Trustees through the administrative office of the appropriate Health and Welfare, Pension, Training and Upgrading and Vacation-Holiday-Sick Funds shall advise each Association Party to this Agreement and the Union of the current delinquent accounts.

3103. In the event a Contractor is determined to be delinquent in performing any obligation to a Trust Fund by the Board of Trustees or authorized committee of Trustees of that Trust Fund, the Trustees shall provide a written notice of delinquency to the Contractor. If the Contractor fails to finally resolve the delinquency dispute to the full satisfaction of the Trust Fund within ten (10) days after the date of transmittal of the written notice, the Union party to that Trust Fund shall have the right to take economic action, including, but not limited to, the right of withholding workmen, refusal to dispatch workmen and strike action against such Contractor until

satisfactory resolution of the delinquency dispute between the Trustees and the Contractor.

3104. The respective Trustees of the Trust Funds shall be requested to furnish a list of delinquent Contractors each month to the Contractor Associations and Unions without charge. The respective Trustees of the Trust Funds shall be requested to require the respective Administrators of the funds to make available to all contributing Employers, upon subscription, at a charge to be determined by the Trustees as their actual cost, a list of delinquent Contractors each month. The Contractor agrees he will not subcontract any portion of his job to any Employer whose name appears in the delinquent list until such Employer has paid all delinquent monies to the Trust Funds. In the event the Contractor subcontracts to any such delinquent Employer in violation of the foregoing, the Contractor shall remove such Sub Contractor from the job immediately unless such delinquent Sub Contractor immediately makes full payment of all amounts owed to the Trusts.

3105. The term "Contractor" or "Sub Contractor" shall include all present and prior entities of delinquent Contractor or Sub Contractor regardless of any change of name or change of entity, provided that the owner or shareholders of the delinquent Contractor or Sub Contractor holds at least ten (10%) percent ownership in the new entity.

3106. In the event the Contractor subcontracts work covered by the agreement to any listed delinquent Sub Contractor, the Trustees of the Trusts may demand that the Contractor immediately post a cash deposit in the sum of five thousand (\$5,000.00) or ten (10%) percent of the gross subcontract price, whichever is greater. Such deposit shall be placed in a custodial account designated by the Trustees until the issue of delinquency is resolved to the satisfaction of said Trustees. Interest or any portion thereof on this deposit shall not accrue to the benefit of the Contractor unless the listed delinquent Sub Contractor was listed in error. The Contractor shall submit the cash deposit to the Trustees within five (5) days of receiving written notice from the Trustees or their designated representative to deposit same.

3107. If through audit or other discovery, a bid-listed Sub Contractor is deemed delinquent after the date of the bid, the Contractor's liability shall be limited to those amounts incurred on his job only. If a Sub Contractor becomes delinquent after commencing work for the

Contractor, the Contractor shall be liable for all delinquencies incurred on the Contractor's jobs or projects.

3107.1. The Contractor may terminate the subcontract of said delinquent Sub Contractor or Sub Contractors, thereby limiting his liability on the job or project to the period from the eleventh (11th) day after such notice is sent by the administrative office to the termination of such subcontract on that job.

3108. The Contractor agrees that in the event he contracts or subcontracts any work covered by this Agreement and in the event that such Sub Contractor fails to pay the fringe benefit contributions provided for under this Agreement, then the Contractor shall become personally liable for the payment of such sums incurred by the Sub Contractor while subcontracting for Contractor and such sum shall immediately become due and payable by the Contractor.

3109. Where the General Contractor fails or refuses to make any payments required under the above provisions, the Union shall have the right to take economic action against any or all jobs of such General Contractor and shall make every reasonable effort to do so.

3110. Where there is no General Contractor on the jobsite, the right of the Union to take economic action by the Union shall apply to the project as a whole.

3110.1. Any such action in accordance with the foregoing Paragraph 2707 shall not be considered a strike or work stoppage within the terms of this Agreement. This provision shall apply to any Contractor or Sub Contractor, on any jobsite operation under any change of name or Association or Joint Venture, including any person who may have been a principal financially associated with the Contractor, or Sub Contractor, who was delinquent in said payments and with regard to which delinquency the notice required has been given.

3111. The Trustees of the respective Trust Funds shall be instructed to comply with these provisions and the Parties agree to make any amendments in the respective Trust

Agreement necessary to accomplish the above.

3112. The Employer shall make contributions into the appropriate Trust Funds for all employees covered by this Agreement for all hours of employment (worked or paid) of such employees, regardless of whether all such hours are worked in work covered by this Agreement.

3113. All contributions shall be due and payable to the appropriate Trust Fund on or before the 15th day of the month following the month in which the work was performed. All payments not post-marked on or before the 15th day of the month shall be delinquent.

3114. Each individual Contractor found to be delinquent shall, in accordance with the Trustees' determination, be liable to pay all legal fees, court costs and auditing costs in connection with such delinquency. Liquidated damages in the amount of thirty-five dollars (\$35.00) or twelve (12%) percent per Trust of the delinquent amount, whichever is the greater, shall be due to each Trust Fund from the delinquent Contractor, except for the Western Conference of Teamsters Pension Trust which will be an amount equal to twenty percent (20%) of the amount of Contractor Contributions due.

3115. The Union represents all employees who perform any work in the Union's craft and such employees shall be covered by this Agreement. The Trustees shall have authority to audit Contractor records, either periodically or on a need basis, to determine the appropriate contributions and shall have specific authority to examine the Contractor's Federal W-2 Forms, 1099 Forms, his Quarterly State Tax Returns, Cash Disbursement Records, individual time cards, individual payroll records, State of California DE-3 Returns, Employer reports to other Trust Funds, and pertinent items within the General Ledger. Upon demand of the Trustees, any Contractor or Sub Contractor who has failed to report in any month or any Contractor or Sub Contractor for whom there exists a reasonable belief by the Union or Trustees that such Contractor is failing to report or pay contributions shall immediately submit relevant records as described herein for audit by the Trustees on their designated auditors. If litigation is required to complete such audits, the Contractor shall pay all attorney fees, audit costs, interest and other costs incurred in connection therewith. In the event a Contractor or Sub Contractor refuses to submit to such audit, the Union shall have the right to take economic action against any or all jobs of such Sub

Contractor or Contractor and make every reasonable effort to do so.

3116. Any disputes between the Parties concerning the performance of obligations to the Trust Funds are not subject to Article V of this Agreement. The Trustees of the Trust Funds are not regarded as Parties to this Agreement and are not obligated by this Agreement to arbitrate any of their rights under this Agreement.

ARTICLE XXXII

Drug Testing

3201. The Parties recognize the problems which drug and alcohol abuse have created in the Construction industry and the need to develop drug and alcohol abuse prevention programs. Accordingly, the Parties agree that in order to enhance the safety of the work place and to maintain a drug free work environment, individual Employers may require applicants or employees to undergo drug and alcohol screening. The Parties agree that if a screening program is implemented by an individual Employer, the following items have been agreed upon by Labor and Management:

3201.1 It is understood that the use, possession, transfer, or sale of illegal drugs, narcotics, or other unlawful substances is absolutely prohibited while employees are on the Employer's job premises, in the Employer's vehicles, or while working on any site in connection with work performed under the applicable agreement. In addition, alcohol will not be allowed in the Employer's vehicles.

3201.2 Employers may use an on-site Oral Fluid or Urine Test solely as a type of screen for new hires and for probable cause, post accident, follow-up, compliance or conformity testing procedure on current employees. The results of on-site Oral Fluid or Urine testing may not be used as a sole means to establish grounds for denial of employment or as cause for termination.

3201.3 The individual dispatched and being screened shall complete an on-site Oral or Urine screening consent form prior to the screening.

3201.4 The individual providing specimens for testing shall use standard universal precautions to prevent the spread of infectious disease. As a minimum, protection shall be the use of disposable latex gloves.

3201.5 On-site Oral or Urine testing procedures shall be conducted in a manner consistent with the product manufacturers' instructions. Test procedures shall be performed only by the person being tested in accordance with the product manufacturer's specifications.

3201.6 A member of management and a designated union representative can witness the on-site Oral or Urine Fluid screening.

3201.7 When a dispatched individual successfully achieves a negative test result, from a substance testing perspective, this individual shall be considered eligible for employment.

3201.8 When a dispatched individual receives an inconclusive test or positive result, the actual test plate, or photographic record of the inconclusive or positive test result, shall be retained by the individual Employer for a minimum of sixty (60) days. These records shall be placed in a sealed envelope, signed by the tested individual, and shall be stored in a secure location separate from the individual's personnel record.

3201.9 In the event of a non-negative test result, the individual shall be immediately referred to the nearest clinic for a standard drug or alcohol test as prescribed below. The results of the standard drug or alcohol test shall determine whether the designated employee is hired or retained by the Employer.

3202. All applicants or newly hired employees are subject to drug and alcohol screening at a facility certified by the Substance Abuse and Mental Health Services Administration (SAMHSA) in accordance with the terms of this Article XXXII. The Employer agrees to pay each applicant or employee who takes and passes the drug and alcohol test for all the time it takes to undergo the drug and alcohol screening up to a maximum of two hours travel time plus lab time.

3203. Applicants not passing the drug and alcohol screen will not be placed on the Employer's payroll or receive any compensation. Employees not passing the drug and/or alcohol screen will be removed from the Employer's payroll. The Employer agrees to pay the cost for administering the drug and alcohol screen.

3204. The Employer may require that an employee be tested for drugs and alcohol where the Employer has reasonable cause to believe that the employee is impaired from performing his/her job. Observation must be made by at least two (2) persons, one of whom may be a Union employee. This provision shall be applied in a non-discriminatory manner and shall utilize the reasonable suspicion checklist and reporting form attached hereto as Appendix A, or a comparable checklist. Supervisors will administer the program in a fair and confidential manner. For employees who refuse to take a test where the prerequisites set forth in this paragraph have been met, there will be a rebuttable presumption that the test result would have been positive for an unlawful substance.

3205. An Employer may require that an employee who contributed to an accident be tested for drugs and/or alcohol where the Employer has reasonable cause to believe that the accident resulted from drug and/or alcohol usage.

3206. There will be no random drug and/or alcohol testing, including on-site Oral Fluid or Urine Testing, by the signatory Employer.

3207. It is understood that the unsafe use of prescribed medication, or where the use of prescribed medication impairs the employee's ability to perform work, is a basis for removal.

3208. Drug screening shall be performed at a SAMHSA certified lab. A sufficient amount of a urine sample shall be taken to allow for an initial drug test and a drug confirmation test.

3209. The initial test will be by Enzyme Multiplied immunoassay Technique (EMIT). In the event a question or positive result arises from the initial test a confirmation test must be utilized before action can be taken against the employee or applicant. The confirmation test will be by Gas Chromatography - Mass Spectrometry (GC/MS). The cutoff levels for both the initial test and confirmation test will be those established by the Substance Abuse and Mental Health Services Administration, as indicated in Appendix B. Any diluted or delayed test shall be a presumed positive result, unless reviewed and overturned by the Medical Review Officer. Confirmed positive samples will be retained by the testing laboratory in secured long term frozen storage for a minimum of one year. Handling and transportation of each sample must be documented through strict chain of custody procedures.

3210. Alcohol testing shall be performed at a SAMHSA certified lab using only approved evidential breath testing devices, or saliva alcohol screening devices listed on the National Highway Traffic Safety Administration's (NHTSA) Conforming Products List. All equipment shall have a quality assurance plan approved by the NHTSA and shall not be used in the event that the device does not meet specified quality controls.

3211. Present employees, if tested positive for drugs or alcohol, shall have the prerogative for a rehabilitation program at the employee's expense. When such program has been successfully completed, the Employer shall not discriminate in any way against the employee. If work for which the employee is qualified exists, he or she shall be reinstated.

3212. Any dispute which arises under this drug and alcohol policy shall be submitted to the grievance and arbitration procedure set forth herein.

3213. If, as a condition of contract award or due to Federal, State, or Governmental Agency requirements, including but not limited to Federal D.O.T. commercial driver drug & alcohol testing requirements, an individual Employer is required to abide by or implement more stringent requirements than set forth in this Article XXXII, the individual Employer will notify the Union in writing of those requirements.

3214. The establishment or operation of this policy shall not curtail any right of an employee found in any law, rule, or regulation. Should any part of this policy be found unlawful by a court of competent jurisdiction or a public agency having jurisdiction over the Parties, the remaining portions of the policy shall be unaffected and the Parties shall enter negotiations to replace the affected provision.

3215. The Employer shall indemnify and hold the Union harmless against any and all claims, demands, suits or liabilities that may arise solely out of the Employer's application of the Substance Abuse program.

3216. Cut off levels shall at all times remain in compliance with DOT (confirmation) levels.

<p>ARTICLE XXXIII</p> <p>Cameras</p>
--

3301. Camera Locations. Cameras may be stationed on all vehicles and equipment including externally on the exterior body of the vehicle and internally within the driver's cab area of the vehicle.

3302. Video Recording. All cameras may be used during vehicle operation.

3303. Audio Recording. External and internal cameras shall not capture and record audio data in any manner.

3304. Union Access. Upon request by the Union, Contractors shall provide a Union representative with copies of the collected data in accordance with the rights afforded labor organizations under the National Labor Relations Act.

3305. Data Retention. Contractors shall determine the retention Period for any data collected under this Article XXXII. However, if such data is or will be used to discipline.

including to corroborate or confirm misconduct discovered through other means, then such data must be retained until final resolution of the disciplinary proceeding up to and including all stages of Arbitration.

3306. Disputes. Any dispute under this MOU shall be processed in accordance with the grievance and arbitration process set forth in the MLA.

ARTICLE XXXIV
Duration

3401. It is agreed by the Parties hereto that all matters of wages, hours, fringes, classifications and working conditions, are closed until June 30, 2028.

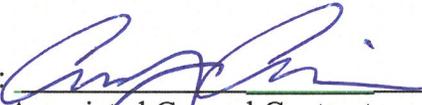
Joint Council of Teamsters No., and Teamsters Local Union No. 87, International Brotherhood of Teamsters.

By: 
Teamsters Joint Council No. 42

Date: 1-21-26

By: 
Teamsters Local Union No. 87

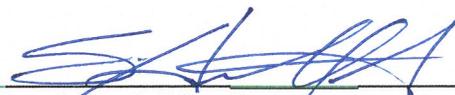
Date: 1-12-26

By: 
Associated General Contractors of California, Inc.

Date: 12/22/25

By: 
Building Industry Association of Southern California, Inc.

Date: 12/17/25

By: 
Southern California Contractors Association, Inc.

Date: 12/14/25

By: 
United Contractors

Date: 12/15/25

ATTACHMENT 1
CONTRIBUTIONS PAYABLE TO TRUST FUNDS

	Current Contributions	Effective 7/1/2025	Effective **7/1/2026	Effective ***7/1/2027
<i>Construction Teamsters Security</i> Fund for Southern California	\$20.37	\$20.37		
Western Conference of Teamsters Pension Trust Fund	\$9.00	\$9.00		
Vacation-Holiday- Sick / Supplemental Dues Plan Trust Fund	*\$3.60	\$4.95		
Teamster Training and Upgrading Fund	\$1.42	\$1.42		
Advancement Industry Fund	\$.08	\$.08		
Contract Administration Fund	\$.07	\$.08	\$.09	\$.10
Apprentice Program Fund	\$.60	\$.60		
Contract Compliance Fund	\$.45	\$.45		

* Includes \$.05 diverted from Security Fund

****\$3.20 To Be Allocated by The Union**

*****\$3.00 To Be Allocated by The Union**

ATTACHMENT 2
SIDE LETTER TO MASTER LABOR AGREEMENT
REGARDING FRINGE BENEFIT CONTRIBUTIONS AND SUBSISTENCE

This Side Letter to the 2025-2028 Southern California Master Labor Agreement (“MLA”) is entered into by and between the Contractors and the Teamster Joint Council No. 42, on its own behalf and on behalf of its affiliated Local Unions (the “Union”). This Side Letter to the MLA shall apply to the construction of renewable energy projects (“Renewable Energy Work”) that are bid on or after July 1, 2025, and are subject to a Project Labor Agreement

In addition to the subsistence provisions contained in Article XVIII of the MLA, the following provisions shall apply:

1. Subsistence on Renewable Energy Work shall be paid at the rate of one hundred dollars (\$100.00) per scheduled workday. There shall be no prorating of subsistence.
2. Subsistence as provided in Paragraph I-1 hereof shall be paid on jobs located in the following subsistence areas:

Subsistence shall be paid on Solar renewable energy work on projects in the subsistence zone, which is defined as (a) 75 miles from the Nevada and Arizona borders; (b) in Kern County on projects that are more than 60 miles from the City Hall of the City of Bakersfield; (c) in San Luis Obispo County on projects that are more than 60 miles from the City Hall of the City of San Luis Obispo; and (d) in Santa Barbara County) on projects that are more than 60 miles from the City Hall of the City of Santa Barbara (“Subsistence Area”). If any portion of a job is in the Subsistence Area, all work on the job, whether in the Subsistence Area or not, shall be paid subsistence. However, subsistence shall not be required to be furnished or paid when the home of the employee is located within fifty (50) road miles over the most direct route to the designated parking area of the job or project which is located in the subsistence area.

3. An employee or workman who is required to report or perform any Renewable Energy Work on a project located in the Subsistence Area for any portion of the day or shift shall receive the subsistence rate for the entire day or shift.

Except as expressly modified by this Side Letter, the terms and conditions of the Master Labor Agreement shall apply to Renewable Energy Work.

FOR THE EMPLOYERS:

By: 
Associated General Contractors

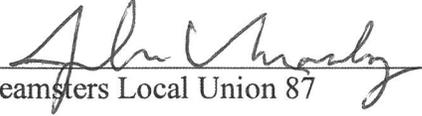
By: 
Building Industry Association of
Southern California, Inc.

By: 
United Contractors

By: 
Southern California Contractors
Association, Inc.

FOR THE UNION:

By: 
Joint Council of Teamsters No. 42

By: 
Teamsters Local Union 87

APPENDIX A
REASONABLE SUSPICION CHECKLIST AND REPORTING FORM

Date of Report:

Date/Time Period Covered by Observation:

Employee Name:

Job Title:

Supervisor:

Corroborating Witness (if applicable):

Physical symptoms (Provide explanation where appropriate)

- Flushed or pale face
- Dilated or constricted pupils (note which)
- Constricted pupils
- Glassy eyes
- Bloodshot or red eyes
- Sniffles/runny nose
- Swaying, wobbling, staggering or falling
- Dizziness
- Excessive sweating in cool areas
- Smell of liquor
- Strange chemical odor on breath
- Burnt rope smell on clothes, hair or body
- Drowsiness
- Incoherent, confused or slurred speech
- Apparent insensitivity to pain
- Reduce reaction time
- Poor coordination
- Increased or depressed breathing rate
- Tremors
- Other (explain) _____

Behavioral

- Antagonistic
- Restless
- Overreacts to minor things
- Unusually talkative/rapid speech
- Excessive laughter or hilarity
- Baseless panic
- Withdrawn
- Rapid mood swings
- Irritable
- Combative

- Depressed
- Paranoid
- Other (explain) _____

Work Symptoms (Provide Explanation where appropriate)

- Doesn't follow task instructions
- Shows disregard for safety of others
- Exhibits excessive carelessness
- Appears unable to concentrate fully
- Excessive mistakes
- Unexplained declines in productivity
- Dangerous behavior needless/risk taking
- Unable to order tasks
- Forgetfulness
- Excessive focus on minute details
- Unexplained and frequent absences from work area
- Other (explain) _____

Long Term Symptoms

- Complaints from coworkers
- Excessive work absences
- Leaves job early for a variety of excuses
- Comes late from a variety of excuses
- Accident prone
- General poor and deteriorating physical condition
- Weight loss
- Other (explain) _____

General Comments: _____

Action

- Refer to Drug Test
- Refer to MAPIEAP
- No further action at this time

By (Signature): _____

Title: _____

Meeting Notes: _____

Date of meeting: _____

APPENDIX B TESTING LEVELS
--

<u>Drug Group</u>	<u>Initial Test ng/ml</u>	<u>Confirmation Test</u>
Cannabinoids* (THC)	50ng/mL	15 ng/mL
Cocaine Benzoyllecgonine*	150 ng/mL	100 ng/mL
Amphetamines* (Confirmation for AMP/MAMP, MDMA, MDA, MDEA)	500 ng/mL	250 ng/mL
Opiates**	2000 ng/mL	2000 ng/mL
Propoxyphene	300 ng/mL	300 ng/mL
6-Acctylmorphine	10 ng/mL	10 ng/mL
Methadone	150 ng/mL	150 ng/mL
Phencyclidine*(PCP)	25 ng/mL	25 ng/mL
Benzodiazepine	300 ng/mL	300 ng/mL
Barbiturates	300 ng/mL	200 ng/mL
Alcohol	>0.04% BAC***	>0.04% BAC***

* Cut-off values shall meet or exceed those established by SAMHSA's Mandatory Guidelines for Federal Workplace Drug Testing Programs.

** Includes extended Opiates-Oxycodone, Hydrocodone, and Hydromorphone.

*** As per DOT

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