

# AGREEMENT

MAY 1, 2014 - APRIL 30, 2017

BETWEEN THE INDEPENDENT  
MASONRY CONTRACTORS  
OF SANTA BARBARA, SAN LUIS  
OBISPO, AND VENTURA COUNTIES

AND

THE BRICKLAYERS & ALLIED  
CRAFTWORKERS  
LOCAL 4-E/4-F OF CALIFORNIA





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**TRUST FUNDS COVERED BY THIS AGREEMENT**

**COUNTIES**

**4-E VENTURA COUNTY  
4-F SANTA BARBARA & SAN LUIS OBISPO**

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**SEND CONTRIBUTION FORMS TO:**

Santa Barbara Masonry Trust  
Post Office Box 380  
Solvang, CA 93464-0380

Administrator: Roxanne Russell  
Telephone: (805) 686-1677 • Facsimile (805) 686-1677

**ARTICLE I  
AREA COVERED**

This agreement shall apply to all employees of the Party of the First Part performing the work contained in Article II within the counties of Santa Barbara and San Luis Obispo and the Channel Islands of Santa Barbara County, and Ventura County, jurisdiction of Bricklayers, Masons and Local Union No. 4-F of Santa Barbara, California, and 4-E of Ventura, California Bricklayers & Allied Craftsmen, AFL-CIO; and geographic jurisdiction of this Agreement shall include Marble.

**ARTICLE II  
WORK COVERED**

Section 1. This Agreement covers the work performed by the bricklayer, stonemason, cement blocklayer, pointer, caulker and cleaner, and Bricklayers and Allied Craftsmen and any other work that has been or may in the future become work of the bricklayer, stonemason, cement blocklayer, pointer, caulker and cleaner, or any work within the scope of brickmasonry, blockmasonry, refractory and acid resistant masonry, and whether performed at the job site or prefabricated on or off the job site.

Section 2. BRICKMASONRY consists of the laying or installation of any brick made of any material, vitreous, burnt clay, cement, glass, adobe or any substitute material and any size, shape or weight and including the application of thin brick veneer and terra cotta regardless of the method of application.

Section 3. BLOCKMASONRY consists of the laying or installation of any block made of any material, vitreous, burnt clay, cement, glass, adobe, cinder, shale or any substitute material, of any size, shape, weight and regardless of the method of application and block and beam floor assemblages.

Section 4. PRECAST MASONRY consists of the laying, erection of installation or any Precast material made from any material and any size, shape or weight and regardless of any method of installation, cementation, mechanical bolted, welded or other means and the erection of precast fireplaces or any other type of Precast products used as substitute for brickmasonry, blockmasonry, or stonemasonry, and the pointing, caulking and cleaning of same.

Section 5. STONEMASONRY consists of the laying or installation of granite, marble and any stone, natural or artificial, made from any material, of any size, shape or weight and regardless of the method of application and includes the placing of stones in precast panels, consists of laying all rip-rap, rubble work, with or without mortar, setting all cut stone, marble, slate or stone work, (meaning as to stone, any work manufactured from such

foreign or domestic products as are specified and used in the interior or on the exterior of buildings by architects, and customarily called "stone" in the trade.) Stonemasonry shall also consist of cutting all shoddies, broken ashlar or random ashlar that is roughly dressed upon beds and joints, and range ashlar not over ten inches in height; the dressing of all jibs, corners and ringstones that are roughly dressed upon the beds, joints or reveals, and the cutting of a draft upon same for plumbing purposes only; and the cleaning, cutting of joints and pointing of stone work.

Section 6. REFRACTORY, FIREPROOFING AND ACID RESISTANT MASONRY consists of the laying or installation of all refractory and acid resistant materials, laying of all brick and placing by any means all refractory and acid resistant materials and accompanying membranes and insulation materials including but not limited to pouring, pounding, ramming, painting, plastering gunning and spraying of these materials.

Section 7. OTHER WORK includes sand blasting, sewers, manholes, pointing, caulking and cleaning of all types of masonry, caulking of all frames encased in masonry on brick, block or stone structures, including all grinding and cutting out of such work and steam cleaning, also the use of special mortars in addition to Portland cement mortars such as, but not limited to, epoxies, plastics, etc. The handling and placing of reinforcing steel in masonry and the grouting of all masonry by any means shall be the work of members of the I.U. of B.A.C.

Section 8. MARBLE MASONRY consists of the cutting and setting of all marble, cultured marble, slate, including slate blackboards, stone, albereen, Carrara, sani-onyx, vitrolite, and similar opaque glass, scagliola, marbleithic, and all artificial, imitation or case of whatever thickness or dimension. This shall apply to all interior work, such as sanitary, decorative and other purposes inside of buildings of every description wherever required, including all polish, honed or sand finish; also the cutting and fitting of above materials after same leave mills or shops, as well as all accessories in connection with such work, and the laying of all marble tile, slate tile and terrazzo tile, cultured marble & corian.

Section 9. MASON FINISHER work consists of any duty directed, such as grouting of masonry and operation of saw, with the exception of using tools of the trade. Apprentice Mason Finisher may be supervised by a Journeyman Bricklayer to be in compliance with the Department of Apprenticeship Standards in the absence of a Journeyman Mason Finisher.

In addition to the work jurisdiction in this Agreement, it shall also include the erection or installation of interior or exterior Marble, Slate or Stone work customarily set by the trade, both natural and artificial, in any public or private building anywhere within the territory governed by this Agreement.

**ARTICLE III**  
**JOINT BOARD - ENFORCEMENT OF AGREEMENT**

Section 1. In order to correctly interpret, enforce or arbitrate this agreement, a joint arbitration board shall be established for said purpose. Said joint arbitration board shall consist of three (3) members of the employers and three (3) members from Local's 4-E/4-F set up to settle any dispute or grievance which may arise concerning this agreement or any working conditions.

Section 2. A quorum of the Joint Board shall consist of at least two (2) members of the Board representing the Employers and two (2) members of the Board representing the Union. No action can become binding without at least two (2) agreeing votes by the Employer members and two (2) agreeing votes by the Union Members. Should the Joint Board fail to render a decision on any question of difference regarding the enforcement of this Agreement within three (3) days after presentation to the Joint Board, it is agreed that either the employer or Local Union shall have the right to submit such questions or differences to arbitration by filing a notice demanding arbitration within ten (10) days of the initial presentation to the Joint Board. The Decision of the Arbitrator shall be final and binding on all parties covered by this Agreement. The procedure for selection of the Arbitrator and the jurisdiction of the Arbitrator shall be set forth in Section 3 of this Article.

Section 3. If a timely request for arbitration after failure of the Joint Board to decide an issue before it is made as per Section 1 above, the arbitrator shall be selected by request to the Federal Mediation and Conciliation Service of Washington, D.C. to nominate a panel of seven (7) arbitrators, three (3) to be stricken by each of the parties signatory hereto. The parties shall determine by lot who shall strike first and then each side shall alternately strike a name until one name is left. That name shall be the one chosen by the parties as the arbitrator.

The power and authority of the arbitrator shall be limited to determining the meaning and interpretation of the explicit terms of this Agreement as herein expressly set forth and issuing an award in accordance therewith. He shall not have authority to add to or subtract from or modify any of the terms of this Agreement. The arbitrator's award shall be final and binding on matters properly before him. The decision of the arbitrator shall be based solely on the evidence and arguments presented to him by the parties in the presence of each other. The parties agree that the power and jurisdiction of any arbitrator chosen hereunder shall be limited to deciding whether there has been a violation of a provision of this Agreement. The arbitrator shall render his award within thirty (30) days after the close of hearing or submission of the parties' briefs, whichever is later.

The expense of the arbitrator and the cost of transcript (if ordered by both parties) shall be shared equally by the member Company involved in the arbitration and the Union. If a transcript is ordered by only one party, that party shall bear the cost of the transcript. The expense of calling any witness or having any representative or employee present shall be borne by the party calling such witness or requesting the representative or employee.

Section 4. In the event the employer fails to pay wages or fringe benefits as established under the terms of this agreement, the Union shall have the right to remove all employees working under this Agreement from the job, strike, picket, or engage in any other lawful activity. This may be done pending settlement of the grievance by the Arbitration Committee.

#### **ARTICLE IV LABOR CONTRACTS - LUMPING - BUILDING CODES**

Section 1. The employer covered by this Agreement shall not contract out work covered by this Agreement, except to a contractor signatory to this Agreement who uses employees represented by Bricklayers and Allied Craftsmen. The unions shall be notified of the name of the subcontractor when any subletting of work is performed.

Section 2. It is mutually agreed by and between the employers and the Union and all parties covered by the Agreement that they will perform all masonry construction in accordance with the accepted City, County, State and Federal Building Codes as well as all State and Federal Safety Codes and will strive to develop and improve good structural and architectural practices and job safety.

Section 3. It is further agreed by the parties hereto that the Joint Board shall investigate all possible violations of Section 1 and 2 of this article by the parties hereto or anyone covered by this Agreement and shall proceed with enforcement in accordance with the provisions of Article III, Section 1, 2 and 3 of this Agreement.

#### **ARTICLE V WAGES**

Section 1. All wages must be paid weekly before quitting time Friday and the employer shall be permitted to hold back not more than three (3) days pay. This section shall not apply to workers employed by City, County, State or Federal Government.

Section 2. Employees shall receive a payroll deduction "stub" each week which will contain the employees' gross wages, the amount of W.H. Tax, F.I.C.A., S.D.I., and Dues Check Off Deductions.



Section 3. Also, if any employee is discharged before the regular payday, he will be paid in full at the time of his discharge and on the jobsite. In the event he is not paid in full and has to return to the jobsite or employers' office the next day, said employer will pay this employee an additional two (2) hours show-up time.

Section 4. If any employee quits the employer before payday he will be paid on the next regular payday, unless the employer desires to pay him immediately.

Section 5. The wage scale for all Journeyman Bricklayers, Blocklayers, Stone and Marble Masons shall be as set forth in Section 6.

Section 6. Schedule of Wage and Fringe Benefits is as follows:

Effective Date	Ventura County 5/1/14 to 4/30/15	Santa Barbara/ San Luis Obispo Counties 5/1/14 to 4/30/15
Wages (Dues Check Off)	\$33.94	\$36.13
Contract Compliance Dues Check Off (Deduct from Wages)	IU \$ .30 LOCAL \$ .49	IU \$ .30 LOCAL \$ .50
I.U. Pension	\$ 1.50	.30
P.P.A. Funding	.23	.05
Funding Improvement Plan	.14	.02
<b>TOTAL CONTRIBUTION</b>	<b>\$ 1.87</b>	<b>\$ .37</b>
Industry Fund	\$ .35	\$ .00
Local Pension	\$ 4.60	\$ 4.60
Health & Welfare	\$ 7.90	\$ 7.90
Apprentice Training Trust Fund	\$ .25	\$ .25
IMI Training Fund	\$ .49	\$ .50
<b><u>TOTAL PACKAGE</u></b>	<b><u>\$49.40</u></b>	<b><u>\$49.75</u></b>
Cash Bond (if applicable)	\$ .50	\$ .50
<b><u>TOTAL PACKAGE WITH BOND</u></b>	<b><u>\$49.90</u></b>	<b><u>\$50.25</u></b>

<b>CONTRIBUTION</b>		
<b>***5/1/2015-4/30/2016</b>	<b>+\$ .75</b>	<b>+\$ .75</b>
<b>**5/1/2016-4/30/2017</b>	<b>+\$1.00</b>	<b>+\$ .75</b>

**\*\* (Increases to be allocated prior to effective date)**

The employer shall deduct from wages of each employee who has signed a check off authorization conforming to Federal law and transmit monthly to the Santa Barbara Masonry Trust the sum agreed for each hour worked under the collective bargaining agreement of Local 4-E/4-F. The transmittal to Local 4-E/4-F shall be accompanied by a statement, reporting the name of each person whose working dues are being paid and the number of hours each employee has been paid.

The union shall furnish the Authorization forms to the Employers Representative to be executed. This authorization shall be irrevocable for the period of one (1) year following the date it was signed or until the current applicable collective bargaining Agreement expires, whichever occurs from year to year, unless not more than ninety (90) days, nor less than sixty (60) days prior to the termination of the annual renewal date the member revokes this authorization by written notice to the Union and to the individual Employer by whom the member is employed.

The employer shall deduct from the wages of each employee an amount equal to one percent of the hourly wage + Fringe package, for each hour of employment under such a collective bargaining agreement during the previous month hereafter called "IU working dues", the IU dues shall be automatically adjusted each year according to the percentage increase in journeyman wage + Fringes.

Also, any Bricklayer, Blocklayer or Mason when operating the masonry saw or stationary grinder for 8 hours continuously shall receive fifty cents (\$ .50) per hour above the prevailing wage scale.

Should any fringe benefits already negotiated be discontinued in the future, the amount of monies previously paid as a fringe benefit shall be paid to the employees in addition to existing wages on their paycheck.

Section 7. The Bricklayers and Trowel Trades International Pension Fund.

The only agreement between the Employer(s) and Union parties to this Agreement regarding pensions or retirement for employees covered by this Agreement is as follows:

1. Commencing with the first day of May, 1974, and for the duration of the Agreement, and any renewals or extensions thereof, the Employer agrees to

make payments to the Bricklayers and Trowel Trades International Pension Fund for each employee covered by this Agreement as follows:

- (a) For each hour or portion thereof, for which an employee receives pay, the Employer shall make a contribution of \$ .30 to the above named Pension Fund for Local 4-F (Santa Barbara/San Luis Obispo Counties. For each hour or portion thereof, for which an employee receives pay, the Employer shall make a contribution of \$1.50 to the above named Pension Fund for Local 4-E (Ventura County).
  1. In addition, effective May 1, 2013, in accordance with the PPA mandated Funding Improvement Plan (FIP) adopted by the IPF Board of Trustees in November 2010, for each hour or portion thereof, for which an employee receives pay, the Employer shall make a contribution of \$ .07 to the above named Pension Fund for Local 4-F (Santa Barbara/San Luis Obispo Counties. For each hour or portion thereof, for which an employee receives pay, the Employer shall make a contribution of \$ .01 to the above named Pension fund for Local 4-# (Ventura County).
  2. In addition, effective May 1, 2014, for each hour or portion thereof, for which an employee receives pay, the Employer shall make a contribution of \$ .07 to the above named Pension Fund for Local 4-F (Santa Barbara/San Luis Obispo Counties. For each hour or portion thereof, for which an employee receives pay, the Employer shall make a contribution of \$ .01 to the above named Pension fund for Local 4-# (Ventura County).
  3. In addition, effective May 1, 2015, for each hour or portion thereof, for which an employee receives pay, the Employer shall make a contribution of \$ .07 to the above named Pension Fund for Local 4-F (Santa Barbara/San Luis Obispo Counties. For each hour or portion thereof, for which an employee receives pay, the Employer shall make a contribution of \$ .01 to the above named Pension fund for Local 4-# (Ventura County).
  4. In addition, effective May 1, 2016, for each hour or portion thereof, for which an employee receives pay, the Employer shall make a contribution of \$ .07 to the above named Pension Fund for Local 4-F (Santa Barbara/San Luis Obispo Counties. For each hour or portion thereof, for which an employee receives pay, the Employer shall make a contribution of \$ .01 to the

above named Pension fund for Local 4-# (Ventura County).

- (b) For the purpose of this Article, each hour paid for, including hours attributable to show up time, and other hours for which pay is received by the employee in accordance with this Agreement, shall be counted as hours for which contributions are payable.
- (c) Contributions shall be paid on behalf of any employee starting with the employee's first day of employment in a job classification covered by this agreement. This includes, but is not limited to, apprentices, trainees, and probationary employees.
- (d) The payments to the Pension Fund required above shall be made to the Bricklayers and Trowel Trades International Pension Fund, which was established under an Agreement and Declaration of Trust, dated July 1, 1972. The Employer hereby agrees to be bound by and to the said Agreement and Declaration of Trust as though he had actually signed the same.

2. The Employer hereby irrevocably designates as its representatives on the Board of Trustees such Trustees as are now serving, or who will in the future serve as Employer Trustees, together with their successors. The Employer further agrees to be bound by all actions taken by the Trustees pursuant to the said Agreement and Declaration of Trust.

3. All contributions shall be made at such time and in such manner as the Trustees require; and the Trustees shall have the authority to have an independent Certified Public Accountant audit the payroll and wage records of the Employer for the purpose of determining the accuracy of contributions to the Pension Fund.

4. If an Employer fails to make contributions to the Pension Fund within twenty days after the date required by the Trustees, the Union shall have the right to take whatever steps are necessary to secure compliance with this Agreement, any other provisions hereof to the contrary notwithstanding, and the employer shall be liable for all costs for collection of payments due together with attorney's fees and such penalties as may be assessed by the Trustees. The Employer's liability for payment under this Article shall not be subject to or covered by any grievance or arbitration procedure or any "no-strike" clause which may be provided or set forth elsewhere in this Agreement.

5. The Pension Plan adopted by the Trustees of said Pension Fund shall at all times conform with the requirements of the Internal Revenue Code so as to enable the Employer at all times to treat contributions to the Pension Fund as a deduction for income tax purposes.

Section 8. A foreman shall be employed wherever three (3) or more Bricklayers, Masons, Blocklayers. Forman's wage scale shall be the following:

3 to 6 masons .....	\$1.50 per hour above wage scale
7 to 11 masons.....	\$2.00 per hour above wage scale
12 or more masons.....	\$2.50 per hour above wage scale

Section 9. It is further agreed that when an employer hires Bricklayers, Stone or Marble Masons, Blocklayers, for work outside the jurisdiction of Local 4-E/4-F and the scale of wages is difference than that of Local 4-E/4-F, the higher of the two scales will be paid.

**ARTICLE VI  
WORKING HOURS - SHIFT WORK - HOLIDAYS**

Section 1. Eight (8) hours shall constitute a day's work between the hours of seven (7:00) a.m. and four-thirty (4:30) p.m. Monday through Friday. Lunch period which is not part of the eight (8) hour workday shall total one-half (1/2) hour and shall begin no more than five (5) hours after beginning work.

Section 2. (a) Monday through Friday, the first eight (8) hours on each shift shall be paid at straight-time hourly rate. The ninth (9<sup>th</sup>) and tenth (10<sup>th</sup>) hours worked shall be paid at one and one-half (1-1/2) times the straight time hourly rate. All hours worked over ten (10) hours shall be paid at double (2 times) the straight-time hourly rate.

Alternatively, the regular straight time for a work week may be satisfied by working ten (10) hours each day for four (4) days within a five day Monday through Friday work week. Work in excess of 10 hours per day during the alternative 4 day work week will be paid at the double time rate. Any work performed on the fifth day after working 4 10 hour shifts will be paid at the Saturday rate. Any work performed after the fifth work day of that week will be paid at the Sunday rate. Applicable on Davis Bacon and Privately Funded Projects. Not to be used on State Prevailing Wage Projects unless permitted under DIR Prevailing Wage regulations.

(b) Saturdays, the first eight (8) hours worked on each shift shall be paid at one and one-half (1-1/2) times the straight time hourly rate. All hours worked over eight (8) hours shall be paid at double (2 times) the straight time hourly rate.

- (c) Sunday and Holidays, all hours worked on each shift shall be paid at double (2 times) the straight time hourly rate.

Section 3. No overtime shall be worked except in case of an emergency, including Saturday, Sunday or Holidays, and the contractor or his representative shall obtain permission from the responsible representative of the union.

Section 4. Permission to work shift work shall be obtained from responsible representative of the union.

- (a) On two (2) shift work with eight (8) hour shifts, first shift works eight (8) hours for eight (8) hours pay. Second shift works seven and one-half (7-1/2) hours for eight (8) hours pay.
- (b) On two (2) shift work with ten (10) hour shifts, first shift works ten (10) hours for ten (10) hours pay. Second shift works nine and one-half (9-1/2) hours for ten (10) hours pay. Overtime rates shall apply as shown in Article VII Section 2 above.
- (c) On three shift work, first shift works eight (8) hours for eight (8) hours pay, second shift works seven and one-half (7-1/2) hours for eight (8) hours pay, and third shift works seven (7) hours for eight (8) hours pay.

On jobs where shifts are worked, the employer and the responsible representative of the Union in whose jurisdiction The job is located may mutually agree to regulate the starting time of the first shift to permit maximum utilization of daylight hours.

- (d) In shift work, the hours worked between twelve (12:00) midnight Friday and twelve (12:00) midnight Sunday shall be considered overtime.
- (e) In no case shall any worker work more than one (1) established shift in any calendar day and each shift shall have its separate foreman as required.
- (g) The continuity of shift work shall be approved by the Union.

Section 5. The following days are recognized as legal holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, and Veterans' Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, and

Sundays. Any holiday falling on a Sunday, the following Monday shall be considered as a holiday for which the overtime rate shall apply. Overtime shall be paid for work performed on any of the above listed holidays.

Section 5(a). Any holiday falling on a Sunday, the following Monday shall be considered as a holiday, also any holiday falling on a Saturday, then Friday shall be considered a holiday, for which the double time rate and Section 3 of this Article shall apply.

Section 6. The employer shall notify the responsible representative of the Union of starting single shift operations before seven (7:00) a.m. Such deviation of starting or quitting time shall not subject the employer to the overtime rates specified in this Agreement.

Section 7. Single shift on Freeways or new work where conditions prevent work during normal work hours will be worked as set forth in section 4 (c). Any single shift worked during the hours normally called "swing" shift will work seven and one (7-12/1) hours for eight (8) hours pay. Any single shift worked during the hours normally called "graveyard" will work seven (7) works for eight (8) hours pay.

Section 8. MAKE UP ON SATURDAY. In the event employees are unable to work forty (40) hours in a week because of inclement weather or any other reason beyond the control of the contractor, Saturday can be a "Make-Up" day at the straight time rate. The Union must be notified.

## **ARTICLE VII SHOW UP TIME**

Section 1(a). Any workman reporting for work at the regular starting time and for whom NO work is provided shall receive pay for two hours at the stipulated rate, including travel allowances and subsistence, for so reporting unless he has been notified before the end of the last preceding shift not to report.

Section 1(b). Any employee who reports for work at the regular starting time and for whom work is provided shall receive not less than four hours' pay; and if more than four hours are worked in any one day, shall receive no less than a full day's pay therefore; unless prevented from working for reasons beyond the control of the contractor, including but not limited by such factors as inclement weather, or breakdown of a major unit causing discontinuance of the project by the contractor or his agent, or if the project is completed.

Section 1(c). When a workman is called from the Union office and reports for work on the first day of employment ready for work before 9:00 A.M., he shall be paid in accordance with Article VII, Section 1. (b).

Section 1(d). When a workman reports for work on the first day of employment, and he arrives ready for work after 9:00 A.M., he shall be paid for the time worked.

Section 1(e). No employee shall be required to work more than five hours consecutively without a half hour meal period.

#### **ARTICLE VIII APPRENTICE WAGES - RESTRICTIONS**

Section 1. Apprentices shall be employed in conformity with Section 1777.5 of Labor Code of the State of California governing the employment of apprentices and in conformity with the Apprenticeship Standards as adopted by the Joint Apprenticeship Committee composed of members of the party of the first part and members of the party of the second part.

Section 2. Any person at least 18 years old (if younger, must have parent's signature), wishing to learn the art of bricklaying, stonemasonry or marble masonry and who can find an employer or firm of employers who is a licensed masonry contractor, and who is willing to take him as an apprentice; such person may be indentured in accordance with Local 4-E/4-F of California indenture contract.

Section 3. Each apprentice shall serve not less than three (3) years and six (6) months to learn the trade. If at the expiration of three (3) years and six (6) months, an apprentice is not a qualified mechanic, he shall be granted one additional year in which to complete his apprenticeship.

Section 4. Each employer shall be allowed: one (1) Apprentice to one (1) Journeyman and one (1) Apprentice to each additional three (3) Journeyman employed. This Apprentice ratio shall pertain to each job as in each shop.

Section 5. No apprentice of this Union is to be allowed to contract.

Section 6. No outside apprentice shall be employed in Local 4-E/4-F jurisdiction while any local apprentices are unemployed.

Section 7. Apprentices shall receive all benefits provided for Journeymen by this agreement except that:

1. No local pension until he or she advances to 5<sup>th</sup> period for Local 4-F.

Section 7(a). No apprentice shall be allowed to operate a masonry saw, grout, washdown, or drill stone for more than forty (40) hours during any thirty (30) day period.



Section 8. Apprentice wage scale shall be the following percentage of Journeyman scales

35% of Journeyman scale for	1 <sup>st</sup>	6 month period
40% of Journeyman scale for	2 <sup>nd</sup>	6 month period
50% of Journeyman scale for	3 <sup>rd</sup>	6 month period
60% of Journeyman scale for	4 <sup>th</sup>	6 month period
70% of Journeyman scale for	5 <sup>th</sup>	6 month period
80% of Journeyman scale for	6 <sup>th</sup>	6 month period
90% of Journeyman scale for	7 <sup>th</sup>	6 month period

***See attached table for wages***

**ARTICLE IX  
UNION RECOGNITION - STEWARDS**

Section 1(a) Each employer signatory to this Agreement hereby expressly acknowledges that the following request by the Union for recognition as the majority collective bargaining representative under Section 9 (a) of the National Labor Relations Act, the employer has recognized the Union as the Section 9 (a) majority collective bargaining representatives of all of the employer's employees performing work covered by this Agreement based upon a showing by the Union of, or based upon an offer by the Union to show, evidence that a majority of the employer's employees authorize the Union to represent them in collective bargaining. Each employer signatory to this Agreement agrees that it is establishing, or has previously established, a collective bargaining relationship within the meaning of Section 9 (a) of the National Labor Relations Act of 1947, as amended.

(b) Every job working one or more workmen must have a craft steward elected by the majority of the workmen on the job or appointed by the party of the second part if the party of the second part so desires. A craft steward must be a competent journeyman. The steward on every job shall be a member of the Local Union in whose jurisdiction the job is located. The party of the second part agrees that the duties of the craft steward shall be performed as expeditiously as possible and the party of the first part agrees to allow craft stewards a reasonable amount of time for performance of such duties. In no event shall an employer transfer to another job or lay off a craft steward before the completion of the job because of any action or actions taken by him in the proper performance of his Union duties or enforcement of this agreement. The craft steward is to receive grievances or disputes from employees and shall immediately report them to his business agent or a special representative, if the craft steward cannot remedy the grievance with the Foreman on the job.

Section 2. The party of the first part shall allow the Foreman sufficient time to notify the Union office at the starting of every new job. The Foreman shall notify the Local Union in whose jurisdiction the work is being performed within 4 hours after starting or restarting the job giving the job's location and the name of the contractor.

Section 3. Employees covered by this Agreement employed by one or more of the employers for a period of seven (7) days continuously or accumulatively from the date of employment or the effective date of this Article, whichever is later, shall as condition of employment tender the uniform dues and initiation fees in effect in the Local Union. In the event that any employee fails to tender the dues or initiation fees the Union shall

notify the employer and such notice shall constitute a request to the employer to discharge said employee within 24 hours. In the event the employer refuses to discharge the employee as above required, the Union shall be free to take economic action against said employer, including but not limited to the removal of the employees from the employer's job.

#### **ARTICLE X HIRING PROCEDURE**

Any and all employers hiring employees performing work covered by this Agreement, shall, on all jobs, employ at least fifty percent (50%) local employees and said percentage shall be maintained for the duration of all such job.

#### **ARTICLE XI WORKING RULES**

Section 1. employers shall provide pure drinking water, sanitary drinking water containers and individual drinking cups on all jobs employing workers.

Section 2. Employers shall furnish all lines, buckets, and any other equipment commonly furnished by the employer.

Section 3. Workers on every job will be granted one ten (10) minute break per four hour working increment in accordance with the California Industrial Welfare Commission Wage Order 16-2001. The time of taking the break shall be determined at the complete discretion of the foreman on the job. The first break of an eight (8) hour shift must be taken after work has started and before four (4) full hours of work. The second break of an eight (8) hour shift must be taken after the fourth (4<sup>th</sup>) hour of the working day and before the completion of the working day. The second break shall not be taken at the end of the work day. The second break may be taken at the end of the lunch period. All workers must take this break..

Section 4. No contractor shall be allowed to work with the tools of the trade on any job other than during the regular working hours.

Section 5. Concrete blocks weighing over forty (40) pounds shall be set by two journeymen where feasible.

Section 6. In grouting, any grout tub standing more than 20 inches in height shall be considered excessive and shall not be permitted to be used. Any grout container or bucket larger than 8 quarts shall be considered excessive and shall not be permitted to be used. Where feasible, the grout tub shall set on a mortar stand.

Section 7. On jobs where 5 or more workmen are employed, the employer shall furnish a suitable, safe and secure place for the tools and clothing of the workmen.

Section 8. The Foreman and the workmen shall acquaint themselves with the State Civil code concerning Masons' scaffolds.

Section 9. No wall shall be built over four feet in height from the floor or scaffold. NO SCAFFOLD SHALL BE BUILT HIGHER THAN THE WALL OR LESS THAN FOUR (4) FEET IN WIDTH.

Section 10. Where dry cutting machines are used to cut masonry materials, the employer shall furnish shatterproof blades, a regulation mask to cover the operator's mouth and nose and also to furnish safety goggles; and where wet cutting machines are used they shall be furnished, in addition to the above mentioned safety articles, a pair of rubber gloves, rubber apron and dry elevated platform and all dry cutting machines used by workmen are to be furnished with some mechanical or electrical or suction device to draw and keep away the dust at all times from the workmen who operate the machines.

Section 11. Where workmen are required to pick up a time check or punch a time card for the convenience of the employer's time keeping, they shall not be required to pick up their time checks or punch their time cards on their own time. They shall be allowed sufficient time to reach the point of checkout on the employer's time and shall not be required to check in before starting time.

Section 12. No workmen except Foremen shall be required to leave the tool box or tool shed for the place of employment until starting time.

Section 13. The employer shall furnish mortar board stands approximately 22 inches high.

Section 14. The employer shall supply ladders to all scaffolds built over five (5) feet in height. Ladders shall be leaning type and extend three (3) feet above the scaffold or platform. Ladders shall be a maximum height of twenty-four (24) feet.

Section 15. Vertical scaffold shall be tied to the wall every other section excepting where only three (3) vertical sections are used. Erection of all scaffolding will comply with the State & Federal Safety Code.

Section 16. All Foremen shall be journeyman bricklayers or masons.

Section 17. No journeyman shall allow any person other than a journeyman Bricklayer, Stone or Marble Mason to lay out any piece of work for him or plumb or level any part of his work.

Section 18. Any employer or member of an employer firm who works with the tools shall become a member of this Union pursuant to Article IX, Section 3.

Section 19. No one but a qualified employee covered by this Agreement may be a Foreman over the employees performing work under this Agreement. It is a violation of the Agreement for the employer to work with the tools unless he is a practical journeyman; in the event of such violation the Union shall be permitted to remove the employees from the job.

Section 20. In the case of a contracting firm of 2 or more partners doing a job in Local 4-E/4-F jurisdiction, only 1 member of the firm may participate in the running of the job or its actual construction either as a Foreman or working with the tools of the trade.

Section 21. No line shall be raised until the required brick for the next course are walled and the twig set. Line shall be considered up when tightening end is tied.

Section 22. Should journeymen be required to work in a place exposed to falling objects, a suitable protective overhead veering shall be provided. Said covering shall be a minimum of 5/8" plywood. When journeymen are working on the walls of or in the Elevator Shaftways, Hatchways, or Stairwells, there shall be a protection not more than one (1) story below them at any time.

Section 23. Journeymen working on a job necessitating change of clothing due to dirty nature of the work, fifteen (15) minutes shall be allowed to change clothing and clean tools, but must remain on the job until regular quitting time, unless excused by the Foreman. This applies to Fire Brick only.

Section 24. A Superintendent, Foreman or Assistant Foreman shall not be allowed to work on more than one shift in 24 hours.

Section 25. Foreman shall refer any newly hired men to the Steward for their Union clearance.

Section 26. Any Drug Testing required by an owner, a general contractor, or an employee company policy, shall be complied with to secure employment.

The cost for such testing is to be borne by the contractor or employer. However, no additional monies will be paid to employee, either for travel to or from, or for time spent in the clinic while testing is being performed. If called on a twelve (12) hour shift for testing, one hour out of shift shall be allowed for testing.

In cases where special job-site specific safety training is required; employees will be compensated for the time spent attending safety training.

Section 27. Employee agrees to furnish his own hardhat in accordance with State of California, Division of Industrial Safety Standards. However, if the Contractor designates specific color or name thereon, Contractor is to furnish the hardhat.

Section 28. Employer shall provide on-job-site free parking; if not, employer shall reimburse for paid parking. If off-job-site parking is required, then employer shall provide transportation of employee and tools to and from parking area.

## **ARTICLE XII TRAVELING CONTRACTORS**

When the employer has any work specified in Article II of this Agreement to be performed outside the area covered by this Agreement and within the area covered by an agreement with another affiliate of the International Union of Bricklayers and Allied Craftworkers, the Employer agrees to abide by the full Terms and Conditions of the Agreement in effect in the jobsite area. Employees covered by this agreement who are sent to projects outside of the area covered by this Agreement shall be paid the established minimum wage scale of the local Agreement covering the territory in which such work is being performed plus all contributions specified in the jobsite local Agreement. The Employer shall in all other matters be governed by provisions established in the jobsite local Agreement.

## **ARTICLE XIII MISCELLANEOUS PROVISIONS**

Section 1. During the term of this agreement, the Union shall not knowingly dispatch individuals that are under the influence of Drugs or Alcohol and shall dispatch only individuals that are willing to test in Drug and Alcohol Abuse Prevention Programs, subject to conformance with governing laws.

Section 2. Each application for employment shall be required to furnish evidence of successful completion of Scaffold Users Training class and if requested by the employer, evidence of successful completion of Cardio Pulmonary Resuscitation (CPR) certification. If the employee cannot furnish evidence of the required certification, the employer will not be required to employ any dispatched individual and the employer will not be required to pay any show up time.

Where Scaffold User Safety Certification is required, the Union agrees to offer training classes, upon request.

- (a) The Union will be notified at least 72 hours in advance of training class.
- (b) The Union will not be required to conduct a training class for less than ten (10) members.

Section 3. The Union will implement a database of union member certifications. Certification categories will include Scaffold Users, Cardio Pulmonary Resuscitation, RSO, Welding, Gunite OSHA Hour and any other category that may be appropriate.

The goal is for all B.A.C. members to be certified with completion of the Scaffold Users training and any other certification required by the governing agencies.

Section 4. In cases where special job-site specific safety training is required, employees will be compensated for the time spent attending safety training.

#### **ARTICLE XIV CONTRIBUTIONS TRUSTS**

Section 1. Six Trust Funds shall be established to be known as (1) the Local Insurance Trust Fund (Health & Welfare), (2) the Local Pension Trust Fund, (3) the Local Employers' Cash Bond Trust Fund, (4) the Apprenticeship Training Trust Fund, and (5) the Promotional Trust Fund, and the contributions to said Funds shall continue for the duration of this Agreement.

Section 2. The Trust Funds shall be administered by a Board of Trustees which will be established in the same manner as the Joint Arbitration Board, see Article III, Sections 1, 2 and 3.

Section 3. It shall be the purpose of the Trustees to receive and collect and disburse to the various Trusts involved, all Employer contributions to the various Trust Funds as required by Section 1 of this Article, and the cash or surety bond deposit required by Article XIII. The Trustees shall receive and determine and resolve all claims against any signatory Employer alleging a failure to pay wages, cash or surety bond deposit, or contributions to any of the Trust Funds listed in Section 1 of this Article, including liquidated damages as set forth in Section 9(a) of this Article. The Trustees shall have the power to levy upon, assess and use all or a portion of the cash or surety bond deposit to pay any wages, fringe benefit contributions, liquidated damages, or any other financial obligations created by this Agreement, which the Employer fails or refuses to pay. No such levy or assessment on the cash or surety bond deposit shall be made by the Trustees of the Trust Funds until at least ten (10) days written notice of the proposed levy and assessment is given by the Trustees to the delinquent Employer, and said employer is afforded an opportunity to appear before the Trustees of the

Trust Fund to present evidence and witnesses on behalf of the Employer. If the Employer fails or refuses to attend the hearing before the Trustees of the Trust Funds, said Trustees shall have the right to decide the matter and levy against the cash or surety bond deposit based upon the evidence presented to it by the complaining party. The provisions of Article III shall not apply to any action taken by the Trustees against any Employer who is delinquent or has failed to make any of the contributions required to be made to the Trust Funds set forth in Section 1 of this Article.

Section 4. It shall be the purpose of the Local 4-E/4-F Insurance Trust Fund to provide for accident and sickness benefits, and/or group insurance not covered by Workers Compensation as may be determined by the Trustees. At the discretion of the Trustees, dependents may also be entitled to benefits.

Section 5. It shall be the purpose of the Local 4-E/4-F Pension Trust Fund to set up a retirement plan of benefits for workmen covered by this Agreement.

Section 6. Said contributions shall also include the cash bond deposit until such time as the Employer has \$2,000 in cash on deposit.

Section 7(a). INTERNATIONAL MASONRY INSTITUTE FUNDING AND  
MASONRY INSTITUTE OF AMERICA FUNDING (MIA)

- (1) Effective May 1, 2010, the contribution to the International Masonry Institute shall be the amount of .25 cents per hour for which a covered employee receives pay for Local 4-F (Santa Barbara/San Luis Obispo Counties).
- (2) An Industry Promotion Trust known as Masonry Institute of America (M.I.A.) has been established for the purpose of providing for the promotion and development of the Masonry Industry. The Promotion Fund so provided shall be utilized for promotion purposes in a manner which shall be determined at the discretion of the trustees. The Promotion Trust shall disburse to the International Masonry Institute (IMI) each month, a sum equal to one cent ( .01) per journeyman hour contributed, less the pro rata share of general and administrative costs. Effective May 1, 2010, the contribution to the IMI Promotional Fund shall be the amount of .36 cents per hour for which a covered employee receives pay for Local 4-E (Ventura County).
- (a) Effective May 1, 2013, the contribution to the International Masonry Institute shall be \$ .49 for each hour, or portion thereof, for which a covered employee receives pay.



- (b) Effective May 1, 2014, the contribution to the International Masonry Institute shall be \$\_\_\_\_ for each hour, or portion thereof, for which a covered employee receives pay.
- (c) Effective May 1, 2015, the contribution to the International Masonry Institute shall be \$\_\_\_\_ for each hour, or portion thereof, for which a covered employee receives pay.
- (d) Effective May 1, 2016, the contribution to the International Masonry Institute shall be \$\_\_\_\_ for each hour, or portion thereof, for which a covered employee receives pay.

The payments required above shall be made to the International Masonry Institute, which was established under an Agreement and Declaration of Trust, 14 March 1981, as the successor trust to the predecessor International Masonry Institute (established under an Agreement and Declaration of Trust, 22 July 1970) and/or to the predecessor International masonry Apprenticeship Trust (established under an Agreement and Declaration of Trust, 6 November 1974).

#### Section 7(b) CONTRACTOR COMPLIANCE FUND

A fund for Contract Compliance has been established for monitoring contractor compliance of prevailing wages established by Federal and State regulatory agencies. These funds shall be forwarded to the Benefit Administrator monthly with local Dues Check Off.

Section 8. The employer signatory hereto agrees to contribute the sum for fringe benefits as set forth in Article V, Section 6 hereof.

Section 9. Benefit administrator will transmit local Dues Check Off and Contractor Compliance Funds monthly to Local No. 4.

Section 10. The Trustees of the Trust Funds shall provide to the Employer forms so that the Employer may furnish written reports monthly or at such other periods as designated by the said Trustees, which reports shall set for the names, social security numbers and hours worked by workmen covered by the agreement, or if no such workmen have worked during the month involved, a statement on such form to such effect. The Trustees of the Trust Funds shall be entitled to and may file legal action for the collection of any and all contributions and liquidated damages due and owing by the Employer, and in the event such action is maintained and filed in addition to recovery of payments due and owing and legal note of interest, the employer agrees to pay all cost of such suit or suits together with reasonable attorney's fees. The Trustees may institute such legal proceedings without having the matter first heard and determined by the Joint Arbitration Board as required by Article III of this Agreement.

Section 10(a). NOTICE: Section 227 of the Labor Code reads: "Whenever an Employer has agreed with any employee to make payments to a health

or welfare fund, pension fund, or other such plan for the benefit of the employees, or has entered into a collective bargaining agreement providing for such payments, it shall be unlawful for such an Employer willfully, or with intent to defraud, to fail to make payments required by the terms of any such agreement. A violation of any provision of this section is a misdemeanor.”

Section 11(a). Each contribution to the Trust Funds shall be made promptly on or before the 15<sup>th</sup> day of each month and covering all work performed in the preceding month. The period reported may correspond to the payroll week starting closest to the first of the calendar month and ending closest to the last day of the calendar month. Such payment will be considered delinquent if not postmarked by midnight on the 20<sup>th</sup> day of each month. The parties recognize and acknowledge that the regular and prompt payment of Employer contributions to the Trust Funds is essential to the maintenance of the Plans and that it would be extremely difficult, if not impractical, to fix the actual expense and damage to the Trust Funds and to the Plans which would result from the failure of an individual Employer to pay such monthly contributions in full within the time provided. Therefore, the amount of damage to the Trust Funds and to the Plans resulting from any such failure shall be presumed to be the sum of \$20.00 per delinquency or 10% of the amount of the payment of contributions due, whichever is greater, which amount shall become due and payable to the Trust Funds by the delinquent Employer as liquidated damages and not as penalty, at the place where the contribution is payable upon the day immediately following the date on which the contribution or contributions become delinquent and shall

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be in addition to said delinquent contribution or contributions; provided, however the Board of Trustees may waive payment of any said liquidated damages in a particular case upon good cause satisfactory to the Board of Trustees being established.

Section 11(b). Any Employer who does not employ workmen during the month involved and fails to file a report with the Trustees, as required by Article XII, Section 9 (a) hereof, may at the discretion of said Trustees be assessed the sum of ten dollars (\$10.00) as liquidated damages for each such failure to report.

Section 11(c) The Declaration of Trust of the 91) Local 4-E/4-F Insurance Trust Fund (Health and Welfare), (2) Local 4-E/4-F Pension Trust Fund, (3) Local 4-E/4-F Apprenticeship Training Trust Fund, (4) Local 4-E/4-F Promotional Trust Fund, and (5) the Local 4-E/4-F Employers' Cash or Surety Bond Trust Fund shall be the same, and is hereby incorporated herein to the same extent as if set forth in full herein and each and all provisions of said declaration of trust shall be and hereby are binding on each and all of the parties hereto.

**ARTICLE XV  
CASH OR SURETY BOND DEPOSIT**

Section 1. In order to secure payment of wages and Employer contributions due the Local 4-E/4-F Insurance Trust Fund (health and Welfare), Pension Trust Fund, Apprenticeship Training Trust Fund, Promotional Trust Fund, and Employers' Cash or Surety Bond Trust Fund, liquidated damages, or any other financial obligation created by this Agreement, each signatory Employer agrees to deposit with the Trust Funds the sum of \$2,000 in cash immediately, or, in the alternative may deposit the sum of \$100 immediately and thereafter pay to the Trustees of the Trust Funds the sum of \$ .50 per hour for each hour worked by Employees covered by this Agreement until such time as the sum of \$2,000 has been paid. When the sum of \$2,000 has been paid, no further payments to the Trust Funds for the cash bond deposit shall be required. The sum of \$2,000 shall at all times for the duration of this Agreement be maintained, with the Trustees of the Trust Funds.

A Surety Bond in the amount of \$2,000 is acceptable in lieu of the above required cash bond provided the Surety guarantees payment to the Health and Welfare Fund of Local 4-E/4-F for employee wages, employer contributions or any other financial obligation created by this Agreement.

Section 2. Any interest or other increment earned by the cash bond deposits shall be used by the Trustees of the Trust Funds to help defray the administrative costs of the Trust Funds. In no event shall any employer be entitled to receive any of the interest or increment earned by the cash bond deposit.

**ARTICLE XVI  
TERM OF THIS AGREEMENT**

The undersigned Employer, hereby agrees to be bound by all the terms and conditions of this Agreement and any renewals, amendments or modifications to this Agreement entered into by B.A.C. Local 4-E/4-F and the Contractors. The undersigned Employer further agrees to be bound by the terms and conditions of any subsequent agreements negotiated and executed by B.A.C. Local 4-E/4-F and the Contractors.

This agreement shall become effective as of the date shown below and shall continue in effect for the duration of this Agreement; for the duration of any amendments or modifications to this Agreement executed by B.A.C. Local 4-E/4-F and the Contractors, and for the duration of any subsequently negotiated labor agreements executed by the Contractors and B.A.C. Local 4-E/4-F and any amendments or modifications thereto.

Termination date of this Agreement is April 30, 2016. Negotiations for a new Agreement will be opened ninety (90) days prior to April 30, 2016 between the party of the first part and the party of the second part.

Each and every employer shall sign two copies of this agreement and the terms of this Agreement and the amendments made by the Joint Arbitration Board shall be binding upon same. The employer shall keep one copy of the Agreement, and the Union shall keep one copy. Anyone signing this Agreement in the capacity of a Contractor must be legally licensed as a Contractor in the State of California.

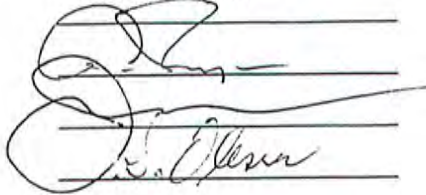
**ARTICLE XVII  
SEVERABILITY AND SAVINGS CLAUSE**

To the best knowledge and belief of the parties to this Agreement, the Agreement now contains no provision that is contrary to Federal or State laws or any ruling or regulation of a Federal or State Agency. Should, however any provision of this Agreement at any time during its term be in conflict with any such law, ruling or regulation, then such provision shall remain in effect only to the extent permitted. In the event any such provision is held to be inoperative, the remaining portion of this Agreement shall nevertheless remain in full force and effect, unless the parts so held inoperative are wholly inseparable from the remaining portions of this Agreement. The parties agree that if and when any provisions of this Agreement are held or determined to be illegal or void they will then promptly enter into lawful negotiations concerning the substance thereof and any Agreement thus negotiated shall become a part of this Agreement.

IN WITNESS WHEREOF, we have hereunto set our hands and attached the official seals of our respective organizations, this 1<sup>st</sup> day of May, 2014.

The Negotiating Committee  
of the Independent  
Masonry Contractors of Santa  
Barbara, San Luis Obispo  
And Ventura Counties Building  
Contractors and all other  
Masonry Contractors

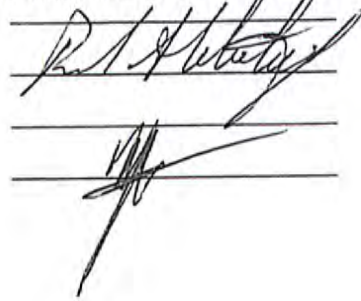
CONTRACTORS



Two handwritten signatures are written over two sets of horizontal lines. The first signature is a cursive name, and the second is a more stylized signature.

The Negotiating Committee of the  
B.A.C. Local 4-E/4-F of California  
12921 Ramona Blvd.  
Suite F  
Irwindale, CA 91706

COMMITTEE OF LOCAL 4-E/4-F



Two handwritten signatures are written over two sets of horizontal lines. The first signature is a cursive name, and the second is a more stylized signature.

**INDIVIDUAL EMPLOYER AGREEMENT TO  
ABIDE BY THIS AGREEMENT**

The undersigned Employer agrees to abide by all the terms and conditions of the current collective bargaining agreement (Agreement) between Bricklayers & Allied Craftworkers Local Number 4-E/4-F for Santa Barbara, San Luis Obispo and Ventura Counties and the Independent Masonry Contractors of Santa Barbara, San Luis Obispo and Ventura Counties unless either the Union or the Employer gives written notice of intention to terminate, not more than 90 nor less than 60 days prior to the termination date of the current or any subsequent Agreement. Notice to the Union shall be effective only upon receipt by the Union.

FIRM NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

OWNER, PARTNER OR OFFICERS' NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

TELEPHONE NUMBER: \_\_\_\_\_

LICENSE NUMBER: \_\_\_\_\_

CLASSIFICATION: \_\_\_\_\_

\_\_\_\_\_  
Signature of Owner, Partner, Officer or Representative

REPRESENTATIVE OF THE BRICKLAYERS AND ALLIED CRAFTSMEN  
LOCAL NO. 4-E/4-F

Cash Deposit of \$ \_\_\_\_\_

Received in Cash or Check No. \_\_\_\_\_

\_\_\_\_\_  
Signature of Local Union Representative

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ABIDE BY THIS AGREEMENT**

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OWNER, PARTNER OR OFFICERS' NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

TELEPHONE NUMBER: \_\_\_\_\_

LICENSE NUMBER: \_\_\_\_\_

CLASSIFICATION: \_\_\_\_\_

\_\_\_\_\_  
Signature of Owner, Partner, Officer or Representative

REPRESENTATIVE OF THE BRICKLAYERS AND ALLIED CRAFTSMEN  
LOCAL NO. 4-E/4-F

Cash Deposit of \$ \_\_\_\_\_

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FIRM NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

OWNER, PARTNER OR OFFICERS' NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

TELEPHONE NUMBER: \_\_\_\_\_

LICENSE NUMBER: \_\_\_\_\_

CLASSIFICATION: \_\_\_\_\_

\_\_\_\_\_  
Signature of Owner, Partner, Officer or Representative

REPRESENTATIVE OF THE BRICKLAYERS AND ALLIED CRAFTSMEN  
LOCAL NO. 4-E/4-F

Cash Deposit of \$ \_\_\_\_\_

Received in Cash or Check No. \_\_\_\_\_

\_\_\_\_\_  
Signature of Local Union Representative



**Bricklayers and Allied Craftworkers  
Local No. 4F for Santa Barbara - San Luis Obispo  
5/1/14 - 4/30/15**

**Santa Barbara -  
San Luis Obispo**

%	RATING	TOTAL TAXED WAGES	Employee Contribution			IU DUES CHECK OFF
			COMPLIANCE	LOCAL DUES CHECK OFF		
35%	APPR 1	\$ 12.65	\$ 0.30	\$ 0.42	\$ 0.20	
40%	APPR 2	\$ 14.45	\$ 0.30	\$ 0.46	\$ 0.20	
50%	APPR 3	\$ 18.07	\$ 0.30	\$ 0.53	\$ 0.20	
60%	APPR 4	\$ 21.68	\$ 0.30	\$ 0.61	\$ 0.20	
70%	APPR 5	\$ 25.29	\$ 0.30	\$ 0.77	\$ 0.20	
80%	APPR 6	\$ 28.90	\$ 0.30	\$ 0.84	\$ 0.20	
90%	APPR 7	\$ 32.52	\$ 0.30	\$ 0.92	\$ 0.20	
100%	J	\$ 36.13	\$ 0.30	\$ 0.99	\$ 0.50	

**Santa Barbara -  
San Luis Obispo**

	Employer Contribution				**TOTAL HOURLY COST
	HEALTH & WELFARE FUND	APPRENTICE TRAINING FUND	*I.U. PENSION FUND	LOCAL PENSION FUND	
	\$ 7.90	\$ -	\$ 0.37	\$ -	\$ 21.13
	\$ 7.90	\$ -	\$ 0.37	\$ -	\$ 22.95
	\$ 7.90	\$ -	\$ 0.37	\$ -	\$ 26.61
	\$ 7.90	\$ -	\$ 0.37	\$ -	\$ 30.25
	\$ 7.90	\$ -	\$ 0.37	\$ 4.60	\$ 38.55
	\$ 7.90	\$ -	\$ 0.37	\$ 4.60	\$ 42.19
	\$ 7.90	\$ -	\$ 0.37	\$ 4.60	\$ 45.85
	\$ 7.90	\$ 0.25	\$ 0.37	\$ 4.60	\$ 49.75

Total taxed wages includes Dues Check Off for Apprentices; includes Dues Check Off and Compliance  
 \*I.U. Pension Fund - Includes 15% P.P.A. Funding and Funding Improvement Plan (see Journeyman Wage Rate Sheet)  
 \*\*Wage rate & benefit package & IMI contribution equals Total Hourly Cost

**Bricklayers and Allied Craftworkers**  
**Local No. 4**  
**5/1/14 - 4/30/15**

VENTURA COUNTY		Employee Contributions			
%	RATING	TOTAL TAXED WAGES	COMPLIANCE	LOCAL DUES CHECK OFF	IU DUES CHECK OFF
35%	APPR 1	\$ 11.88	\$ 0.30	\$ 0.53	\$ 0.20
40%	APPR 2	\$ 13.58	\$ 0.30	\$ 0.56	\$ 0.20
50%	APPR 3	\$ 16.97	\$ 0.30	\$ 0.63	\$ 0.20
60%	APPR 4	\$ 20.36	\$ 0.30	\$ 0.70	\$ 0.20
70%	APPR 5	\$ 23.76	\$ 0.30	\$ 0.77	\$ 0.20
80%	APPR 6	\$ 27.15	\$ 0.30	\$ 0.84	\$ 0.20
90%	APPR 7	\$ 30.55	\$ 0.30	\$ 0.91	\$ 0.20
100%	J	\$ 33.94	\$ 0.30	\$ 0.99	\$ 0.49

VENTURA COUNTY		Employer Contributions					
HEALTH & WELFARE FUND	*I.U. PENSION FUND	DEFINED CONTR. PENSION+DC	PROMOTION FUND	APPRENTICE TRAINING FUND	IMI TRAINING FUND	**TOTAL HOURLY COST	
\$ 7.90	\$ 1.87	\$ 4.60	\$ -	\$ -	\$ 0.27	\$ 26.52	
\$ 7.90	\$ 1.87	\$ 4.60	\$ -	\$ -	\$ 0.28	\$ 28.23	
\$ 7.90	\$ 1.87	\$ 4.60	\$ -	\$ -	\$ 0.32	\$ 31.66	
\$ 7.90	\$ 1.87	\$ 4.60	\$ -	\$ -	\$ 0.35	\$ 35.08	
\$ 7.90	\$ 1.87	\$ 4.60	\$ -	\$ -	\$ 0.39	\$ 38.52	
\$ 7.90	\$ 1.87	\$ 4.60	\$ -	\$ -	\$ 0.42	\$ 41.94	
\$ 7.90	\$ 1.87	\$ 4.60	\$ -	\$ -	\$ 0.45	\$ 45.37	
\$ 7.90	\$ 1.87	\$ 4.60	\$ 0.35	\$ 0.25	\$ 0.49	\$ 49.40	

Total taxed wages includes Dues Check Off for Apprentices; includes Dues Check Off and Compliance

\*I.U. Pension Fund - includes 15% P.A. Funding and Funding Improvement Plan (see Journeyman Wage Rate Sheet)

\*\*Wage rate & benefit package & IMI contribution equals Total Hourly Cost