

NORTHERN CALIFORNIA

LABORERS MEMORANDUM TRAFFIC CONTROL/HIGHWAY IMPROVEMENT AGREEMENT

THIS AGREEMENT, made and entered into this 6th day of July, 2022, effective the 1st day of July, 2022 through June 30, 2027, by and between ASSOCIATED GENERAL CONTRACTORS OF CALIFORNIA, INC., the collective bargaining representative of the Employer, herein referred to as "EMPLOYER" and the NORTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS OF THE LABORERS INTERNATIONAL UNION OF NORTH AMERICA, hereinafter referred to as "UNION".

Section 1 General Provisions

A. Definitions

- (1) The term "Individual Employer" shall mean (1) an employer who has authorized the Association (Employer) to represent said Individual Employer with respect to collective bargaining with the Union; or (2) is bound to the terms and conditions of this Agreement under the subcontracting requirements of this Agreement; (3) directly signs this Agreement with the Union as an Independent or Non-Association Member. The Employer agrees to provide the Union with a current list of Individual Employers for whom it has authority to represent.
- (2) This Agreement covers the following:
 - (a) This Agreement covers onsite work in connection with lane closures, directing and redirecting traffic in conjunction with publicly funded Highway and Heavy Engineering construction and Private Utility Work.
 - (b) This Agreement covers construction zone traffic control pilot car drivers who guide traffic through the construction zone with the help of the flaggers in conjunction with publicly funded Highway and Heavy Engineering construction and Private Utility Work.
 - (c) This Agreement covers all onsite striping work in conjunction with publicly funded Roadways, Highways, Heavy Engineering, Freeways, Airports, Runways, Heliports, Parking Lots, Playgrounds, and Game Courts and Private Utility Work and related work performed as part of the striping by the Individual Employer or the subcontractor of the Individual Employer, which includes but not limited to:
 1. All work in connection with the layout, painting, application and installation of protective coatings, painted lines, arrows, traffic stripes and markings, bike lane markings, tactile ramps; hot thermo plastic; tape traffic stripes, marking; plural component materials, etc.
 2. All Traffic Delineating Device Applicator and installation work in connection with the layout and application of pavement markers, striping, delineating signs, rumble and traffic bars, adhesives, guide markers; thermoplastic delineators and reflective traffic tape, other

traffic delineating devices; including all related surface preparation (sandblasting, water-blasting, shot blast, grinding) as part of the application process. All Traffic Surface Rumble Strip Cutting, including debris removal and operation of all related machinery and equipment.

- 3 All Traffic Surface Abrasives Blaster work in connection with the removal of traffic lines and markings; preparation of surface for coating and traffic control devices; and operation of all related machinery and equipment. Recess Stripe and marking Cutting including debris removal in connection with the installation of traffic lines, markings and operation of all related machinery and equipment.
4. All Traffic Protective Delineating Systems Installer work in connection with removal, relocation, installation, of permanently affixed roadside and parking delineating barricades, fencing, guardrail, cable anchor, reference signs, monument markers and car stops. Recess Pavement Marker Cutting including debris removal in connection with the installation of pavement markers and operation of all related machinery and equipment.
5. All Decorative asphalt work or services pertaining to line and pavement marking on streetscapes, parking lots, air fields, highways, game courts (both indoor & outdoor) and other such surfaces; installation and maintenance thereof of any material or composition material used instead of paint.

(d) This Agreement covers the truck mounted and trailer mounted attenuators (crash/impact cushion, mobile barrier systems) vehicle drivers in conjunction with publicly funded Highway and Heavy Engineering construction and Private Utility Work.

- (3) This Agreement does not apply to superintendents, assistant superintendents, general foremen, civil engineers and their helpers, time keepers, messenger persons, shop and fabrication employees, confidential employees and office help.

Any Individual Employer not signatory to both the Laborers' Master Agreement (MLA) and the Laborers' Master Traffic Control/Highway Improvement Agreement (TCHIA) shall agree that whenever work is performed which is not covered by the TCHIA, but is covered by the terms of the Laborers' Master Agreement for the 46 Northern California counties, the provisions of the MLA shall apply to the Individual Employer.

- (4) This Agreement does not cover the following work items(*):

- (A) Delivery and return of traffic industry material and equipment to and from the work site.
- (B) Repair and/or service of traffic industry material and equipment at the work site.

(*) However, any employee working under this Agreement for the ongoing set-up or removal of an operational lane closure, construction sign, or crash cushion shall also perform any initial set-up of traffic control devices at the work site, and final pick-up of traffic control devices from the work site is covered under the provisions of this Agreement.

- (5) This Agreement shall apply to Northern California, which term means that portion of the State of California above the northerly boundary of Kern County, the northerly boundary of San Luis Obispo County, and the westerly boundary of Inyo and Mono Counties, which includes the following Counties: Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba.

Section 2 Bargaining Representatives

A. Unions' Recognition of Collective Bargaining Representative of Employer

In the event the Union (District Council) enters into any other Agreement with other Employers or Employer Associations concerning the type of work covered hereby in the area which shall have terms more favorable to such employers or employer associations and the members thereof than this Agreement, then such more favorable provisions shall become a part of and apply to this Agreement only in the geographical area where such other Agreement is in effect and only as to the same types of work.

The Union has requested recognition as the Section 9(a) representative of the employees performing Traffic Control Laborers' work covered by this Agreement and has demonstrated or offered to demonstrate through authorization cards that it has the support of the majority of these employees. The Employer and each Individual Employer expressly acknowledge that they and each of them have satisfied themselves that the Union and/or each of its local affiliates represents a majority of the employees employed to perform Laborers' work and agrees that the Union and/or each of its constituent Locals is the collective bargaining representative of such employees. The Employer on behalf of itself and each of its members and each Individual Employer specifically agrees that it and they are establishing or have established a collective bargaining relationship by this agreement within the meaning of Section 9(a) of the National Labor Relations Act of 1947, as amended. The Union is recognized as the sole and exclusive bargaining agent for itself, the Northern California District Council of Laborers and all of its affiliated Local Unions.

Any dispute concerning this Section shall be resolved by a mutually agreed upon neutral Arbitrator, either during the term of this Agreement or anytime thereafter, whenever the issue is raised by either party. The Employer, on behalf of itself and each of its members and each Individual Employer, specifically agrees that the neutral Arbitrator may order (as the Arbitrator deems appropriate) the parties to bargain in good faith for any period following a written notice of termination of the Agreement unless and until a lawful impasse occurs or until a successor Agreement is negotiated.

B. Employers' Recognition of Union as Collective Bargaining Representative of Employees

The Employers signatory to this Agreement hereby recognize and acknowledge the Northern District Council of Laborers of the Laborers' International Union of North America, AFL-CIO,

as the collective bargaining representative for the employees in the area aforementioned covering the jurisdiction of the Union.

C. Access to Project

Due to the dangerous conditions that exist in a traffic control work zone and the need to maintain proper safety and to protect employees and the general public, union representatives shall notify the Individual Employer prior to accessing the project. While on the jobsite, the union representative shall not interfere with the contractor or the employees while any are engaged in the performance of their job.

Section 3 Union Security, Employment and Discharge

A. Union Security

- (1) Every person performing work covered by this Agreement shall be required, as a condition of employment, to apply for and become a member of the Union on or after the expiration of eight (8) days of employment on such work or following the execution of this Agreement, whichever is later. Every person covered by this Agreement and employed to perform work covered by this Agreement shall receive pay according to this Agreement by the Individual Employer.
- (2) Membership in the Union requires the payment of the Union's uniform initiation fees and dues, including supplemental dues. Failure to pay initiation fees and dues shall result in the employee's termination within two (2) work days of the Union's request to the Individual Employer.
- (3) If Federal law is hereafter amended to permit a lesser requirement for Union membership or Union membership as a condition of employment than provided in this Section, the Collective Bargaining Representative of the Individual Employer and the Union will promptly enter into negotiations with regard to such subject.
- (4) The Individual Employer shall be required to discharge any employee pursuant to this Section only when a written notice from the Union or Local Union, with an immediate copy of such notice to the Union, of such employee's non-compliance with this Section, stating all pertinent facts showing such non-compliance, shall have been served upon such Individual Employer and a reasonable time (not to exceed 48 hours) has been allowed for compliance therewith.
- (5) No employee shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination by not having full access to the contents of Section 3 (Employment and Discharge) of the AGC/Laborers Master Labor Agreement.

B. Employment

- (1) There shall be no restriction on the mobility of workers of the Individual Employers in the 46 Northern California Counties.
- (2) Other than provided in this Agreement the Individual Employer agrees to abide by the hiring hall provisions and procedures of the Union.

- (3) When an Individual Employer submits a request for qualified employees to be dispatched by the Union, they shall make every reasonable effort to notify the Union within twenty-four (24) hours of hire.
- (4) The Union recognizes the need of the Individual Employer to have access to Union dispatched Laborers on an expedited basis and the Individual Employer recognizes the Union's obligation to operate a fair and efficient hiring hall. Notwithstanding the other provisions of this article, if the Individual Employer contacts the Local Union after posted dispatch hours and requests workers to be dispatched to a job site within twenty-four (24) hours of the Individual Employer's call to the Local Union (and the Individual Employer does not request the Laborer by name pursuant to subsection 6(a) or subsection 6(b) above), then the Local Union shall dispatch the person nearest the top of the out-of-work list who is present at the Local Union hiring hall, and if no Laborer is present, the person nearest to the top of the out-of-work list who can be contacted by telephone. If the Local Union is unable to contact a registrant by telephone after one (1) telephone call, the Local Union shall call the next qualified person on the list. A person who is not present at the Local Union hiring hall or reachable by telephone for an expedited dispatch under this section shall not be eliminated from the out-of-work list.
- (5) When an employee is dispatched to an Individual Employer by the Union under this Agreement, and the employee arrives at the job site after their designated reporting time, the employee shall be compensated only for the actual hours worked that day. Compensation shall be at the appropriate rate of pay, as defined under the AGC/Laborers Master Traffic Control/Highway Improvement Agreement.

C. Discharge

- (1) No employee shall be discharged or discriminated against for activity in or representation of the Union or any Local Union. The Local Union shall be the sole judge of the qualifications of its members.
- (2) The Individual Employer shall be the sole judge of the qualifications of all their employees, and may on such grounds, discharge any of them.
- (3) After forty (40) hours of employment, no employee shall be discharged without just cause. During the first (40) hours, the Individual Employer may reject or discharge any employee for any reason.

Section 4 Records

Each Individual Employer, upon request of any trust fund specified in this Agreement, shall permit a trust fund auditor to review any and all records relevant to the enforcement of the provisions of this Agreement pertaining to the trust funds. Such review shall be permitted not less than ten (10) working days after demand.

Section 5 No Cessation of Work

It is mutually agreed and understood that during the period when this Agreement is in force and effect, the Union or any Local Union will not authorize any strike, slow-down, or stoppage of work in any dispute, complaint, or grievance arising under the terms and conditions of this Agreement, except such disputes, complaints, or grievances as arise out of the failure or refusal of any Individual Employer to comply with the provisions of Sections 3A (Union Security) and 3B (Employment) hereof or whenever

an Individual Employer pays workers improperly with checks which do not clear for collection. As to any Individual Employer who shall fail or refuse to comply with the provisions of the sections specified herein, so long as such failure or refusal continues it shall not be a violation of this Agreement if the Union or any Local Union withdraws its members who are subject hereto from the performance of any work for such Individual Employer, and such withdrawal for such period shall not be a strike or work stoppage within the terms of this Agreement. In the event that any employees of any Individual Employer should be withdrawn by reason of any dispute, complaint, or grievance arising out of the violation of any similar hiring clause in any agreement between Individual Employer and any other Union, then the Union or any Local Union may respect such withdrawal and for the period thereof may refuse to perform any work for such Individual Employer, and such refusal for such period shall not be a violation of this Agreement. Any employees so withdrawn or refusing to perform any work as herein provided shall not lose their status as employees, but no such employee shall be entitled to claim or receive any wages or other compensation for any period during which he has been so withdrawn or refused to perform any work.

Section 6 Grievance Procedures

Any dispute concerning the interpretation or application of this Agreement, other than a jurisdictional dispute or a dispute arising out of Section 3A or 3B, or a dispute arising out of Section 16 and seeking to collect funds allegedly owed under the (Health & Welfare Plan, Pension/Annuity Plan, Vacation-Holiday-Dues Supplement Plan, and/or Training-Retraining/Apprenticeship Plan) which said Sections and the Subsections thereof are specifically exempted by the provisions of this Section, the following procedure will apply:

1. In the event that a dispute arises on a job, it shall be first reported to the Individual Employer and/or the Business Agent of the appropriate Local Union who shall then attempt to adjust said grievance or dispute at the job site level.
2. The grieving parties shall specify the date(s) of the alleged violations(s) and the provision(s) of the Agreement applicable to the dispute.
3. If said grievance or dispute is not satisfactorily adjusted by the appropriate Local Union or otherwise authorized Union Representative and the Individual Employer or his/her representative within three (3) days after submission to the Individual Employer, the matter may be submitted by either party to a permanent Board of Adjustment created for the settlement of such disputes.
4. The Board of Adjustment shall be composed of two (2) members named by the Union, two (2) members named by the Association and an Impartial Arbitrator. At any point in the proceedings, should the panel be unable to reach a majority vote, the Arbitrator shall participate and his decision shall be final and binding.
5. In addition to any rules or procedures which the panel may adopt, the Board of Adjustment shall be governed by the following provisions:
 - (a) No attorney shall be utilized unless either party notifies the other of its intent to do so with a minimum of fourteen (14) calendar days in advance of the hearing.
 - (b) No briefs shall be submitted nor a transcript made of the hearing except by mutual agreement of the parties or by direction of the Arbitrator.

- (c) In the case of a deadlock, the Arbitrator shall render his decision upon the conclusion of the case at the Board of Adjustment hearing unless the time is extended by mutual agreement of the parties or at the request of the Arbitrator, in which case the Arbitrator shall render a decision not later than thirty (30) days after submission. The Arbitrator shall not render an expanded opinion in any case unless requested by the parties.
 - (d) The parties shall select and utilize one (1) permanent impartial arbitrator who is willing to abide by the procedures set forth herein. The impartial arbitrator may be changed or replaced at the request of either party.
- 6. The Board of Adjustment shall meet not less than once each calendar month with the exception of the discharge cases which must be heard at the earliest possible date not to exceed fifteen (15) working days. Failure of either party to meet or participate in the procedure shall relieve the charging party of further compliance with the grievance procedure.
- 7. Decisions of the Board of Adjustment or an Impartial Arbitrator shall be within the scope and terms of this Agreement, and shall be final and binding upon all parties hereto. The Board of Adjustment or an Impartial Arbitrator shall only have jurisdiction and authority to determine the meaning, application of, or compliance with the provisions of this Agreement and shall not have jurisdiction or authority to add to or detract from, amend, modify or alter in any way the provisions of this Agreement or its intent.
- 8. In the event an Individual Employer fails to comply with any such decisions, the Union may withdraw employees or strike the Individual Employer and such action shall not be a violation of this Agreement so long as such noncompliance continues.
- 9. The expenses of the Joint Adjustment Board and the Impartial Arbitrator, including the cost of a court reporter, shall be borne by the Contract Administration Fund.
- 10. No proceedings hereunder based on any dispute, complaint or grievance herein provided for, shall be recognized unless the grievance procedure steps outlined above have been followed. The Board of Adjustment may, by majority vote, for good cause, accept a late submission.
- 11. The Board of Adjustment shall establish regular meeting dates and administer grievances filed in conjunction with this Section as set forth in the rules and procedures which may be amended from time to time by the parties.
- 12. A decision of the Board of Adjustment by majority vote, or the decision of a permanent arbitrator shall be enforceable by a petition to confirm an arbitration award filed in the Superior Court of the City and County of San Francisco, State of California.
- 13. All hearings of the Board of Adjustment shall be in the County of Contra Costa and/or County of Alameda, unless mutually agreed to move to another location.
- 14. No proceedings hereunder based on any dispute, complaint, or grievance herein provided for shall be recognized unless adequate notice was given to the Employer and/or Union or Local Union within ten (10) working days excluding Saturdays, Sundays and Recognized Holidays after the alleged violation was committed.
- 15. In the case of discharge, the Board shall meet within fifteen (15) working days. The Board of Adjustment or Arbitrator shall be free to sustain the discharge or to find discipline other than discharge to be appropriate and may order reinstatement with full or partial back pay as he or it deems appropriate provided there shall be no discrimination on the part of the Individual

Employer against any employee for activities in behalf of, or representation of the Union not interfering with the proper performance of his/her duties.

16. If failure of a Board of Adjustment to meet on a discharge case within fifteen (15) working days is due to the unavailability of the Union, the wage payment and Trust Fund contribution liability shall be limited to the above fifteen (15) working days. If the Employer or Individual Employer is unavailable to meet the wage payment and Trust Fund contribution, liability shall be continuing.
17. The Board of Adjustment shall settle any dispute or grievance involving a subcontractor as defined in Section 8 in the Agreement who has agreed under contract with the Employer, or any Individual Employer, or a subcontractor of the Employer, or any Individual Employer to perform on the job site any part or portion of the construction work covered by the prime contract, including the operation of equipment, performance of labor and installation of materials.

When liabilities are assessed against a subcontractor for hiring violations as a result of a Board of Adjustment held under the provisions of Paragraph 17 and said subcontractor fails to satisfy said obligations, the Union shall promptly give written notice to the Individual Employer and subcontractor and the Individual Employer shall pay such obligations from the retention of such subcontractor.

18. The procedures specified herein shall be applicable to any Individual Employer whether or not he or she is a member of Employer or any other associations.
19. In those instances where the Individual Employer is not a member of the Employer, the Joint Adjustment Board shall establish procedures whereby the Employer members of the Joint Adjustment Board may consist of one Individual Employer who is not a member of the Employer.
20. In addition to disputes concerning the interpretation or application of this Agreement, all claims and claims for associated penalties arising under the federal Fair Labor Standards Act, the California Labor Code, and Wage Order 16, will be resolved through the procedures set forth in this Section 5; such claims may not be brought in a court of law or before any administrative agency such as the California Labor Commissioner. The time limit for pursuing claims for missed meal periods and rest periods shall be the time limit in the Grievance procedure, which is consistent and permitted by Labor Code Section 512(e) and Wage Order 16, Section 11(E). For all other statutory claims governed by this provision, the time limit for asserting such claims shall be six months, which the parties have chosen based on the statute of limitations for filing unfair labor practice charges under the National Labor Relations Act.
21. In addition to Contractual Disputes that may be brought by the Union as described above, all employee disputes concerning violations of, or arising under Wage Order 16 (except as noted immediately preceding paragraph), the California Labor Code Sections identified in California Labor Code Section 2699.5 as amended, the California Private Attorney General Act (Labor Code Section 2698, et. Seq.), and federal, state, and local law 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 subject to and must be processed by the employee pursuant to the procedures set forth in Section 9 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). Section 9 and the procedures set forth herein 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.

22. 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 authority to fashion a proceeding as a class or collective action or to award relief to a group or class of employees in one (1) grievance or arbitration proceeding.
23. It is mutually agreed that this Agreement prohibits any and all violations of the sections of the California Labor Code that are listed in section 2699.5 of the California Labor Code and would be redressable pursuant to the Labor Code Private Attorney General Act of 2004 ("PAGA"). Such claims shall be resolved exclusively through the procedures set forth in Section 9 and shall not be brought in a court of law or before any administrative agency such as the California Labor Commissioner. This Agreement expressly waives the requirements of PAGA and authorizes the permanent arbitrator to award any and all remedies otherwise available under the California Labor Code, except the award of penalties under PAGA that would be payable to the Labor and Workforce Development Agency.

Section 7 Contract Administration

A trust fund entitled "The Contract Administration Trust Fund" shall be used to provide compensation to the Employer for negotiations and administration of the provisions of this Agreement, including the grievance procedure. The contribution into a Contract Administration Trust Fund shall not exceed eight cents (\$.08) per hour for each hour paid for or worked. At the discretion of the Trustees of said Trust, contributions to the Contract Administration Trust Fund may be increased by up to five cents (\$.05) per hour during the term of this Agreement. Such increase shall be effective on such dates as determined by the Trustees. The Trust Fund shall be administered solely by Trustees selected by the Employer in accordance with a trust agreement to be executed by the Employer. The contribution as described above shall commence with the work month following notice by the Laborers Northern California Trust Fund Corporation to the Employers. The Union shall have the right, not more than one (1) time per year, to independently audit the Trust Fund.

Section 8 Subcontractors

- A. The terms and conditions of this Agreement insofar as they affect the Individual Employer shall apply equally to any subcontractor under the control of, or working under contract with, such Individual Employer on any work covered by this Agreement which is to be performed at the site of construction, and said subcontractor, with respect to such work, shall be considered the same as the Individual Employer covered hereby.
- B. If an Individual Employer subcontracts any such work, provision shall be made in the subcontract for the observance by the subcontractor of all the terms and conditions of the Agreement. If an Individual Employer shall subcontract work herein defined, such subcontract shall state that such subcontractor agrees to be bound by and comply with the terms and provisions of this Agreement.
- C. A subcontractor is defined as any person (other than an Individual Employer covered hereby), firm, or corporation, who agrees in writing, to perform for or on behalf of any Individual Employer any part of the work covered by this Agreement.

- D. The Individual Employer will give written notice to the Union of any subcontract involving the performance of work covered by this Agreement within five (5) days of entering such subcontract. If thereafter such subcontractor shall become delinquent in the payment of any wages or benefits as above specified, the Union shall promptly give written notice thereof to the Individual Employer and to the subcontractor specifying the nature and amount of such delinquency. If such notice is given, the Individual Employer shall pay and satisfy only the amount of any such delinquency by such subcontractor occurring within seventy-five (75) days prior to the receipt of said notice from the Union, and said Individual Employer may withhold the amount claimed to be delinquent out of the sums due and owing by the Individual Employer to such contractor. In the event the Individual Employer fails to give written notice of a subcontract as required herein, such Individual Employer shall be liable for all delinquencies of the subcontractor on that job or project without limitation.

Section 9 Productivity Enhancement

- A. The parties recognize that safety and productivity are essential in the traffic control, lane closure industry. It is therefore agreed by the parties that the Union and the Employer will work together to address the special needs of the industry regarding safety and journeyman training to ensure the competitiveness of the Individual Employer.
- B. Management Rights Regarding Substance Abuse: Notwithstanding any other provisions of this agreement, the Individual Employer expressly reserves the right, in its discretion, to undertake the following measures:
- (1) In the sole discretion of the Individual Employer, requiring covered employees to submit to physical examination by competent medical personnel, selected by the Individual Employer, to determine whether there is a probability that the employee is suffering from any physical impairment which might cause the employee to be a safety hazard to themselves or others, or which might cause the employee to be unable to perform assigned tasks within the coverage of this Agreement in a prompt and competent manner. Such tests may include, at the discretion of the Individual Employer, such tests of the employee's bodily fluids as the Individual Employer may reasonably believe will elicit evidence of the employee's use, or non-use, of substances which are reasonably likely to alter or impair the employee's ability to perform his or her duties in a prompt, competent and safe manner.
 - (2) Random Drug Testing – An Individual Employer may initiate unannounced random testing, a selection process where affected employees are selected for testing and each employee has an equal chance of being selected for testing. If an Individual Employer initiates such testing, all employees shall be subjected to such testing. The Individual Employer may establish two random testing pools; one for DOT regulated employees and one for all others. An Individual Employer who initiates random testing shall specifically state in its notice to the Union and its notice to employees that employees will be subject to random testing. The Individual Employer shall give thirty (30) days notice to the Union and employees prior to implementing a random drug testing program.
 - (3) Implementation of rules regarding the discipline and/or discharge of any employees that the Individual Employer determines, as a result of the tests described in subparagraph B-(1), are reasonably likely to become voluntarily impaired or disabled from the safe performance of their work tasks as a result of the ingestion of alcohol or performance impairing drugs.

- (4) Implementation of a voluntary employee assistance program, to provide counseling, therapy and monitoring of those employees who request Individual Employer assistance in controlling and overcoming problems related to the use of drugs and alcohol.
- (5) A member who refuses to submit to a drug/alcohol test when dispatched or a member who has a positive/failed "pre-employment" test shall not be paid show-up time, provided that the member does not perform any work for the Individual Employer.

Disputes arising from the implementation of the provisions of this paragraph shall be subject to the grievance procedures set forth below in this Agreement.

- C. Department of Transportation Substance Abuse Policy: The parties agree to utilize the stand alone Department of Transportation Substance Abuse Policy as well as the California Highway Patrol Drug and Alcohol regulations for testing qualified employees.

Section 10 Additional Work or Classifications

This Agreement shall not prevent the Individual Employer from negotiating or making agreements with the Union for any work or classification not covered by this Agreement. Whenever any work covered by this Agreement is to be eliminated or modified by the introduction of any new machine, mechanized process, new or different material, or new or different method or technology with respect to the performance of such work, persons employed under this Agreement and subject thereto, will be given preference for employment and will be assigned such work where it is not in conflict with International jurisdictional agreements with respect to such new machine, mechanized process, new or different materials, or new or different method or technology and the use of any such machine, mechanized process, new or different material, or new or different method or technology shall be subject to and covered by this Agreement regardless of the nature, size or characteristics of such new machine, mechanized process, new or different material or new different method or technology.

It is not the intent of the parties to provide work where no job exists.

Section 11 Jurisdictional Disputes

There shall be no cessation or interference in any way with any work of the Employer or any Individual Employer by reason of jurisdictional disputes between the Union and any other Union affiliated with the AFL-CIO or the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America with respect to jurisdiction over any of the work covered by this Agreement. Such disputes will be settled by the Unions, themselves, or submitted to the International Presidents of the Union involved in the dispute for determination. Until such determination is made and confirmed by the disputing Unions, the work shall proceed as originally assigned by the Individual Employer. Craft jurisdiction is neither determined nor awarded by classifications or coverage descriptions appearing in this Agreement.

Section 12 Overtime Rates Hours and Working Conditions

The parties to this Agreement recognize that there are unique safety concerns involved with applying traffic striping materials to roadways. The hours of work has to be planned around traffic concerns:

A. Work Day

Eight (8) consecutive hours (exclusive of meal period), shall constitute a day's work for straight time rates unless the job or project is on a four-ten (4 x 10) hour day workweek in which case the workday shall be ten (10) consecutive hours (exclusive of meal period) at straight time rates.

B. Lunch, Rest Periods, & Heat Illness Cool-Down Recovery Period

- (1) Lunch. There shall be a regularly scheduled meal period. The meal period shall be one-half (1/2) hour and shall be scheduled at approximately mid shift, or as close to mid shift as safety and operational conditions of the specific job will allow.
- (2) If the Individual Employer requires the Employee to perform any work covered by this Agreement through the scheduled meal period, the Employee shall be paid at the applicable overtime rate for such meal period, and shall be afforded an opportunity to eat on the Individual Employers time. However, if an Employee works over ten (10) hours, the Individual Employer and Employee may mutually agree to waive the Employee's entitled second (2nd) meal period so long as the first meal period was taken and the Employee works not more than a total of twelve (12) hours.
- (3) Rest Periods. Employees shall be authorized and shall be permitted to take a total of ten (10) minutes during each four (4) hour segment of their assigned work shift for a rest period. The rest period provisions of this Agreement will be interpreted consistently with the rest period requirements of IWC Order 16.

There shall be no formal organized rest periods during working hours and as far as practicable the break will be taken as near to the middle of each four (4) hour work segment as possible. Rest periods shall be scheduled in a manner so as not to interfere with workflow or continuous operations and Individual Employers shall be able to coordinate the timing of each ten (10) minute rest break with their Employees to assure the continuity of work. Employees shall be required to remain in their respective work area, or to take their rest period in a specific area designated by the Individual Employer. The second rest period may be added to the end of the meal period or workday when working conditions so dictate as determined by the Individual Employer. Employees who work more than ten (10) hours shall be authorized and permitted three ten (10) minute rest periods.

It is understood that the Employee will take his/her appropriate rest period unless the Individual Employer specifically directs the Employee not to take this rest break due to operational requirements. Employees are required to notify their supervisor whenever they are unable to take their rest periods.

If an Individual Employer fails to authorize and permit an Employee with a rest period as provided herein, the Employee shall be paid a penalty payment equal to one (1) hour at his/her applicable hourly wage rate excluding fringe benefits for all missed rest periods that day.

- (4) A heat illness preventative 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.

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

- (5) All disputes concerning meal, rest periods, and/or heat illness cool-down recovery period are subject to the Grievance Procedures in Section 6 of the Agreement and must be brought to the attention of the Employer, in writing, by the Union or employee within ten (10) calendar days of the alleged violation. Decisions resolving disputes arising out of the grievance procedures shall be final and binding upon both parties.

C. Reckoning of Time

When any employee reports for work and there is no work provided by the Individual Employer he/she shall be paid two (2) hours show-up at the applicable rate. If work is suspended on account of weather, or any other conditions beyond the direct control of the Individual Employer, the employee shall be entitled to show-up time only if he/she remains on the job site for two (2) hours pending abatement of such weather or other condition, unless sent home earlier by the Individual Employer and/or the prime contractor or governing agency. If after work is begun, work is suspended on account of weather conditions or any other condition, not less than four (4) hours shall be paid at the applicable rate and time worked after four (4) hours shall be reckoned with by the hour and half-hour at the applicable rate.

D. Overtime

- (1) One and one-half (1-1/2) the straight time hourly rate of pay shall be paid for all work performed in excess of forty hours (40) a week or eight hours (8) a day and the sixth (6th) consecutive day worked or Saturdays.
- (2) Two times (2x) the straight time hourly rate of pay shall be paid for all work performed on the seventh (7th) consecutive day worked or Sundays and holidays referenced in this Agreement, except as otherwise provided in this Agreement.
- (3) In the event that work cannot be performed Monday through Friday because of inclement weather, major mechanical breakdown, or lack of materials beyond the control of the Individual Employer, employees (at their option) may make up such day on Saturday or scheduled sixth (6th) consecutive workday and shall be paid at the applicable straight time rate up to forty (40) hours a week or eight (8) hours a day.
- (4) If for any reason the project owner, prime contractor, awarding agency or government authority imposes limited days and/or hours of availability and work cannot be performed Monday through Friday, work performed on Saturday and Sunday shall be paid at the straight time rate when legally permitted. On Saturday and Sunday, work in excess of the regularly established shift shall be paid at the applicable overtime rate.

Employees who are required to work on jobs subject to limited days and hours of operation, and who have accumulated forty (40) or more hours of work in the

preceding week (Monday through Friday inclusive), shall be compensated at the appropriate overtime rate of pay for all hours worked on Saturday and Sunday.

- (5) If and when a work week of four-tens (4 x 10) is legally permitted to pay straight time up ten (10) hours a day for four (4) days a week, the Individual Employer may work such a schedule Monday through Thursday at ten (10) hours a day. After ten (10) hours per day or forty (40) hours per week, the employee shall be paid at the applicable overtime rate.

On work weeks of four-tens (4 x 10), Friday and Saturday may be designated a straight time make-up day in the event certain work cannot be performed Monday through Thursday because of inclement weather, major mechanical breakdown or other conditions beyond the control of the Individual Employer, employees (at their option) may make up such day on Friday or Saturday, whichever the case may be, and shall be paid at the applicable straight time rate up to forty (40) hours a week or eight (8) hours a day.

The Union must be notified prior to the Employer implementing a four-ten (4 x 10) work week.

E. Travel Time

- (1) Any employee operating, or responsible for the control of, a company vehicle being used to transport personnel, equipment and/or supplies to and from the Individual Employer's regularly established shop or yard to the first job site and from the last jobsite to the established shop or temporary yard or is required to load or unload material or perform other work at the Individual Employer's shop or yard shall be compensated per hour as referenced in Section 15 (Wage Rates and Classifications).

Note: All Travel Time Hours will be paid at one and one-half (1-1/2) times the Travel Time Hourly Rate. Fringe Benefits contributions are not required for travel time hour.

- (2) Any employee who is a passenger in but is not directly responsible for the control of a company vehicle being used to transport personnel, equipment and/or supplies to and from the Individual Employer's regularly established shop or yard to a job site or is not required to load or unload material or perform other work at the Individual Employers shop or yard shall be deemed to be in the vehicle voluntarily. Therefore, this voluntary status means this employee is not subject to compensation.
- (3) Any employee, including any passenger, required to travel between job site locations or from one job site to other during his/her shift in the work day shall be compensated at his/her regular hourly wages. This compensation shall include all contractually mandated fringe benefit contributions.
- (4) In addition to reporting of fringe benefits as set forth in Section 16 (Fringe Benefits), the Trust Funds may implement procedures for the accurate reporting of travel time hours as required above by this Agreement. The parties expressly agree that among the procedures that can be implemented by the Trust Funds for proper recording of travel time are the following:
 - (a) identification of travel time on monthly report forms or other procedures that require the Individual Employer to list separately for each employee the number of hours worked or paid at the travel time wage rate under this Agreement.

- (b) any alleged violation of travel time of travel time reporting shall be subject to the grievance procedures in this Agreement.

F. Shift Work

There is no requirement to pay a shift differential or a shift premium on shift work.

Section 13 Recognized Holidays

The following days are recognized as holidays: Every Saturday and Sunday in the year, except as otherwise provided herein: New Year's Day, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day After Thanksgiving Day and Christmas Day. If any of the above holidays fall on Sunday, the Monday following shall be considered a holiday. If any of the above holidays fall on Saturday, the preceding Friday shall be considered a holiday. Martin Luther King, Jr. Day will become a recognized holiday when and if the five basic crafts adopt it as a holiday.

Section 14 Liability of the Parties

- A. It is mutually understood and agreed that neither the Employer, any Individual Employer, the Union nor any Local Union shall be liable for damages caused by the acts or conduct of any individual or group of individuals who are acting or conducting themselves in violation of the terms of this Agreement without authority of the respective party, provided that such action or conduct has not been specifically authorized, participated in, fomented or condoned by the Employer, the Individual Employer, the Union or Local Union, as the case may be.
- B. In the event of any unauthorized violations of the terms of this Agreement, responsible and authorized representatives of the Union, Local Union, the Employer or Individual Employer, as the case may be, shall promptly take such affirmative action as is within their power to correct and terminate such violation for the purpose of bringing such unauthorized persons into compliance with the terms of this Agreement. Such individuals acting or conducting themselves in violation of the terms of this Agreement shall be subject to discipline, up to and including discharge.

Section 15 Wage Rates and Classifications

Each employee shall be given a statement with the Individual Employer's name and address, itemizing the employee's gross amount earned, hours worked, Social Security tax, withholding tax and all other deductions, in accordance with State and Federal Law, also a statement of hours applicable to Health and Welfare, Pension/Annuity, Vacation Holiday Dues Supplement and Training-Retraining/Apprenticeship Plans.

Wage Rates: In each group, two different wage rates will apply for each classification, except for the Stripper and related classifications in which wage rates apply for all 46 Northern California counties.

Wage Rate A – Will apply to the following six (6) counties: Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara.

Wage Rate B – Will apply to the following forty (40) counties: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa,

Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Sierra, Shasta, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba.

TRAFFIC CONTROL AND RELATED CLASSIFICATIONS

Journeyperson Traffic

Control Person I

(Holds current Individual Employer's supervisor rating. Able to read plans, layout of traffic control, crash cushions, construction area signage.)

Effective Date	<u>7-1-22</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/2026</u>	Travel Time Hourly Rate*
Rate A	\$36.31	**	**	**	**	\$19.50
Rate B	\$35.31	**	**	**	**	\$19.50

Journeyperson Traffic

Control Person II

(Installation and removal of traffic control, crash cushions, construction area signage.) Normally works under the supervision of a Journeyperson Traffic Control Person I

Effective Date	<u>7/1/22</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/2026</u>	Travel Time Hourly Rate*
Rate A	\$33.81	**	**	**	**	\$19.50
Rate B	\$32.81	**	**	**	**	\$19.50

Truck Mounted or Trailer Mounted Attenuators (crash/impact cushion) Vehicle

Effective Date	<u>7/1/22</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/2026</u>	Travel Time Hourly Rate*
Rate A	\$36.01	**	**	**	**	\$19.50
Rate B	\$35.01	**	**	**	**	\$19.50

Construction Zone Traffic Control

Pilot Car

(Guides traffic through the construction zone with the help of the flaggers.)

Effective Date	<u>7/1/22</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/2026</u>	Travel Time Hourly Rate*
Rate A	\$36.01	**	**	**	**	\$19.50
Rate B	\$35.01	**	**	**	**	\$19.50

Flag Person

Effective Date	<u>7/1/22</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/20236</u>	Travel Time Hourly Rate*
Rate A	\$36.01	**	**	**	**	\$19.50
Rate B	\$35.01	**	**	**	**	\$19.50

* All Travel Time Hours will be paid at one and one-half (1-1/2) times the Travel Time Hourly Rate.
Future Travel Increase:

July 1, 2025 \$0.50 / Rate: \$20.00
July 1, 2026 \$0.50 / Rate: \$20.50

HIGHWAY IMPROVEMENT AND RELATED CLASSIFICATIONS

Wage Rates apply for all 46 Northern California Counties.

GROUP 1

(Traffic Striping Applicator; Layout, alignment, and installation of all Striping and delineation utilizing all Coatings materials and products (paints, thermoplastics, tapes, epoxies, etc.), skilled in all aspects of the layout, installation, and removal of the overall striping and delineating operations, including operation of all related machinery and equipment.

Effective Date	<u>7/1/22</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/2026</u>	Travel Time Hourly Rate*
	\$39.20	**	**	**	**	\$26.13

GROUP 2

Traffic Delineating Device Applicator; Locate and apply raised and recessed pavement markers, (includes operator of recess cut machine); includes operator of rumble strip cutting, recess stripe and marking cutting and recess pavement marker cutting machinery including debris removal and operation of all related machinery and equipment, tactile ramps, install traffic signs, rumble and traffic bars, adhesives, guide markers (glue down and drive-in types), and other delineating devices, including operation of all related machinery and equipment.

Traffic Protective System Installer; installs, removes, and relocates roadside and parking area barricades, fencing, cable anchors, guard rail, reference signs, and monument markers.

Pavement Markings Applicator; locate and apply Markings (words, arrows, cross walks, etc.) utilizing all coatings materials (paints, thermoplastics, tapes, epoxies, high friction surfacing, etc.)

Power Broom Sweeper; operation of all related machinery and equipment related to highway improvement; Handling of related materials.

Decorative Asphalt Surfacing Applicator; such as the installation of preformed thermoplastic material and/or pattern-imprinted or stamped asphalt, including operation of all related machinery and equipment.

Effective Date	<u>7/1/22</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/2026</u>	Travel Time Hourly
Rate*	\$37.70	**	**	**	**	\$25.13

GROUP 3

Traffic Surface Abrasive Blaster, Pot Tender, removal of all traffic stripes, pavement markings, and pavement markers by any method (sandblasting, waterblasting, shot blast, grinding, etc.), and preparation of surfaces prior to application of striping materials and pavement markers, including operation of all related machinery and equipment. Bob Cat/Skid Steer; Forklift, Surface cleaning on streets, highways, and airports by any means.

Effective Date	<u>7/1/22</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/2026</u>	Travel Time Hourly
	\$35.95	**	**	**	**	\$23.97

GROUP 4

Parking Lots, Gamecourts, & Playgrounds Striping Applicator (includes Protective Coating, Pavement Sealing, including repair and filling of cracks by any method on any surface in parking lots, game courts, playgrounds, and tracks, whether indoor or outdoor; installation of carstops; operation of all related machinery and equipment; handling of related materials.)

Decorative Asphalt Surfacing Laborer (includes the handling of decorative asphalt surfacing material; used primarily for properties including but not limited to intersections, parking areas, streets, highways and walkways; operation of all related machinery and equipment.) Normally works under the supervision of a Decorative Asphalt Surfacing Applicator.

Effective Date	<u>7/1/22</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/2026</u>	Travel Time Hourly
	\$33.85	**	**	**	**	\$22.57

* All Travel Time Hours will be paid at one and one-half (1-1/2) times the Travel Time Hourly Rate.

In addition to reporting of fringe benefits as set forth in Section 16 (Fringe Benefits), the Trust Funds may implement procedures for the accurate reporting of hours worked by all employees covered by this Agreement in San Joaquin, Tuolumne, and Yolo Counties. The parties expressly agree that among the procedures that can be implemented by the Trust Funds for proper recording of hours worked are the following:

- (a) monthly report forms or other procedures that require the Individual Employer to list separately for each County and each employee the number of hours worked or paid in the San Joaquin, Tuolumne, and Yolo Counties under this Agreement.
- (b) any alleged violation of reporting for the three (3) Counties shall be subject to the grievance procedures in this Agreement.

FUTURE INCREASES:

July 1, 2022	\$2.33* ** ***
July 1, 2023	\$2.50* ** ***
July 1, 2024	\$2.60* ** ***
July 1, 2025	\$2.65* ** ***
July 1, 2026	\$2.65* ** ***

Traffic Control Travel:

July 1, 2025	\$0.50 increase
July 1, 2026	\$0.50 increase

Highway Improvement ½ subsistence:

July 1, 2025 increase to \$40.00/day.

* The parties agree that sufficient contributions will be made available from these increases to the Pension Fund to support any rehabilitation/funding improvement schedule adopted by the bargaining parties. Additional money required for such rehabilitation/funding improvement schedule shall be reallocated from the existing wages and/or fringe benefits.

** To be allocated among wages and/or fringe benefits at the Union's discretion.

*** If an early extended Agreement is negotiated prior to July 1, 2026, Individual Employers who do not extend said Agreement shall be subject to an additional fifty cents (\$.50) per hour increase, effective July 1, 2026 for a total increase of three dollars and fifteen cents (\$3.15). If an early extended Agreement is not negotiated prior to July 1, 2026, the total increase on July 1, 2026 shall be three dollars and fifteen cents (\$3.15).

In the event the Laborers Health and Welfare Trust Fund falls below a six (6) month reserve, any package increase negotiated by the collective bargaining parties, shall be reviewed at least ninety (90) days prior to the effective date of such increase, and by mutual agreement such monies as are deemed necessary to provide sufficient reserve (not less than six (6) months), shall be allocated to the Health and Welfare Trust Fund. Such monies as are determined appropriate for this allocation shall have as their intent to build a six (6) month reserve.

When the Pension Plan is fully funded (100%), the parties agree to enter into discussions for the disposition of the monies that have been allocated for the rehabilitation/funding improvement plan.

Section 16 Fringe Benefits

- A. In continuation of the Laborers Health and Welfare Trust Fund for Northern California, the Laborers Pensions Trust Fund for Northern California, the Laborers Vacation-Holiday-Dues Supplement Trust Fund for Northern California, and the Laborers Training and Retraining Trust Fund for Northern California (provided for in Trust Agreements dated March 4, 1953, August 2, 1963, June 4, 1963, November 19, 1968 and December 31, 1975, respectively, as amended and modified, and the appropriate plans adopted there under), each Individual Employer shall pay hourly contributions for each paid for and/or worked, including overtime pay, shift pay, show-up time pay and similar payments in accordance with the schedule specified in this Section, as follows:

TRAFFIC CONTROL AND RELATED CLASSIFICATIONS

EFFECTIVE DATE	<u>7/1/22</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/2026</u>
Health & Welfare	\$9.60	\$ **	\$ **	\$ **	\$ **
Pension	\$9.46	\$ **	\$ **	\$ **	\$ **
Annuity	\$4.40	\$ **	\$ **	\$ **	\$ **
Vacation/Holiday/Dues Supplement	\$3.05	\$ **	\$ **	\$ **	\$ **
***Training-Retraining/ Apprenticeship/LECET	\$.50	\$ **	\$ **	\$ **	\$ **
Contract Administration	\$.10	\$ **	\$ **	\$ **	\$ **
Industry Stabilization Fund	\$.20	\$ **	\$ **	\$ **	\$ **

** To be allocated among wages and/or fringe benefits at the Union's discretion.

*** Effective 6/26/06 four cents (\$.04) per hour is earmarked for L.E.C.E.T.

HIGHWAY IMPROVEMENT AND RELATED CLASSIFICATIONS

EFFECTIVE DATE	<u>7/1/22</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/2026</u>
Health & Welfare	\$9.60	\$ **	\$ **	\$ **	\$ **
Pension	\$9.46	\$ **	\$ **	\$ **	\$ **
Annuity	\$3.79	\$ **	\$ **	\$ **	\$ **
Vacation/Holiday/Dues Supplement	\$3.05	\$ **	\$ **	\$ **	\$ **
***Training-Retraining/Apprenticeship/LECET	\$.50	\$ **	\$ **	\$ **	\$ **
Contract Administration	\$.10	\$ **	\$ **	\$ **	\$ **
Industry Stabilization Fund	\$.17	\$ **	\$ **	\$ **	\$ **

** To be allocated among wages and/or fringe benefits at the Union's discretion.

*** Effective 6/26/06 four cents (\$.04) per hour is earmarked for L.E.C.E.T.

- B. Each Individual Employer shall be subject to and entitled to the benefits of all of the provisions of the Trust Agreement specified herein establishing said Funds and any amendment or modifications or amendments or modifications. In order to provide for benefits to employees without disruption during periods of contract negotiations and to assure an orderly means of collecting Trust Fund contributions during such periods, each signatory Individual Employer agrees that he or it shall be obligated to contribute to each and every Trust Fund referred to in this Agreement for any period following their termination date of this Agreement unless and until a lawful impasse occurs or until a successor Agreement is negotiated. Each signatory Individual Employer further agrees that any and all said Trust Funds may enforce this obligation by action to collect such delinquent contributions filed in any court of competent jurisdiction.
- C. The Health and Welfare Plan shall be supplemented to provide that the Trustees shall apply amounts from the contributions specified in this Agreement to such Plan for the purpose of providing benefits to employees retired pursuant to the Provisions of the Laborers Pension Trust Fund for Northern California.
- D. The Union and the Employer agree that the Individual Employer covered by this Agreement may continue the coverage of their supervisory personnel above the rank of foreman in the Laborers Health and Welfare Trust Fund for Northern California, the Laborers Pension Trust Fund for Northern California, the Laborers Vacation-Holiday-Dues Supplement Trust Fund for Northern California, and the Laborers Training and Retraining Trust Fund for Northern California, by paying into all Trust monthly on the basis of one hundred seventy (170) hours per month in accordance with the schedules set forth in this Agreement, regardless of the hours worked by any such employee in a month, provided, however, the Individual Employer having made one (1) payment on an employee shall continue to make such payment so long as the employee is in his employ.
- E. Apprenticeship and Training

Individual Employers covered by the terms of this Agreement agree to pay into the Northern California Laborers Apprenticeship and Training Program for each hour worked or paid for on all classifications contained in this Agreement.
- F. Joint Labor/Management Training Advancement and Oversight Committee, due to the unique nature of this industry, it is of particular importance for all positions to be staffed with highly trained and competent personnel. To this end, the training advancement and oversight

committee will consist of three delegates from labor and three delegates from management. They shall have the duty, and the responsibility, to meet and develop an appropriate training curriculum to fill the needs of this industry.

The Training and Oversight Committee shall monitor and revise the curriculum, processes, and operations of the training program on an ongoing basis to insure the changing needs of the industry continue to be met through the appropriate use of personnel and resources.

G. Industry Stabilization

Individual Employers covered by the terms and conditions of this Agreement agree to pay into the Industry Stabilization Fund for each hour worked or paid for on all classifications contained in this Agreement.

The purpose of such funds shall be to enhance the monitoring of public works projects relative to Employer compliance with State, Federal or other public agency public works wage and hour laws. Such contributions shall continue until written notice by the parties signatory hereto. Such trust fund shall be administered jointly by the signatory parties.

- H. Any Individual Employer who is found to be delinquent as a result of an audit will pay and satisfy such delinquency with accrued interest and in addition pay liquidated damages. All delinquent contributions shall bear simple interest at the rate of one and one-half percent (1.5%) per month until receipt of payment. Subject to accounting verification, liquidated damages shall be assessed on delinquent contributions at a flat rate of one hundred and fifty dollars (\$150.00) per month to reflect the internal administrative costs incurred by the trust administrators in monitoring and tracking such late contributions. The cost of any audit shall be borne by the Individual Employer if the delinquency disclosed by the audit is in excess of one thousand dollars (\$1,000.00) and is not the result of a clerical error. When economic conditions warrant, the Trustees of the Trust Funds specified in this Agreement are authorized to amend the liquidated damages and interest provisions of this Agreement. Any adjustments implemented by the Trustees shall be reflective of true increases in the administrative and legal costs associated with the recovery of delinquent Trust Fund contributions.

This Agreement shall waive any and all provisions of the Healthy Workplaces Healthy Family Act of 2014, San Francisco Paid Sick Leave Ordinance, San Francisco Administrative Code Section 12W, the City of Emeryville Ordinance No. 15-004, Municipal Code Chapter 13.100, and shall supersede and be considered to have fulfilled all requirements of said Ordinances/Codes as presently written and/or amended during the life of this Agreement.

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

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

This Agreement shall also waive the San Francisco Paid Parental Leave Ordinance, San Francisco Police Code Article 33H (Section 330H.1 through 3300H.14), the Berkeley Family Friendly and Environment Friendly Workplace Ordinance (Berkeley Municipal Code, Chapter 13.101) and the City of San Jose's Opportunity to Work Ordinance.

In addition, this waiver shall apply to any other federal, state, city, county or other local laws or ordinances containing requirements to allow paid parental leave similar to those requirements found in the San Francisco Paid Parental Leave Ordinance, laws or ordinances containing requirements to allow employees to request flexible or predictable working arrangements

similar to those found in the Berkeley Family Friendly and Environment Friendly Workplace Ordinance and laws and or ordinances containing requirements to offer additional work hours to part time employees before hiring new employees similar to those found in the San Jose Opportunity to Work Ordinance that is currently in effect or may be adopted during the term of the Agreement.

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

Section 17 Delinquency Withdrawals

In the event that the Board for Trustees of a Fund into which the Individual Employers are required to pay, determine that an Individual Employer is delinquent in the making of any payments required by Section 16 (Fringe Benefits) hereof, it shall not be a violation of this Agreement, so long as such delinquency continues, if the Union withdraws employees from such Individual Employer and such action shall not be a strike or work stoppage within the terms of this Agreement. Any employees so withdrawn or refusing to perform any work as herein provided shall not lose their status as employees but no such employee shall be entitled to claim or receive any wages or other compensation for any period during which he has been so withdrawn or refused to perform any work.

Section 18 Security for Individual Employer Payments into Trust Funds

- A. Each Individual Employer delinquent by one (1) or more months in making the payment set forth in Section 16 (Fringe Benefits) above shall be notified by mail by the Administrator of the Trust or Trusts applicable of such delinquency. Copies of such notices shall be sent to the Individual Employer and to the Union.
- B. Each such delinquent Individual Employer shall, within five (5) days of the receipt of such notice (certified mail), give a satisfactory bond in a sum equal to two (2) times the amount of the delinquency. Such amounts are to be determined by the Administrator of the Trust or Trusts applicable. Such bond is not in any way to be construed as in lieu of any payments required under this Agreement.
- C. All such bonds shall be deposited with the Administrator and shall be in a form acceptable by the Administration of the various Trusts.
- D. If the bond must be used to make any payments under Section 16 (Fringe Benefits), the money shall be pro-rated among the amounts owed by such Individual Employer, with the first priority to the Vacation-Holiday-Dues Supplement Trust Fund, and the balance dispersed equally to the Health and Welfare, Pension and Training and Retraining Trusts.
- E. Whenever an Individual Employer fails to deposit a satisfactory bond within the time provided by this Section, if the notice herein provided for has been given, the Local Union shall not be required to dispatch employees, and further economic action by the Union to obtain compliance of this Section will not be a violation of Section 5 (No Cessation of Work) of this Agreement.
- F. Any employees so withdrawn or refusing to perform any work as herein provided, shall not lose their status as employees, but no such employee shall be entitled to claim or receive any wages or other compensation for any period during which he has been so withdrawn or refused to perform any work.

- G. Whenever any Individual Employer covered by this Agreement is delinquent with respect to the payment of any contributions or other sum of money due to any Trust Fund specified in this Agreement, the Union may withdraw workmen and place appropriate pickets at the premises of the Individual Employer or places where said Individual Employer is performing work.

Section 19 Supplemental Dues

Effective July 1, 2013, for all work performed, upon authorization as required by law, the amount of ninety-one cents (\$0.91), or an amount as determined by the Union, per hour for each hour paid or worked, shall be transmitted from the Vacation-Holiday benefit of each laborer and shall be remitted directly to the Union.

The Union shall bear all responsibility and liability for ensuring that any and all sums received as supplemental dues are supported by proper written authorization from the employee. The Union shall indemnify, defend and hold the Individual Employer harmless to the maximum extent permitted by law from any and all claims, liability and damages arising from contentions and/or findings that supplemental dues have been collected in an unauthorized or otherwise improper manner.

Section 20 Geographic and Market Conditions

The parties to this Agreement recognize the necessity of assuring the competitive position of the parties within the industry during the term of this Agreement. Consistent with that recognition, the parties will continually monitor the effectiveness of this Agreement relative to specific geographic or market area and will endeavor, by mutual agreement; to initiate such modifications to the Agreement during its term as may be necessary to assure the work opportunities of the employees and the competitive position of the Individual Employers.

Section 21 General Savings Clause

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

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

Section 22 Change of Name or Style

- A. This Agreement is binding upon each Individual Employer regardless of whether he or it changes the name or style or address of his or its business. Each Individual Employer shall give notice in writing to said District Council of any intent to change the name, style or address of his or its business, or to perform business under more than one name or style or at more than one address, prior to the adoption of a new or different same, style or address, or the addition of new names or styles or addresses, as specified herein.

- B. Nothing in this paragraph shall be construed as adding to the scope of work covered by this Agreement.

Section 23 Warranty

Each of the persons executing this Agreement on behalf of their respective Individual Employers or Unions hereby warrants his authority to execute this Agreement and to bind the respective party on whose behalf he signs.

Section 24 Subsistence

A. TRAFFIC CONTROL

Subsistence shall be according to the Laborers' Master Agreement. In outlying areas according to the subsistence map. Laborers shall be paid twenty-four dollars (\$24.00) per day.

B. STRIPER AND RELATED CLASSIFICATIONS

Striper and Related Classifications ONLY - Subsistence / Per Diem

Per Diem Definition

Per Diem shall be compensation paid to Employees in the event that they are required to stay overnight. Effective at the date of publishing in the General Prevailing Wage Rates, the amount of said compensation shall be seventy-five dollars (\$75.00) for each night, or the Employer, at his option, shall provide reasonable overnight accommodations plus thirty-five dollars (\$35.00) per night.

Per Diem Application

Employees traveling wherein the distance from the Individual Employers' permanently established yard to the jobsite is greater than seventy-five (75) aeronautical miles shall be subject to per diem. In this event, should the Employees be required by the Individual Employer to stay overnight, the Employees shall receive per diem. Should the Employees be required to return to the Individual Employer's yard in lieu of staying overnight, the Employees shall receive one-half (½) per diem; thirty-five dollars (\$35.00), in addition to any travel time the Employees may be entitled to receive.

Employees traveling wherein the distance from the Individual Employer's permanently established yard to the jobsite is less than seventy-five (75) aeronautical miles shall not be subject to per diem unless the Employees are required by the Individual Employer to stay overnight. In this event, the Employees shall be entitled to per diem.

Per Diem Payment

The amount of per diem shall be paid before leaving the Individual Employer's yard in the event that the Employees are required to stay overnight. In lieu of prepayment, the Individual Employer shall make pre-arrangements for adequate food and lodging for the Employees. Adequate food and lodging shall be defined as three (3) meals per day and a clean, safe, and sanitary place to sleep.

Per Diem Notification

Reasonable notification shall be given to all Employees who will be required to remain out of town in order to perform their work.

Section 25 Effective and Termination Date

This Agreement made as provided for herein shall remain in full force and effect until the 30th day of June 2027. The parties shall give written notice to the other not more than ninety (90) days and not less than sixty (60) days prior to the June 30 of any succeeding year a desire to change, modify or terminate this Agreement.

The parties to this Agreement recognize the necessity of assuring the competitive position of the parties within the industry during the term of this Agreement. Consistent with that recognition, the parties will continually monitor the effectiveness of this Agreement relative to specific geographic or market area and will endeavor, by mutual agreement, to initiate such modifications to the Agreement during its term as may be necessary to assure the work opportunities of the employees and the competitive position of the Individual Employers.

It is agreed that in the event either party should exercise its rights under the paragraph first above set out, they will for a period of sixty (60) days prior to the 30th day of June, 2027, or June 30th of any succeeding year bargain with each other with respect to all wage rates, working conditions and hours of employment for the work herein covered.

**LABORERS TRAFFIC CONTROL/HIGHWAY IMPROVEMENT
MEMORANDUM AGREEMENT
SIGNATURE PAGE**

Dated: This Feb 1, 2023 day of (Month) Feb 1, 2023

Effective: This Feb 1, 2023 day of (Month) Feb 1, 2023

FOR THE EMPLOYER:

ASSOCIATED GENERAL CONTRACTORS OF CALIFORNIA, INC.

By 
Anthony Ascencio (Feb 2, 2023 09:38 EST)
Anthony Ascencio, AGC-TCHI Craft Committee Chair

By 
Peter Tateishi (Feb 1, 2023 17:13 PST)
Peter Tateishi, CEO AGC-CA

FOR THE UNION:

NORTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS OF
THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

By 
Oscar De La Torre (Feb 1, 2023 16:29 PST)
Oscar De La Torre, Business Manager

SUPPLEMENT NO. 1

LABORERS' STRIPER (PARKING & HIGHWAY IMPROVEMENT) APPRENTICESHIP PROGRAM

New applicants for union membership, who cannot demonstrate a minimum of 3,600 hours of experience as a Highway Improvement Laborer shall enter the Laborers Apprenticeship Program (Apprenticeship Program). If an applicant is designated a journey-level Laborer by a referring Individual Employer who states in writing that the applicant's knowledge and experience warrants journey-level status, such Employees shall be considered provisional journey-level Laborers and may retain that status so long as they are employed by the designating Individual Employer. Any provisional journey-level Laborer who is laid-off or otherwise discharged prior to working 3,600 hours may not be placed on a journey-level out of work list until assessed by the Apprenticeship Program.

Individual Employers shall participate in the Laborers Apprenticeship Program by accepting apprentices for employment upon referral by the Union. The Individual Employer shall employ one (1) apprentice after four (4) journey-level Laborers on a project. On projects with fewer than four (4) journey-level Laborers, an Individual Employer may employ one (1) apprentice per project with at least one (1) journey-level Laborer. At no time will an apprentice be working who is not under the supervision of a journey-level Laborer.

The Apprenticeship Standards approved by the Division of Apprenticeship Standards of the State of California are hereby incorporated by reference as part of this Agreement.

All apprentices shall be properly dispatched through the appropriate Local Union's hiring hall. The Individual Employer must secure a dispatch from the appropriate Local Union for any apprentices employed by the Individual Employer.

Entry into the Apprenticeship Program shall be controlled by the Laborers Joint Apprenticeship Training Committee (JATC), which shall employ appropriate screening procedures. An apprentice in good standing advances from one level to another only upon determination of satisfactory performance by the JATC, which shall have the authority to grant accelerated credit where warranted by the performance of an individual apprentice. The JATC may also grant credited hours to an apprentice who received work experience and/or training prior to entry into the Apprenticeship Program. The JATC will not unreasonably withhold entry and advancement in the Apprenticeship Program for provisional journey-level Laborers after their employment with a referring Individual Employer is terminated.

An apprentice should, whenever possible, be rotated by the Individual Employer through different types of work so as to become trained in a variety of operations and work skills. Where the Individual Employer is unable to provide an apprentice with experience in the full range of craft skills causing the apprentice to exceed the number of hours allotted to a given work process, the JATC may coordinate with the Local Union to reassign the apprentice to other employment in order to provide that experience. For so long as the Individual Employer is able to provide the necessary range of employment experience, the Individual Employer may choose to retain the apprentice from job to job but shall notify the Local Union and JATC of all reassignments.

The Individual Employer shall release the apprentice to enroll in Related and Supplemental Instruction (RSI) when the apprentice is notified of mandatory training. An apprentice shall not be penalized for taking time off from work to receive RSI as required by the Apprenticeship Program. The Laborers Apprenticeship Program shall endeavor to notify the Individual Employer of any upcoming RSI requirements the apprentice must satisfy. The Program will assist the Individual Employer in meeting its apprentice ratio requirements.

An apprentice who fails to maintain his/her apprenticeship status shall not be eligible for employment as a journey-level Laborer unless he/she successfully completes the Apprenticeship Program after reinstatement by the JATC. Reinstatement is at the sole discretion of the JATC. If reinstatement is denied, an apprentice may reapply for entry into the Apprenticeship Program after waiting one (1) year from the date he/she was terminated from the Apprenticeship Program. The failure of any apprentice to maintain his/her apprenticeship status shall obligate the Individual Employer to discharge such person upon written notice from the Apprenticeship Program.

Apprentice wage and fringe benefit rates shall be:

Hours of Credit	Wage Rate	Fringe Benefits
1 – 900	65% of Journey Worker	Health & Welfare, Training, Vacation Holiday Dues Supplement (current Supplemental Dues amount only), Contract Administration, LMCT, and Industry Stabilization
901 – 1800	70% of Journey Worker	Health & Welfare, Training, Vacation Holiday Dues Supplement (current Supplemental Dues amount only), Contract Administration, LMCT, and Industry Stabilization
1801 – 2700	75% of Journey Worker	Full benefits
2701 – 3600	80% of Journey Worker	Full benefits

Journey Worker rates are based on the Group 3 Highway Improvement Laborer rate.

The Individual Employer may pay a higher rate at its option. However, the apprentice must meet his or her commitments to the JATC regardless of compensation

SUPPLEMENT NO. 2

LABORERS' TRAFFIC CONTROL APPRENTICESHIP PROGRAM

New applicants for union membership, who cannot demonstrate a minimum of 4,000 hours of experience as a Traffic Control Laborer shall enter the Laborers Traffic Control Apprenticeship Program (Apprenticeship Program). If an applicant is designated a journey-level Laborer by a referring Individual Employer who states in writing that the applicant's knowledge and experience warrants journey-level status, such Employees shall be considered provisional journey-level Laborers and may retain that status so long as they are employed by the designating Individual Employer. Any provisional journey-level Laborer who is laid-off or otherwise discharged prior to working 4,000 may not be placed on a journey-level out of work list until assessed by the Apprenticeship Program.

Individual Employers shall participate in the Laborers Apprenticeship Program by accepting apprentices for employment upon referral by the Union. The Individual Employer shall employ one (1) apprentice after three (3) journey-level Laborers on a project. On projects with fewer than three (3) journey-level Laborers, an Individual Employer may employ one (1) apprentice per project with at least one (1) journey-level Laborer. At no time will an apprentice be working who is not under the supervision of a journey-level Laborer.

The Apprenticeship Standards approved by the Division of Apprenticeship Standards of the State of California are hereby incorporated by reference as part of this Agreement.

All apprentices shall be properly dispatched through the appropriate Local Union's hiring hall. The Individual Employer must secure a dispatch from the appropriate Local Union for any apprentices employed by the Individual Employer.

Entry into the Apprenticeship Program shall be controlled by the Laborers Joint Apprenticeship Training Committee (JATC), which shall employ appropriate screening procedures. An apprentice in good standing advances from one level to another only upon determination of satisfactory performance by the JATC, which shall have the authority to grant accelerated credit where warranted by the performance of an individual apprentice. The JATC may also grant credited hours to an apprentice who received work experience and/or training prior to entry into the Apprenticeship Program. The JATC will not unreasonably withhold entry and advancement in the Apprenticeship Program for provisional journey-level Laborers after their employment with a referring Individual Employer is terminated.

An apprentice should, whenever possible, be rotated by the Individual Employer through different types of work so as to become trained in a variety of operations and work skills. Where the Individual Employer is unable to provide an apprentice with experience in the full range of craft skills causing the apprentice to exceed the number of hours allotted to a given work process, the JATC may coordinate with the Local Union to reassign the apprentice to other employment in order to provide that experience. For so long as the Individual Employer is able to provide the necessary range of employment experience, the Individual Employer may choose to retain the apprentice from job to job but shall notify the Local Union and JATC of all reassignments.

The Individual Employer shall release the apprentice to enroll in Related and Supplemental Instruction (RSI) when the apprentice is notified of mandatory training. An apprentice shall not be penalized for taking time off from work to receive RSI as required by the Apprenticeship Program. The Laborers Apprenticeship Program shall endeavor to notify the Individual Employer of any upcoming RSI requirements the apprentice must satisfy. The Program will assist the Individual Employer in meeting its apprentice ratio requirements.

An apprentice who fails to maintain his/her apprenticeship status shall not be eligible for employment as a journey-level Laborer unless he/she successfully completes the Apprenticeship Program after reinstatement by the JATC. Reinstatement is at the sole discretion of the JATC. If reinstatement is denied, an apprentice may reapply for entry into the Apprenticeship Program after waiting one (1) year from the date he/she was terminated from the Apprenticeship Program. The failure of any apprentice to maintain his/her apprenticeship status shall obligate the Individual Employer to discharge such person upon written notice from the Apprenticeship Program.

Apprentice wage and fringe benefit rates shall be:

Hours of Credit	Wage Rate	Fringe Benefits
1 –1000	65% of Journey Worker	Health & Welfare, Training, Vacation Holiday Dues Supplement (current Supplemental Dues amount only), Contract Administration, LMCT, and Industry Stabilization
1001– 2000	70% of Journey Worker	Health & Welfare, Training, Vacation Holiday Dues Supplement (current Supplemental Dues amount only), Contract Administration, LMCT, and Industry Stabilization
2001 – 3000	75% of Journey Worker	Full benefits
3001– 4000	80% of Journey Worker	Full benefits

Journey Worker rates are based on the Journey Person Traffic Control Person II rate.

The Individual Employer may pay a higher rate at its option. However, the apprentice must meet his or her commitments to the JATC regardless of compensation.

Effective July 1, 2024

After completion of 1000 hours and upon promotion to Group 2 Apprentice, the Employer shall contribute the Full Benefit Amount for qualifying Group 2 Apprentices:

Hours of Credit	Wage Rate	Fringe Benefits
1 –1000	65% of Journey Worker	Health & Welfare, Training, Vacation Holiday Dues Supplement (current Supplemental Dues amount only), Contract Administration, LMCT, and Industry Stabilization
1001– 2000	70% of Journey Worker	Full benefits
2001 – 3000	75% of Journey Worker	Full benefits
3001– 4000	80% of Journey Worker	Full benefits

MEMORANDUM OF UNDERSTANDING

Charter Cities

The purpose of this Understanding is to clarify that the terms and conditions, including wages and fringe benefits, of the 2022-2027 AGC/Laborers Master Traffic Control/Highway Improvement Agreement shall not apply to maintenance work performed for a Charter City which has not adopted the California State mandated prevailing wages.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals by respective officers duly authorized to do so, this 1st day of February 2023.

FOR THE EMPLOYER:

ASSOCIATED GENERAL CONTRACTORS OF CALIFORNIA, INC.

By *Peter Tateishi*
Peter Tateishi (Feb 1, 2023 17:13 PST)
Peter Tateishi, CEO

FOR THE UNION:

NORTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS OF
THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

By *Oscar De La Torre*
Oscar De La Torre (Feb 1, 2023 16:29 PST)
Oscar De La Torre, Business Manager