

When an Employer notifies an employee, at least one (1) hour prior to the starting time, to report at a designated location, it is the responsibility of the employee to provide transportation to such designated location.

The employee shall report to this same location each day unless otherwise notified by the Employer, at least one (1) hour prior to the starting time.

Employee's time will start when and where they are required to report for work. If an employee of the Employer covered under this Agreement is required to drive the employers' vehicle they are working under the terms of this agreement.

SECTION 19 - REMOTE AREA PAY AND TRANSPORTATION

On all projects from thirty-five (35) to seventy-five (75) miles from the Washoe County Court House an employee shall be paid base rate plus flat remote area pay of ten dollars (10) per day.

On all projects over seventy-five (75) road miles from the Washoe County Courthouse, an Employee shall be paid thirty four cents (34) per mile traveled to the jobsite and back to Reno, once up and once back on a continuous job, plus sixty dollars (\$60.00) per day Remote Area Pay Thirty four cents (34) travel pay shall not be paid when an Employee utilizes a company vehicle. Use of company vehicle will be at Employees option. Travel rate to be applied if employee reports to job unless notified by contractor. Remote Area Pay shall be paid on a five (5) day basis, except as follows:

(a) When Employee works on a Saturday or Sunday, an additional days Remote Area Pay shall be paid for each day worked; or

(b) No Remote Area Pay shall be paid for any day an Employee is not available to report for work.

In a Remote Area, the Union will have thirty-six (36) hours to dispatch workers to the job site.

On all work performed in all areas outside thirty-five (35) road miles, Employees with a permanent residence within five (5) miles of the courthouse in the respective community, shall report to the jobsite located within five (5) miles of the courthouse in the respective community for the Base Wage Rate shown in Section 30.

A resident shall be defined as a Journeyman who has resided in that community at least ninety (90) days prior to the date the job was bid. Such resident shall not be entitled to any additional Remote Area Pay on projects described above.

Employees ordered to report to work for whom no employment is provided shall be entitled to applicable Remote Area Pay.

If the Bricklayers negotiate a higher remote area pay, subsistence or remote area language in their Master Agreement that covers the same area, then the employees covered by this agreement shall receive the same, provided the Employer is signatory to the Bricklayers Master Agreement.

SECTION 20 - AUTHORIZATION

The Employer agrees to deduct initiation and readmission fees upon receipt of a written authorization from any Employee subject, however, to the provisions of applicable State or Federal Laws. This shall be remitted to the Union on a monthly basis as deducted.

SECTION 30 – WAGE SCALES

See NOTE Below (Base Rate per hour)
Regarding Negotiated Package Increases

STRAIGHT TIME RATES for HOD CARRIERS

WAGE RATES	<u>10/01/12</u>	<u>10/01/13</u>	<u>10/01/14</u>	<u>10/01/15</u>
Hod Carriers serving Bricklayers	\$21.68	\$21.80	\$21.90	\$22.25
Hod Carrier Foreman	\$22.08	\$22.20	\$22.30	\$22.65

NOTE – Additional wage/fringe benefit package increases have been negotiated as follows:

October 1, 2013 \$.37 to be allocated, \$.12 wages, \$.25 pension
\$0.0 Health and Welfare, \$ 0.0 Training, \$ 0.0 of wages to vacation

October 1, 2014 to be allocated \$.35

October 1, 2015 to be allocated \$.35

A portion of this sum may be allocated to fringes provided the Union notifies the Employer at least sixty (60) days prior to effective date of the increase.

STRAIGHT TIME RATES for WORK COVERED UNDER SECTION 29A

WAGE RATES	<u>10/01/12</u>	<u>10/01/13</u>	<u>10/01/14</u>	<u>10/01/15</u>
	\$24.36	\$24.48	\$24.58	\$24.93
Foreman	\$25.61	\$25.73	\$25.83	\$26.18

NOTE – Additional wage/fringe benefit package increases have been negotiated as follows:

October 1, 2013 \$.37 to be allocated, \$.12 wages, \$.25 pension
 \$0.0 Health and Welfare, \$ 0.0 Training, \$ 0.0 of wages to vacation

October 1, 2014 to be allocated \$.35

October 1, 2015 to be allocated \$.35

A portion of this sum may be allocated to fringes provided the Union notifies the Employer at least sixty (60) days prior to effective date of increase.

FRINGES for ALL COVERED EMPLOYEES

	<u>10/01/12</u>	<u>10/01/13</u>	<u>10/01/14</u>	<u>10/01/15</u>
Pension**	\$4.00	\$4.25	\$4.25	\$4.25
Health & Welfare	\$4.00	\$4.00	\$4.25	\$4.25
Training	\$.42	\$.42	\$.42	\$.42
Contract Administration	\$.02	\$.02	\$.02	\$.02
	Deduction from wages			
Vacation	\$2.11	\$2.11	\$2.11	\$2.11
Checkoff	\$.94	\$.94	\$.95	\$.97

** See Section 24 and Section 26 regarding possible increase in contribution rate.