

DEPARTMENT OF INDUSTRIAL RELATIONS  
Division of Labor Statistics and Research  
455 Golden Gate Avenue, 9<sup>th</sup> Floor  
San Francisco, CA 94102

MAILING ADDRESS:  
P. O. Box 420603  
San Francisco, CA 94142-0603



## TRAVEL AND SUBSISTENCE PROVISIONS

FOR

**ASBESTOS WORKER, HEAT AND FROST INSULATOR:**

MECHANIC

IN

IMPERIAL, INYO, KERN, LOS ANGELES, ORANGE, RIVERSIDE,  
SAN BERNARDINO, SAN DIEGO, SAN LUIS OBISPO,  
SANTA BARBARA, AND VENTURA COUNTIES

**INSULATORS LOCAL #5  
CURRENT WAGE PACKAGE**

**RECEIVED**

*By Office of the Director - Research Unit at 4:09 pm, Jul 03, 2014*

SUBSISTENCE RATE OF \$65.00 PER DAY IN DESIGNATED ZONES.



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Ron De Rue, WICA Chairman  
Western Insulation Contractors Assoc.



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Thomas Gutierrez, Business Manager  
Insulators & Asbestos Workers Local 5

3-5-1  
3-5-3

**MASTER LABOR AGREEMENT**

Southern California Chapter,  
Western Insulation Contractors Association

and

Local No. 5,  
International Association of  
Heat and Frost Insulators  
and Allied Workers

**Effective: June 27, 2011 – June 29, 2014**

**RECEIVED**  
Department of Industrial Relations  
JAN 17 2012  
Div. of Labor Statistics & Research  
Chief's Office

**ARTICLE IX**  
**Travel Pay and Subsistence**

**Section 1: Los Angeles**

1. There shall be (2) recognized zones with the Los Angeles City Hall as the central point. All zones are depicted on a map mutually agreed upon between the Employer and the Union. Such map is designated as "Exhibit A" and made a part of this Agreement.

Zone 1: 0 to 80 miles – No allowance

Zone 2: Over 80 miles – \$60 per day worked, mileage is IRS allowable per Google at the start and finish of the job.

2. The travel pay and subsistence payable to an employee for any day during which the employee for any reason voluntarily leaves his job prior to completion of the employee's regularly scheduled workday shall be reduced in proportion to the balance of the employee's workday remaining at the time the employee leaves his Job.
3. Where free parking is not available within one half (½) mile of the jobsite, the contractor shall reimburse employees at the lowest rate available, provided the employee presents a signed and dated receipt for each parking expenditure. Receipts must be received weekly.

**Section 2: San Diego**

1. There will be two (2) recognized zones radiating from the intersection of Broadway Street and U.S. Highway 163 in the City of San Diego. All zones are depicted on a map mutually agreed upon between the Employer and the Union. Such map is designated as "Exhibit B" and made a part of this Agreement.

Zone 1: 0 to 30 miles – no allowance

Zone 2: Over 30 miles – \$60.00 per day worked, mileage is IRS allowable per Google at the start and finish of the job.

2. The travel pay and subsistence payable to an employee for any day during which the employee for any reason voluntarily leaves his job prior to completion of the employee's regularly scheduled workday shall be reduced in proportion to the balance of the employee's workday remaining at the time the employee leaves his Job.
3. Zone 1 (the free zone) is expanded to include the area bounded by a 22 mile arc drawn from Oceanside Boulevard and the I5 Freeway and intersecting the current San Diego free zone and the Los Angeles free zone as depicted on the map mutually agreed upon between the Employer and the Union. This map shall be a part of Exhibit B as referenced in the Article IX, Section 2, Subsection 1 above.
4. Where free parking is not available within one half (½) mile of the jobsite, the contractor shall reimburse employees at the lowest rate available, provided the employee presents a signed and dated receipt for each parking expenditure. Receipts must be received weekly.

**Section 3: Bakersfield**

1. There shall be two (2) recognized zones with the Bakersfield City Hall as the central point. All zones are depicted on a map mutually agreed upon between the Employer and the Union.

2. Such map is designated as "Exhibit C" and made a part of this Agreement.

Zone 1: 0 to 75 miles – no allowance

Zone 2: Over 75 miles – \$60.00 per day worked, mileage is IRS allowable per Google at the start and finish of the job.

3. The travel pay and subsistence payable to an employee for any day during which the employee for any reason voluntarily leaves his job prior to completion of the employee's regularly scheduled workday shall be reduced in proportion to the balance of the employee's workday remaining at the time the employee leaves his Job.
4. Where free parking is not available within one half (½) mile of the jobsite, the contractor shall reimburse employees at the lowest rate available, provided the employee presents a signed and dated receipt for each parking expenditure. Receipts must be received weekly.

#### **Section 4: Boundaries**

Jobs falling on the radius line of any zone shall be considered as in the next higher zone.

#### **Section 5: Days Not Worked**

An employee working in Zone 2 (Los Angeles), as defined in Section 1 above, or in Zone 2 (San Diego), as defined in Section 2 above, or in a Bakersfield zone area where the Los Angeles Zone 2 travel pay and subsistence allowance is applicable, shall be paid subsistence pay for (1) a holiday not worked in the zone if such holiday occurs on Tuesday, Wednesday or Thursday of the workweek and if the employee works both the days immediately preceding and following the holiday, and (2) for any day when such worker is required by the Employer to remain out of town, but not working, due to reasons beyond his control such as inclement weather.

#### **Section 6: Transportation Facilities**

Employees covered by this Agreement shall not be permitted to furnish, lease or rent the use of an automobile or other conveyance to transport men, tools, equipment or materials from shop to Job, from job to job, or from job to shop. Facilities for such transportation will be provided by the Employer. This provision shall not restrict the use of an automobile or other conveyance to transport the owner and personal tools from home to shop or job at starting time, from job to job, or from job to home at quitting time.

5. An employee driving a company vehicle shall receive subsistence in the amount set forth in the highest paid zone (when applicable) and shall be covered by all the terms and conditions of this Agreement. The rules governing the use and operation of company vehicle shall be as follows:
  - a. The vehicle shall be the property of or leased by the Employer and shall not be the property of or leased from an employee;
  - b. Loading and unloading shall be in accordance with Article II of this Agreement;
  - c. The operator shall be paid travel expenses based on the highest zone in which the operator works during the day;
  - d. All company vehicles shall have permanent signs or mutually agreed-to identification including the company name or contractor license number.

NEGOTIATING COMMITTEE OF THE SOUTHERN CALIFORNIA CHAPTER, WESTERN INSULATION CONTRACTORS ASSOCIATION

By: [Signature]  
Eric Fults, Chairman

By: [Signature]  
David R. Trueblood

By: [Signature]  
Steve Wopperer

By: [Signature]  
Gerald Cox

NEGOTIATING COMMITTEE OF THE INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS AND ALLIED WORKERS, LOCAL NO. 5

By: [Signature]  
Alfred Montoya, Chairman

By: [Signature]  
Robert Klepper

By: [Signature]  
Tom Gutierrez

By: [Signature]  
Tom Herbert

The foregoing Adendum is hereby accepted and agreed to as of this 2nd day of \_\_\_\_\_

EMPLOYER: \_\_\_\_\_

By: \_\_\_\_\_ By: \_\_\_\_\_

INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS AND ALLIED WORKERS, LOCAL NO. 5

By: \_\_\_\_\_ By: \_\_\_\_\_

The undersigned employer, not a member of the Southern California Chapter, Western Insulation Contractors Association, hereby states that he has read this Adendum and agrees to be bound by all of the terms and conditions of this Adendum.

SIGNED this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_

EMPLOYER: \_\_\_\_\_

By: \_\_\_\_\_ By: \_\_\_\_\_

INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS AND ALLIED WORKERS, LOCAL NO. 5

By: \_\_\_\_\_ By: \_\_\_\_\_