

TRAVEL AND SUBSISTENCE PROVISIONS

CRAFT/CLASSIFICATION

Water Well Driller: Water Well Driller; Pump Installer; Helper

ID

240-919-17

LOCALITY

Kings and Tulare Counties

TRAVEL AND SUBSISTENCE

Section 5: In the event any employee is required to be away from his home overnight by reason of the performance of his employment he shall receive expenses in the following manner:

Effective 12/15/85: \$34.00 per night.

One motel/hotel receipt will be required by the Company from one member of the crew.

When employees are traveling alone or in a high room rate area and cannot secure a motel room at a rate which will allow them at least \$10.00 per day for meals, the Company will subsidize them subsistence by the necessary amount to provide such. Any abuse of the Section will result in an employee being paid the contractual subsistence, and no subsidy will be made.

The Company will continue the present meal allowance of \$12.50 for the day of the return from overnight trips.

No subsistence shall be paid when the employee's time starts and ends at the Company's permanent yard.

If an employee is required to travel for the Company overnight because of an emergency business situation, the employee will be advanced an adequate sum of money to meet expenses during this trip, if the employee so requests.

If an employee elects to return home, with the Company's permission, from a jobsite requiring more than one (1) hour travel time and who would otherwise be required to stay overnight, the employee will return home on his own time and without subsistence as provided for in this Section, but the Company will provide transportation.

Section 6: All travel within the period between the time an employee is required to report for the day and the time he is released from work for the day including travel from jobsite or from yard to jobsite or from jobsite to yard shall be paid as time worked. Paid travel time as described in this Section shall not exceed two (2) hours per day at the straight-time rate unless a job is starting, or if additional paid travel time is authorized by management.

Any employee who is staying out of town as provided for in Section 6, of this Article, and who is required to report back to the Company's permanent yard to pick up supplies, etc., or is requested to do so by the Company, will be paid travel time on a straight time basis; limit one employee per crew unless otherwise directed by the Company.

The Company reserves the right to require employees to report for work at jobsites or customer locations other than the Company's permanent yard when working in the Bakersfield area (non-subsistence area).