

ADDENDUM A

Employer Payments Includes:

- (1) The rate of contribution irrevocably made by a contractor or subcontractor to a trustee or to a third person pursuant to a fund, plan, or program for the benefit of employees, their families and dependents, or retirees;
- (2) The rate of costs to the contractor or subcontractor which may be reasonably anticipated in providing benefits to employees, their families and dependents or to retirees pursuant to an enforceable commitment or agreement to carry out a financially responsible plan or program which was communicated in writing to the workers affected; and
- (3) The rate of contribution irrevocably made by the contractor or subcontractor for apprenticeship or other training programs authorized by Section 3071 and/or 3093 of the Labor Code.

Expiration Date: The date upon which the determinations of the Director are subject to change.

General Prevailing Rate of Per Diem Wages Includes:

- (1) The prevailing basic straight-time hourly rate of pay; and
- (2) The prevailing rate for holiday and overtime work; and
- (3) The prevailing rate of employer payments for any or all programs or benefits for employees, their families and dependents, and retirees which are of the types enumerated below:
 - (A) medical and hospital care, prescription drugs, dental care, vision care, diagnostic services, and other health and welfare benefits;
 - (B) retirement plan benefits;
 - (C) vacations and holidays with pay, or cash payments in lieu thereof;
 - (D) compensation for injuries or illnesses resulting from occupational activity;
 - (E) life, accidental death and dismemberment, and disability or sickness and accident insurance;
 - (F) supplemental unemployment benefits;
 - (G) thrift, security savings, supplemental trust, and beneficial trust funds otherwise designated, provided all of the money except that used for reasonable administrative expenses is returned to the employees;
 - (H) occupational health and safety research, safety training, monitoring job hazards, and the like, as specified in the applicable collective bargaining agreement;
 - (I) See definition of "Employer Payments," (Item 3).
 - (J) other bonafide benefits for employees, their families and dependents, or retirees as the Director may determine; and
- (4) Travel time and subsistence pay as provided for in Labor Code Section 1773.8.
- (5) The term "general prevailing rate of per diem wages" does not include any employer payments for:
 - (1) Job related expenses other than travel time and subsistence pay;
 - (2) Contract administration, operation of hiring halls, grievance processing, or similar purposes except for those amounts specifically earmarked and actually

used for administration of those types of employee or retiree benefit plans enumerated above;

- (3) Union, organizational, professional or other dues except as they may be included in and withheld from the basic taxable hourly wage rate;
- (4) Industry or trade promotion;
- (5) Political contributions or activities;
- (6) Any benefit for employees, their families and dependents, or retirees including any benefit enumerated above where the contractor or subcontractor is required by Federal, State, or local law to provide such benefit; or
- (7) Such other payments as the Director may determine to exclude.