



TRAVEL AND SUBSISTENCE PROVISION

FOR

CARPET, LINOLEUM, RESILIENT TILE LAYER

IN

Fresno, Kings, Madera, Mariposa, Merced & Tulare Counties

District Council 16

Fresno Area Addendum To The Northern California Floor Covering Master Agreement

This Area Addendum to the Northern California Floor Covering Master Agreement shall only apply to Employers signatory to this Area Addendum performing covered work within Fresno, Kings, Madera, Mariposa, Merced and Tulare Counties.

Floor Covering Contractors signatory to this Area Addendum working within Fresno, Kings, Madera, Mariposa, Merced and Tulare Counties, as defined above, shall have the following Articles and Sections amended as follows:

Article 1, Section 1 shall be amended to read as follows:

This Addendum is made and entered into this first day of September 2015 and shall continue until August 31st, 2018. Thereafter this Agreement shall continue from year to year commencing as of 12:01 a.m., September 1st unless notice is given by one of the Bargaining Parties of its desire to effect changes in hours, wages or working conditions.

RECEIVED
Department of Industrial Relations

SEP 08 2015

Office of the Director-Research

TRAVEL TIME: Employees required to jobsite report more than forty-five (45) miles from the point of dispatch (employee's home or individual employer's shop) as determined by the individual Employer, shall receive Wages and Benefits for all time spent traveling beyond forty-five (45) miles from the point of dispatch to the jobsite and return. Employees reporting in their private vehicles to a jobsite more than forty-five (45) miles from the point of dispatch, shall also receive mileage at the current IRS rate per mile for all miles traveled outside of the forty-five (45) miles. (Mileage and drive time is to be based on Google Maps without traffic). Mileage will be paid on a per vehicle basis. This system is based on employees reporting to their jobsite at their regular start time and working on the job until their regular quitting time. Travel from jobsite to jobsite in a private vehicle shall be considered as hours worked and mileage will be reimbursed at the current IRS rate per mile. All travel commencing after reporting to the Employers shop to and from the jobsite will be considered as hours worked and use of the employee's vehicle will be reimbursed at the current IRS rate per mile. At no time shall the employee be allowed to transport the Employer's material or equipment in his own vehicle.

2. SUBSISTENCE:

- (a) When employees are required to live away from their personal place of residence, in order to report for work when and where directed by the Employer, each employee shall receive lodging, or an amount equal to reasonable lodging, in advance, plus subsistence in the amount of forty-five dollars (\$45.00) per day, in advance, on a separate check.
- (b) Round trip airfare, mileage, or transportation shall be provided by the Employer on all jobs in which subsistence is required.
- (c) Employees shall receive Travel Time, from the point of dispatch to the jobsite and return, on all jobs in which subsistence is required.

3. TRAVEL TIME CALCULATION SHEET:

The following Travel Time Calculation Sheet shall be used in conjunction with Google Maps without traffic in order to determine Travel Reimbursement and Fringe Benefits contributions. Google Maps without traffic setting for Driving Speeds shall be; Interstate Highways – 65 mph, Limited Access Highways – 60 mph, Other Highways – 50 mph, Arterial Roads – 35 mph, Streets – 20 mph.

Travel Time Calculation Sheet (Formulas)

Employee Name	From: Starting Address		
	To: Destination Address		
	Minutes	Miles	Minutes Per Mile
Actual Commute (One Way)	(Enter minutes as per Google Maps)	(Enter miles as per Google Maps)	Calculation = (Minutes ÷ Miles)
Adjusted Commute (One Way)	Calculation = (Adjusted Commute Miles x Minutes Per Miles)	Calculation = (Actual Commute Miles – 45)	
Round Trip	Calculation = (Adjusted Commute Minutes x 2)	Calculation = (Adjusted Commute Miles x 2)	
Daily Travel Time/Mileage Reimbursement:	Calculation = (Round Trip Minutes rounded to the nearest ¼ hour)	Calculation = (Round Trip Miles x current IRS Rate)	

Travel Time Calculation Sheet (Example)

John Doe	From: 123 Any Street, San Francisco, CA		
	To: 456 Main Street, Fremont, CA		
	Minutes	Miles	Minutes Per Mile
Actual Commute (One Way)	74	60	1.23
Adjusted Commute (One Way)	18.45	15	
Round Trip	36.90	30	
Daily Travel Time/Mileage Reimbursement:	214	\$15.00	

District Council 16

9-1-15
Date

[Signature]
Business Representative

Floor Covering Assn./CCC
Employer

9-1-15
Date

[Signature]
Signature

EXEC DIR.
Title