

WORKING AGREEMENT

LOCAL UNION NO. 40

United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO

&

**ASSOCIATED ROOFING CONTRACTORS OF
THE BAY AREA COUNTIES**

August 1, 2024 to July 31, 2027

AGREEMENT

This AGREEMENT is entered into effective August 1, 2024, by and between the ASSOCIATED ROOFING CONTRACTORS OF THE BAY AREA COUNTIES, INC. (for and on behalf of its members who have authorized it or who subsequently authorize it to represent them in labor relations and those other firms who have executed authorizations or who subsequently execute authorizations for the Association to represent them in labor relations) and such other persons, firms or corporations as may become parties to this Agreement, and Local No. 40 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO.

If any Employer who has executed this Agreement is not a member of the Association or has not executed an Authorization for labor negotiations, then such Employer agrees that the Association shall act for and on behalf of such Employer in the appointment and/or election of Employer representatives to the Joint Labor Relations Committee, and the Joint Examination Board and, with respect to any Trust Funds to which such Employer is required to contribute by this Agreement, for and on behalf of such Employer with respect to the appointment and/or election of Employer Trustees to the respective Boards of Trustees and with respect to amendments and changes to the Agreements and Declarations of Trust.

The term "Association" as used in this Agreement refers to Associated Roofing Contractors of the Bay Area Counties, Inc.

The term "Employer" or "Individual Employers" as used in this Agreement refers to (1) the members of the Association authorizing the Association to represent them in labor relations, (2) the other firms authorizing the Association to represent them in labor relations, and (3) any other person, firm or corporation which may become a party to this Agreement.

The term "Local Union" as used in this Agreement, unless otherwise expressly required by the context, refers to Local No. 40 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO.

The term "Union" or "International Union" as used in this Agreement, unless otherwise expressly required by the context, refers to the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO.

ARTICLE I *Scope of Work*

The work jurisdiction of this Local Union shall be all handling, hoisting, storing, and installation of all roofing, dampproofing, waterproofing, weatherization systems, vapor intrusion mitigation, air barrier systems, or any and all containments, including soil products whenever the primary function of such systems or products is to prevent the intrusion or migration of moisture, vapor, and other contaminants. These systems or products shall include but not be limited to all those outlined in this ARTICLE.

1. Steep roofers shall include in their work jurisdiction the following work processes and types of materials, including and not limited to:

- All shingles where used for roofing of any type, size, shape, or color, and in any manner, laid with necessary metal flashing on any kind of liquid applied membranes to extend the roof life or to make it watertight.
- All slate where used for roofing or siding of any size, shape or color, including flat or promenade slate, with necessary metal flashing to make it watertight.
- All tile where used for roofing or siding of any size, shape or color, and in any manner laid including flat or promenade tile, with necessary metal flashing to make it watertight.
- All asbestos shingles or asbestos (rigid) or asbestos of any size, shape or color and in any manner laid where used for roofing or siding with necessary metal flashing to make it watertight.
- All cementing in, on, or around the slate or tile roof.
- All laying of felt, paper, membranes, ice, and water shields, single component, liquid applied, polymer-modified, monolithic air/vapor intrusion mitigation, and moisture intrusion barriers or similar underlayments on sloped roof structures.
- All forms of composite insulations having nailable surfaces or any other means of attachment (e.g. plywood, pressboard, chipboard, drywall or other laminates) bonded to the insulation whenever such composite insulations are used as an integral thermal insulating component of the roofing system.
- All dressing, punching and cutting of all roof slate or tile.
- All operation of slate cutting or punching machinery.
- All substitute materials taking the place of slate or tile, such as asbestos slate or tile, cement or composition or Spanish tile, wood shakes, composition, vinyl and wood shingles, metal shingles, and tile, or other substitute materials used on steep roofs.
- All removal of slate or tile roofing as defined above where the same is to be reapplied in their place.
- All removal of roofing including, but not limited to the materials defined above when a roof is to be replaced.

- All solar or photovoltaic cell-type shingles and tiles used to transform solar energy into electrical energy.
2. Metal Roofing and Siding shall include in its work jurisdiction the following work processes and types of materials, whether consisting of protected or unprotected metal of any and all types, including but not limited to:
- All forms of metal roof, soffit, wall panel including roof top mechanical screens, site screens, and other rain screen systems, applied over a primary waterproofing or weatherproofing material as described below:
 - whether consisting of cladding materials, including but not limited to:
 - Galvanized steel
 - Aluminized steel
 - Galvalume®
 - Tin
 - Terne metal
 - Terne-coated stainless steel
 - Stainless steel
 - Aluminum
 - Copper
 - Lead-coated copper
 - Lead
 - Zinc
 - whether prefabricated as sheets or panels (including photovoltaic panels whose primary purpose is roofing, waterproofing, or weatherproofing);
 - whether “wet” or “dry” systems; and
 - whether exposed or concealed fastener;
 - All flashings and fascias used in connection with such metal roof and wall panel or cladding systems to roof or waterproof intersections of horizontal surfaces;
 - All sealing and caulking of seams and joints on these metal roof and wall panel or cladding systems to ensure water tightness;
 - All protective coatings applied to metal roof and wall panel systems;
 - All insulations applied with metal roof and wall systems, whether laid dry, mechanically fastened, or attached with adhesives;
 - All forms of composite insulations having nailable surfaces (e.g. plywood, pressboard, chipboard, drywall, or other laminates) bonded to the insulations wherever such composite insulations are used as an integral thermal insulation component of the roofing system;
 - All laying of felt, paper, membranes, ice and water shields, vapor barriers, or similar underlayments applied with metal roof and wall panel systems;
 - All cleaning, preparing, priming, and sealing of surfaces to be roofed;
 - All handling of metal roof and wall panel materials;
 - All hoisting and storing of metal roof and wall panel materials;
 - All types of coatings, sealants, mastics, and toppings when used for roof maintenance and repairs.
3. Composition roofers and waterproofers shall include in their work jurisdiction the following work processes and types of materials including but not limited to:
- All forms of plastic slate, slag, gravel, or rock roofing, including all types of aggregate, blocks, bricks, stones, pavers, soil or any type of overburden used to ballast or protect built-up roofing systems or protect Inverted Roof Membrane Assembly (IRMA) roofs or roofs of similar construction where the insulation is laid over the membrane.
 - All kinds of asphalt, asphaltic, rubberized, and composition roofing and waterproofing.
 - All base flashings, curb flashings, counter flashings, and counter flashings of bituminous composition used to roof or waterproof intersections of horizontal surfaces.
 - All rock asphalt mastic when used for damp and waterproofing.
 - All prepared paper roofing.

- All organic or inorganic felts and fabrics that comprise the reinforcing membrane of built-up roofing and waterproofing systems.
- All compressed paper, chemically prepared paper, and burlap when used for roofing or damp and waterproofing purposes, with or without coating.
- All damp resisting preparations when applied with a mop, brush, roller, swab, trowel, or spray system in or outside of any structure.
- All components of composition roofing systems used to seal the roof, including but not limited to compression seals, termination bars, nailers, blocking, ballast of all types, walkways, reinforcements, preformed panels, protection boards, plaza pavers, expansion joints, pitch pans, drain flashings, scupper flashings, lath, roof cement and reinforcements, caulking and sealants.
- All kinds of coal tar pitch and coal tar bitumen roofing and waterproofing.
- All cleaning, preparing, priming, and sealing of roof decks and surfaces that receive roofing, dampproofing and/or waterproofing.
- All epoxy materials used for roofing and waterproofing.
- All epoxy injection work.
- All laying of felt, paper, membrane, ice and water shields, air, vapor, intrusion mitigation, and moisture barriers or similar underlayments.
- All mineral surfaced roofing, including 90 lb. and SIS, SBS, APP, and all types of modified bitumen whether nailed, mopped with bitumen, or applied with mastic, adhesive, or applied with torch, heat gun, or hot air welder.
- All substrates used on the roof deck for fireproofing or any materials used as a support or nailing surface for the roofing system over the deck.
- All damp course, sheeting, or coating on all foundation work.
- All tarred floors.
- All laying of tile, wood block, or brick floors, when laid or set in pitch, tar, asphalt, mastic, marmolite, or any form of bituminous products.
- All air barriers that are applied with materials that are traditionally used on roofing, waterproofing and dampproofing systems, including but not limited to sprays, epoxies, membranes, and bituminous products.
- All forms of insulation used as a part of or in connection with roofing, waterproofing or dampproofing, including but not limited to thermal and/or acoustical purposes.
- All forms of composite insulations that have nailable surfaces (e.g. plywood, pressboard, chipboard, drywall or other laminates) bonded to the insulation whenever such composite insulations are used as an integral thermal insulating component of the roofing system.
- All waterproofing of shower pans and/or stalls.
- All forms of protection boards, walkway pads, and roof treads used in composition roofing or waterproofing to protect the membrane from damage.
- All types of coatings, toppings, and finishes used on roofing, dampproofing, waterproofing, air, vapor intrusion mitigation, and moisture intrusion barrier systems.
- All components of vegetative systems including but not limited to membranes, insulation, drainage systems, filters, fleece, vegetation blankets, plantings and soil, and all types of overburden.
- All solar or photovoltaic cell-type structures that are used as substitutes for ballast or membrane protection.
- All solar or photovoltaic cell-type roof membranes used to transform solar energy to electrical energy.
- All lining and/or waterproofing of reservoirs, holding ponds, water treatment structures, landfills, fountains, planter boxes, tunnels, plaza areas, and similar structures regardless of the material being used.
- All waterproofing using bituminous products whether structures are above or below grade or envelope or seamless system.
- All single-component, liquid-applied, polymer-modified, and monolithic membranes.

4. Composition roofers and waterproofers shall also include in their work jurisdiction the following work processes and types of materials including but not limited to:

- All forms of elastomeric, elastoplastic, and thermoplastic roofing systems, both sheet and liquid, whether single-ply or multi-ply. These shall include but not be limited to:
 - a) PVC (polyvinyl chloride systems)
 - b) Butyl Rubber
 - c) EPDM (ethylene propylene diene monomer)
 - d) PIB (polyisobutylene)
 - e) CPE (chlorosulfonated polyethylene)

- f) CSPE (chlorosulfonated polyethylene)
 - g) ECB (ethylene-copolymer-bitumen and anthracite dusts)
 - h) Modified bitumens (rubberized asphalt or non-asphalt membranes)
 - i) Neoprene
 - j) NBP (Nitrile alloy)
 - k) EIP (Ethylene Interpolymers)
 - l) TPO (Thermoplastic Polyolefins)
 - m) ETFE (Ethylene Tetra Fluoro Ethylene)
 - n) PUMA (polyurethane methacrylate) and PMMA
 - o) HDPE (high-density polyethylene/PEHD polyethylene high-density/hydrocarbon resistant membrane)
 - p) Polyurethanes and Modified Polyurethanes, Polymers – modified and monolithic
 - q) Cementitious Waterproofing
 - r) Sodium Bentonite (clay membranes)
 - s) KEE (ketone ethylene ester/molecular ethylene interpolymer)
 - t) Epoxy
- All base flashings, curb flashings, and counter flashings of elastomeric, elastoplastic, or thermoplastic composition as used to roof or waterproof intersections of horizontal surfaces.
 - All components of elastoplastic and thermo-plastic roofing systems used to seal the roof, including but not limited to, nailers, blocking, ballast of all types of walkways, reinforcements, preformed panels, protection boards, plaza pavers, expansion joints, pitch pans, scupper flashings, drain flashings, flashing, roof to wall flashings, gravel guard, compression seals, termination bars, caulking, and sealants.
 - All insulation applied with the above systems, whether laid dry, mechanically fastened, or attached with adhesives.
 - All forms of composite insulations having nailable surfaces or any other means of attachment (e.g. plywood, pressboard, chipboard, drywall, or other laminates) bonded to the insulation whenever such composite insulations are used as an integral thermal insulating component of the roofing system.
 - All types of aggregates, blocks, bricks, stones, pavers, soil, overburdens, vegetation, or units of photovoltaic construction used to ballast or protect Inverted Roof Membrane Assembly (IRMA) roofs or roofs of similar construction where the insulation is laid over the roof membrane.
 - All sealing and caulking of seams and joints on these elastoplastic systems to ensure water-tightness.
 - All liquid-type elastoplastic preparations for roofing, damp, or waterproofing when applied with a squeegee, trowel roller or spray equipment, whether applied inside or outside of a building.
 - All sheet-type elastoplastic, elastomeric, and thermos-plastic systems, whether single or multi-ply for waterproofing, dampproofing, air, vapor intrusion mitigation, and moisture intrusion barrier systems either inside or outside of any structure.
 - All air vapor intrusion mitigation and moisture intrusion barriers that are applied with materials that are traditionally used on roofing, waterproofing, and dampproofing systems, including but not limited to sprays, epoxies, asphaltic or asphaltum, PVC or PVC with bentonite, HOPE or HOPE with bentonite membranes and bituminous products.
 - All water and flood testing of roofing, damp, and waterproofing systems.
 - All maintenance, repair, and inspection of all roofing, waterproofing, and dampproofing systems.
 - All priming of surfaces to be roofed, damp or waterproofed, whether done by roller, mop, swab, three-knot brush, or spray systems.
 - All cleaning, preparing, priming, and sealing of surfaces to be roofed, dampproofed, or waterproofed, whether done by roller, mop, swab, three-knot brush, squeegee, spray systems or any other means of application.
 - All types of preformed panels used in waterproofing (Volclay, etc.).
 - All applications of protection boards, walkway pads or roof treads, fleece and drainage mats, and systems used to prevent damage to the dampproofing, waterproofing, and/or roofing membrane by other crafts or during backfilling operations.
 - All handling and installation of roofing, damp, and waterproofing materials.
 - All hoisting, lifting, and storing of all roofing, damp, and waterproofing materials.
 - All types of spray-in-place foams such as urethane, polyurethane, or polyisocyanurate, the machinery and equipment used to apply them, and the coatings that are applied over them.
 - All types of re-saturants, coatings, mastics, and toppings when used for roof maintenance and repairs.
 - All caulking and waterproofing of any surface to ensure water-tightness.

- All tri-polymers, silicones, urethanes, coatings, and any other product used for waterproofing. If the work to be performed is for purposes of preventing water intrusion, it is to be considered the work of a waterproofer.
 - All types of coatings, toppings, and finishes used on roofing, dampproofing, waterproofing, and air barrier systems.
 - All wrapping and/or coating of underground piping with bitumastic enamel or cold process, polykin tape, tapecoat, or other asphaltic coatings or tapes and the preparation of surface by sand blasting or wire brushing.
 - All work or services pertaining to the application of tar products (enamels, epoxies, etc.), plastic, vinyl, acrylics, epoxies, polyurethanes, polyesters, polymers, elastomeric coatings, silicones, mastics, sheet linings, plastic liner plate, seamless floors, field fabricated carpets (not to be considered as lay carpets), flocking materials, synthetic fibers, protective coatings of all descriptions, waterproofing, intumescent and ablative fireproofing and sprayed on foams, etc., or any and all products of this nature.
 - All operation of jeoper or holiday detectors.
 - All materials laminated for roofing and/or insulation systems.
 - All substrates used on the roof deck for fireproofing or any materials used as a support or nailing surface for the roofing system.
 - All removal of asbestos roofing, asbestos flashing, and any other asbestos roofing materials.
 - All roofing and waterproofing products and materials that are or have been installed by a roofer or waterproofer shall be done by employees covered by this Agreement.
 - All air barriers that are applied with materials that are traditionally on roofing, waterproofing, and dampproofing systems, including, but not limited to sprays, epoxies, membranes, and bituminous products
 - All components of water recapturing systems that are an integral part of roofing, dampproofing, and waterproofing systems that protect against water and moisture migration or intrusion.
 - All components of roof top and sub-surface water recapture or rain water harvest systems where the primary purpose is to control and manage water run-off. This shall include but not be limited to: Environmental Passive Integrated Chamber (EPIC) System™ or systems of a similar nature. All components of EPIC™ systems or systems of a similar nature, including, but not limited to geomembranes, geofabrics, geotextiles, geofam boards, EPDM liners, chambers, pans, aggregates, sands, polyethylene mesh, fillers, and permeable pavers to protect these water recapture systems.
5. All tear-off, sandblasting, and/or removal of any type of roofing, including ballast and all overburdens, all spudding, sweeping, vacuuming, and/or clean-up of any and all areas of any type where a roof is to be re-laid, or any cleanup of any materials on any construction site and operation of equipment such as kettles, pumps, tankers, or any heating devices that are used on roofing or waterproofing systems coming under the scope of jurisdiction as outlined in this ARTICLE.
 6. All Building Envelope Systems, including all materials and equipment used for installation of these systems.
 7. All protection and safeguarding of the interior or exterior contents of a structure during roofing or waterproofing applications including all materials and equipment used in these procedures. This shall include but not be limited to all project monitoring and all clean-up during and after completion of the project.
 8. All substitutions, improvements, changes, modifications, and/or alternatives to the jurisdiction or materials set out in this ARTICLE
 9. All other materials, equipment, and/or applications necessary or appropriate to complete, perform or apply the processes and/or materials in this ARTICLE.

ARTICLE II

Coverage of Employees

This Agreement shall cover all employees of Employers performing the work set out in ARTICLE I and shall constitute and be the first assignment of such work to employees.

ARTICLE III

Local Union Recognition and Territorial Jurisdiction

The Association and the Employers recognize the Local Union as the sole and exclusive collective bargaining representative of the employees of the Employers employed within the Local Union's territorial jurisdiction as set forth below under Section 9(a) of the National Labor Relations Act:

The territorial jurisdiction of Local No. 40 of the Union is **San Francisco and San Mateo Counties, California.**

ARTICLE IV

Definitions of Employees

1. **Journeyman Roofer and/or Journeyman Waterproofer:**

A Journeyman Roofer and/or Journeyman Waterproofer is an employee who has served at least three and one-half (3 ½) years as an Apprentice and has passed an examination given by the Roofers and Waterproofer's Joint Apprenticeship Committee in the area covered by this Agreement, or any other employee who has qualified as a Journeyman under the provisions of ARTICLE VI of this Agreement. Journeymen may be classified as set forth in said ARTICLE VI.

2. **Apprentice:**

An Apprentice is an employee working under and subordinate to the West Bay Counties Roofing and Waterproofing Joint Apprenticeship and Training Committee.

3. **Foreman:**

A Foreman is an employee receiving one of the premium rates provided for in the Wage Schedules set forth in Addendum One to this Agreement.

4. **Journeymen and Foremen** shall be paid according to the provisions for their respective classifications as set forth in the Addenda to this Agreement, and Apprentices shall like-wise be appropriately paid according to the schedules and provisions for Apprentices set forth in the Addenda to this Agreement.

ARTICLE V

Union Security and Employment

Section 1. All employees shall be required, as a condition of employment, to apply for and become members of, and to maintain membership in the Local Union on or after the eighth day following the commencement of their employment or the date of execution of this Agreement, whichever is the later. When employees of an Employer are brought from outside the territorial jurisdiction set forth herein under the fifty percent (50%) rule as set forth in this ARTICLE, membership in the local union of the International Union from whose territorial jurisdiction they have been brought shall satisfy the requirements of this Section. This Section shall be enforced to the full extent permitted by law.

Section 2. Upon written notice from the Local Union that any employee has failed to comply with the requirements of Section 1 of this ARTICLE, the Employer shall immediately discharge such employee, unless the Employer has reasonable grounds for believing that membership in the Local Union was not available to such employee on the same terms and conditions generally applicable to other members or that membership was denied to such employee or terminated for reasons other than failure to tender periodic dues or initiation fees uniformly required as a condition of acquiring or retaining membership.

The Local Union shall hold the Employer harmless from liability for any loss or damage suffered by any employee or applicant for employment by reason of the Local Union's own discrimination or its inducement of discrimination.

Section 3.

(a) There are or may be the following classifications of employees:

- (1) Journeyman - Roofers, Enamellers, Pipe Wrappers, and Damp and Waterproof Workers
- (2) Apprentices

(b) For the purposes of seniority only there shall be two classes of employees:

- (1) Permanent Employees
- (2) Temporary Employees

A Permanent Employee is one who has completed three and one-half (3 ½) full years, or over, in the trade in one or more of the classifications listed in Paragraph (a) hereof with Employers now parties to this Agreement, provided, however, that an Apprentice upon becoming a Journeyman shall carry with him not more than three and one-half (3 ½) years seniority.

A Temporary Employee is any other person who has been employed in the trade in one of the classifications listed in Paragraph (a) hereof by Employers now parties to this Agreement, provided, however, that an employee who is employed in violation of this Section 3 does not acquire the status of a Temporary Employee by such employment.

- (c) A Permanent Employee who is not employed at the trade in the area covered by this Agreement for any consecutive period of two (2) years shall lose his status as a Permanent Employee hereunder, provided, however, that said period of two (2) years will be extended for any period of incapacity or military service. Any such person who desires to return to the trade in the area covered by this Agreement shall do so as a Temporary Employee.
- (d) A Temporary Employee who is not employed at the trade in the area covered by this Agreement for a period of one (1) year shall thereupon lose his status as a Temporary Employee hereunder, provided, however, that period of one (1) year will be extended for any period of incapacity or military service. Employment prior to the loss of status under this Section shall not be counted thereafter in determining the status of a person who re-enters the trade in the area covered by this Agreement.
- (e) In the laying-off and re-hiring of employees, all Permanent Employees shall be treated as having been hired prior to the hiring of any Temporary Employees and all Temporary Employees shall be treated as if hired after all Permanent Employees. All Temporary Employees of an Individual Employer shall be laid off before any Permanent Employee is laid off. No Temporary Employee shall be hired by any Individual Employer until all Permanent Employees who have been laid off by the Individual Employer shall have been re-hired.
- (f) All Local Union officers and employees of the Local Union shall, for the purpose of seniority, be deemed to be employed at the trade, it being the intent of this Section to provide that upon returning to the employment of any Individual Employer such officer or employee does so with the same rights as if he had continually worked for Individual Employers.
- (g) Notwithstanding anything to the contrary in this ARTICLE provided, any Individual Employer coming from an area not covered by this Agreement to perform work in the territorial jurisdiction covered by this Agreement may bring from such area not more than fifty percent (50%) of the employees required to perform such work if applicants for employment are available from the Local Union provided, however, such employees have been originally hired in accordance with the non-discriminatory hiring provisions of the collective bargaining contract of the local union of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, in effect in the area from which the Individual Employer comes.
- (h) When an Individual Employer needs key employees, there shall be a pre-job conference at which the classifications to be filled by such employees, and the number of employees in each classification, and the times of the commencement of their employment, or the operational stage of the job or project at which their employment shall commence shall be determined. Thereafter upon written request of an Individual Employer on a job or project and delivered to the Employment Office servicing such job or project stating that such Individual Employer desires that a named person or persons be dispatched to a classification or classifications agreed to at such pre-job conference, such person or persons shall be dispatched without regard to the provisions of this Section 3, and the Individual Employer shall hire such person or persons dispatched.
- (i) Apprenticeship ratios are set forth in Section 4 of ARTICLE XXI of this Agreement.
- (j) In the Hiring of Employees:
 - (1) The Individual Employer shall secure all employees required in the performance of the work covered by this Agreement through the Employment Offices of the Local Union signatory to this Agreement. The Local Union agrees to dispatch applicants for employment within twenty-four (24) hours, if available. In the event that qualified applicants for employment are not dispatched by the Local Union within such time, the Individual Employer may obtain applicants for employment

elsewhere. The Individual Employer shall notify the Local Union of the name, address and social security number of any person or persons so employed, the date and classification of employment and shall within seventy-two (72) hours obtain a referral slip for such employee(s).

- (2) In dispatching, the Local Union shall first dispatch Permanent Employees who may be unemployed, then Temporary Employees who may be unemployed and thereafter any applicants for employment. Within each classification, the Local Union shall dispatch employees in the order in which they have registered for work, provided, however, that among new applicants for employment those with the greatest experience in the trade shall be dispatched first and those with the least experience, last. Notwithstanding the foregoing, an Individual Employer may request, in writing or in person, an employee by name, and he/she shall be dispatched unless at such time he/she is working for some other Individual Employer.
- (3) The Local Union will maintain appropriate registration facilities for employees and applicants for employment to make themselves available for work. No employee or applicant for employment will be dispatched who has not registered for work.
- (4) Upon being dispatched, the employee or applicant for employment shall proceed to the shop at once if prior to the start of the regular working day or to the job at once if after the start of the regular working day. Referral slips shall clearly and accurately show the dispatched person's proper classification or if an Apprentice, the correct bracket.

No one, except a member of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, of more than three (3) years' duration who is transferring into the Local Union from another local union of the International Union and who has already been classified as a Journeyman prior to said transfer, shall be dispatched as a Journeyman unless he/she has previously been qualified as such in the area covered by this Agreement or unless he/she has completed and graduated from a Joint Apprenticeship Training program recognized by the parties to this Agreement or has been qualified as a Journeyman by the Joint Examination Board as provided in ARTICLE VI of this Agreement.

- (5) Notwithstanding the provisions of Section 3.B. of the Alcohol and Drug Policy adopted May 12, 1992, employers who elect to conduct pre-employment alcohol and drug screening shall utilize "instant" tests, unless government mandates or contractual requirements call for the use of non-instant tests. Prospective employees whose "instant" test results are negative shall be put to work, if otherwise eligible for hire. Prospective employees whose "instant" test results are inconclusive shall be retested under the terms, conditions and procedures specified in the Alcohol and Drug Policy adopted May 12, 1992.
- (6) The Individual Employer may reject any applicant for employment dispatched by the Local Union, provided, however, that any such applicant for employment reporting for work and rejected by the Individual Employer shall be entitled to show-up time in the amount specified in Section 5 of ARTICLE XVII of this Agreement, unless such applicant for employment is rejected because he/she reported in a condition unfit for work, or because he/she has been discharged for cause by the Individual Employer within twelve (12) months next preceding the date of such reporting for work, or because he/she is not qualified to perform the type of work specified by the Individual Employer at the time of calling the Employment Office of the Local Union for such applicant for employment, or because he/she does not have in his/her possession the documents specified by the Department of Homeland Security if needed in order for the Employer to legally hire the applicant or because he/she refuses to participate in alcohol and drug screening or because his/her alcohol and drug test result is positive or because his/her background check (as required by law or contract) reveals information that disqualifies him/her from employment. Individual Employers may, at their discretion, voluntarily elect to participate in the federal E-Verify system for all new hires. It is mutually understood and agreed that in addition to E-Verifying all new hires, contractors who are awarded federal contracts may be required to E-Verify all employees assigned to the project and may also have the option to E-Verify their entire workforce. It shall not be a violation of the Working Agreement to E-Verify persons other than new hires pursuant to the terms of a federal contract.
- (7) The Local Union, in carrying out the provisions of this ARTICLE V will not discriminate either in favor of or against such employees or applicants by reason of race, color, religion, sex, national origin or by reason of membership or non-membership in any union, or by reason of activity on behalf of or in opposition to any union, nor shall the carrying out of the provisions of this ARTICLE V be based on, or in any way affected by union membership, bylaws, rules, regulations, constitutional provisions or any other aspect or obligation of union membership, policies or requirements except to the extent that membership in the Union shall be a condition of employment as provided in this ARTICLE V of this Agreement, nor shall the Individual Employer discriminate either in favor of or against employees or applicants for employment or any of them by reason of race, color, religion, sex, national origin or by reason of membership or non-membership in any union, except to the extent that membership in the Local Union shall be a condition of employment as provided in this ARTICLE V of this Agreement.

Section 4. Union Activity. No employee shall be discharged or in any way discriminated against by reason of activity for or against any union, provided, however, that no employee shall be paid by the Individual Employer for time spent on such activities. No employee shall be discharged or in any way disciplined for refusal to pass a lawful primary picket line established by an international union affiliated with the Building & Construction Trades Department, AFL-CIO, or a local union thereof, provided the picket line has been authorized and sanctioned, or otherwise processed and not disapproved by the Local Building & Construction Trades Council or the Central Labor Council having jurisdiction over the area in which the job is located in accordance with their usual procedures.

Section 5. The Individual Employer shall be the sole judge of the qualifications of all his employees and on such grounds may refuse to hire any employee, but may discharge an employee for just cause only. In the event of a dispute, the existence of just cause shall be determined in accordance with the grievance procedure provided in Article XXX hereof. Employees discharged without just cause may be ordered reinstated with payment for time lost. The Local Union shall be the sole judge of the qualifications for membership therein.

Section 6. The provisions contained in this ARTICLE V are intended to be, and are, the only provisions governing the hiring, dispatching and discharging of employees. The Local Union and Employers shall for the information of employees and applicants for employment at all times keep posted in the places where notices are usually posted a copy of this ARTICLE V.

Section 7. Any employee or Employer claiming to be aggrieved by the application to himself/herself of any of the provisions of this ARTICLE V, whether by the Local Union, the Association, or any Individual Employer, may submit the same to the Joint Labor Relations Committee in accordance with the appropriate provisions of this Agreement. All such grievances must be submitted in writing to the Joint Labor Relations Committee within ten (10) calendar days of the date when such grievance arose. The Local Union and the Association shall at all times keep on hand a sufficient number of forms for the use of employees or Employers in submitting such grievances.

ARTICLE VI

Joint Examination Board

Section 1. Immediately upon execution hereof, there shall be established a Joint Examination Board to consist of six (6) members, three (3) members, and alternates, to be appointed by the Local Union and three (3) members, and alternates, to be appointed by the Association. The members shall meet forthwith for the purpose of appointing a Chairman and a Secretary and adopting rules of procedure. The Chairman and Secretary shall be appointed from among the members of the Board, provided, however, that when an Employer member is appointed Chairman, a Local Union member shall be appointed Secretary, and vice versa. The Board shall have full power to adopt their own rules of procedure not inconsistent with the provisions of this ARTICLE.

Section 2. It shall be the duty of the Board to examine all persons seeking to qualify as Journeyman Roofers, Enamellers and Pipe Wrappers and Damp and Waterproof Workers upon their qualifications to be employed as such upon the work covered by this Agreement.

To assist in the examination process, the Board shall: develop an inventory of skills and competencies associated with each bracket of apprenticeship, and with Journeyman status; devise physical/hands-on testing protocols for candidates for each bracket of apprenticeship, and for Journeyman status; and introduce these protocols into the evaluation and examination processes as soon as practicable.

Applicants may be qualified by the Joint Examination Board as:

- (1) A Journeyman capable of doing all types of work covered by this Agreement; or
- (2) A Journeyman Waterproofer. In making its determination as to whether or not to qualify an applicant as a Journeyman, the Joint Examination Board shall seek and consider input and recommendations from any recent employers for whom the applicant may have performed work or from any employer for whom the applicant is currently performing work of the type for which the applicant is seeking to be qualified as a Journeyman.

In those instances that an applicant is qualified as a Journeyman capable of doing only a portion of the work covered by this Agreement, the applicant shall be classified, paid and have fringe contributions made as an Apprentice for all other types of work covered by this Agreement in the Apprentice bracket determined by the Joint Examination Board to be appropriate, and the employee's referral slip shall clearly and accurately show the dispatched employee's proper classification and bracket for the type of work for which he/she is being dispatched.

Section 3. All persons seeking to qualify for employment as Journeymen upon work covered by this Agreement, except Apprentices duly qualified under an Apprentice Training Program and except a member of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, of more than three (3) years' duration who is transferring into the Local Union from another local union of the International Union and who has already been classified as a Journeyman prior to said transfer, shall be required to apply for, and submit to, examination

by the Board and shall not be so employed unless and until their qualifications as such Journeymen have been duly certified by the Board. Persons already qualified as Journeymen and working in the area covered by this Agreement as of August 28, 1986, shall not be required to take the examination and may continue to be employed as Journeymen in accordance with the terms and conditions of this Agreement.

Section 4. No person shall be permitted to take the examination who has not completed three and one-half (3 ½) full years in the trade prior to the filing of his application. Applicants failing the examination shall not be permitted to take the examination again before completing another full year of work in the trade after such failure.

Section 5. Applications for qualification as Journeymen shall be made in writing upon written forms to be supplied for that purpose and filed with the Secretary of the Board. It shall be the duty of the Secretary to present all such applications to the Board at its next meeting. All applicants shall be examined within sixty (60) days of the date their applications are filed with the Secretary of the Board and shall be notified in writing within ten (10) days of the date of said examination of the result thereof.

Section 6. All examinations shall be conducted fairly and impartially and without regard to the applicant's membership or non-membership in any union, or the applicant's race, color, religion, sex or national origin.

Section 7. The Board shall meet at least quarterly and more often if the number of applicants for qualification as Journeyman shall so require.

Section 8. To constitute a quorum there must be present at each meeting at least two (2) members appointed by the Association and two (2) members appointed by the Local Union. The decisions of the Board shall be by majority vote, with an equal number of Employer members and Local Union members participating.

Section 9. Any applicant who is aggrieved by any action of the Board or by its failure to act may appeal to the Joint Labor Relations Committee in accordance with ARTICLE XXX of this Agreement, but such right of appeal must be exercised within five (5) days of the action of the Joint Examination Board, or in case of its failure to act, within five (5) days of the time within which it is required to act as hereinbefore provided.

ARTICLE VII

Licensing, Workers' Compensation Insurance and Safety

Section 1. In the event, Employers are not properly licensed, or do not operate in accordance with this Agreement, or do not carry adequate Workers' Compensation Insurance, or do not operate in full compliance with the Fair Trade Act and Unfair Practices Act, or do not maintain a recognized place of business, as hereinafter defined, and a telephone, or any or all of them, it shall not be a violation of this Agreement for the Local Union to refuse to dispatch people or for any Individual to refuse to work for such Employers.

Section 2. Employees shall not be required to work for Employers unless said Employer's insurance carrier has filed with the Local Union a certificate of Workers' Compensation Insurance. The certificates of compensation insurance may be forwarded through the Association's office and shall be available for inspection by the Local Union.

Section 3. No employee shall be required to Work under conditions or to use any material or equipment that is or are unsafe, dangerous or injurious to human life, health or limb. Toward that end, the Individual Employer shall provide employees with required protective clothing and/or safety equipment and devices in accordance with applicable laws and regulations. In the event of a dispute as to the requirements of this Section no employee shall be required to work under protested conditions or with protested material or equipment until the dispute shall have been resolved by an Inspector from the Division of Occupational Safety and Health of the Department of Industrial Relations of the State of California, or corresponding agency of the Federal Government, or through the grievance procedures of this Agreement.

Section 4. The Employer is to provide drinking water containers and drinking utensils as required by OSHA.

Section 5. Roofing contractors who are signatory to this Agreement may at their discretion participate in an alternative dispute resolution system pursuant to the provisions of California Labor Code Section 3201.5.

Section 6. The Employer will provide fall protection as required by the California Construction Industry Safety Orders and where appropriate, instruction in the use of required fall protection.

ARTICLE VIII

Holidays

Section 1. All Sundays shall be recognized Holidays, in addition to the following Legal Holidays recognized and observed within the area covered by this Agreement: New Year's Day, Presidents' Day, Memorial Day, July Fourth, Labor Day, Thanksgiving Day and Christmas Day. Should any of these Legal Holidays fall on a Saturday, the preceding Friday shall be considered a voluntary work day. Should any of these Legal Holidays fall on a Sunday, the following Monday shall be considered a voluntary work day. No employee shall be discharged or otherwise disciplined for refusing to work on these days. Employees who do elect to work on these days shall be compensated at their regular straight-time wage rate.

Section 2. No overtime shall be worked on Sunday or on the Holidays, including but not limited to Labor Day, specified in this Agreement except in cases of extreme emergency when, by mutual consent of both parties hereto, such emergency work is permitted, and in all cases where such necessary emergency work is permitted, the applicable over-time rate shall be paid.

Section 3. The day after Thanksgiving, the day after Christmas and the day after New Years' Day shall be considered voluntary work days. No employee shall be discharged or otherwise disciplined for refusing to work on these days.

ARTICLE IX

Liability and Separability

Section 1. Neither the Association nor the Employers nor the Local Union shall be liable for damages caused by the acts or conduct of any Individual or any group of Individuals acting in violation of the terms of this Agreement without authority of the Association or the Employers or the Local Union respectively.

Section 2. It is not the intent of any party hereto to violate any laws, rulings, or regulations of any Governmental authority or agency having jurisdiction of the subject matter of this Agreement, and the parties hereto agree that in the event that any provisions of this Agreement are finally held or determined to be illegal or void as being in contravention of any such laws, rulings or regulations, nevertheless, the remainder of the Agreement shall remain in full force and effect, unless the parts so found to be void are wholly inseparable from the remaining portion of this Agreement. The parties agree that if and when any provisions of this Agreement are finally held or determined to be illegal or void, they will then promptly enter into lawful negotiations concerning the substance thereof.

ARTICLE X

Operating Rules

In establishing this Agreement, it is agreed that no operating rules or regulations shall be placed in effect which are in conflict with the terms of this Agreement, without first being presented to, and approved by, the Joint Labor Relations Committee.

ARTICLE XI

Hours of Work and Overtime

Section 1. The regular work week shall consist of forty (40) hours from 5:00 a.m. Monday to 6:00 p.m. Friday, and the regular work day shall consist of eight (8) hours, 5:00 a.m. to 6:00 p.m., Mondays through Fridays, both inclusive, with one-half (1/2) hour for lunch and two 10-minute breaks, one in the morning and one in the afternoon. Employees shall not normally be required to work in excess of five (5) consecutive hours without a meal break. This provision may be temporarily suspended on a case-by-case basis, however, by mutual agreement of the foreman and crew.

(a) Employees shall be paid \$3.00 per hour more than the wage rate they are currently paid for all hours worked between the hours of 6:00 p.m. and 5:00 a.m. All overtime rules still apply.

Section 2.

(a) All time worked after 10 hours in a day and after 40 hours of work during a week (Monday through Friday) shall be considered overtime. Except as specified in Sections 2(b) and 3 of this ARTICLE, all overtime worked shall be paid at one and one-half (1 ½) times the applicable wage rate.

- (b) All time worked after 12 hours in a day, on Sundays or the Legal Holidays named in ARTICLE VIII shall be considered overtime and shall be paid at two (2) times the applicable wage rate.

Section 3. In the event that conditions over which the Individual Employer has no control, (i.e., adverse weather, project delays, logistical problems, general contractor or building owner requirements, etc.) prevent employees from working on one (1) or more days during the regular work week, then work is to be performed on Saturday, when available, at straight time rates. It is specifically agreed that all such straight-time work on Saturday will be performed unless the Individual Employer is given notice of the employee's unavailability five (5) work days in advance of such Saturday. Employees who have worked forty (40) hours or more during the regular work week shall not be eligible for straight-time work on Saturday. Employees who are currently drawing unemployment benefits will not be offered the opportunity for such work by the Employer.

Section 4. Employees are to be paid for time worked during the regular work day, outside the regular work day and during overtime periods to the nearest one-half (1/2) hour.

Section 5. Employees shall be compensated for the actual time spent loading and unloading trucks at the Individual Employer's shop at two-thirds (2/3) of their applicable straight time rates of wages only. Apprentices will be paid the greater of (a) the applicable state or local minimum wage, or (b) two-thirds (2/3) of their applicable straight time rate of wages. When such loading and unloading occurs during an overtime period, there will be a time and one-half (1 ½) premium applicable to their rates of wages applicable to such loading and unloading. No fringe fund contributions are required for loading and unloading.

Section 6. Paid Sick Leave and Paid Time Off Ordinances. The Association and the Local Union expressly waive the provisions of Article 1.5, Paid Sick Days, of Chapter 1, Part 1, Division 2 of the California Labor Code, also known as the Healthy Workplaces, Healthy Families Act of 2014 (SB 1522, Chapter 317 of the Statutes of 2014). The Association and the Local Union also agree to waive the provisions of all current State and local paid sick leave and paid time off ordinances that can be waived through collective bargaining, including but not limited to the following ordinances: San Francisco Paid Sick Leave Ordinance, San Francisco Family Friendly Workplace Ordinance, San Francisco Public Health Emergency Leave Ordinance, Berkeley Paid Sick Leave Ordinance, Berkeley Family Friendly and Environment Friendly Workplace Ordinance, Emeryville Paid Sick Leave Ordinance, Oakland Paid Sick Leave Ordinance and COVID-19:Oakland Emergency Paid Sick Leave. The foregoing list is illustrative and is not exclusive. Those provisions and similar paid sick leave and paid time off laws and ordinances shall have no application to employees covered under the terms of this Working Agreement.

Section 7. Bereavement Leave. Employees working under this Agreement shall have the right to take up to 5 days of bereavement leave upon the death of certain family members as set forth in Government Code section 12945.7. Employees shall have all of the rights set forth in Government Code section 12945.7.

ARTICLE XII

Travel

Section 1.

- (a) Employees may be instructed by the Individual Employer to report directly to the job site. Employees who report directly to a job-site within the free zone will receive no travel time or expense reimbursement nor will they receive any mileage allowance if they elect to use their own vehicle. All employees required to report to the shop shall be compensated at the employee's applicable wage rate.

When an employee elects to report to the employer's shop to receive transportation in a company vehicle to and/or from the job-site within the free zone, the employee will receive no travel time or expense allowance. Time spent for traveling beyond the free zone shall be paid at the employee's applicable wage rate only. If such traveling occurs during an overtime period, time and one-half (1 ½) the employee's rate of wages shall be paid.

When employees are transported in vehicles furnished by the Individual Employer, such transportation shall be safe and lawful. When traveling in an Individual Employer's vehicle, employees are to be protected from wind and rain.

- (b) When transportation is not furnished by the Individual Employer and employees are requested to use their own cars when traveling from shop to job, or job to job, or job to shop, they shall be reimbursed at the Internal Revenue Service rate in effect at the time the mileage expense was incurred.
- (c) If the Individual Employer directs the employee to use his or her personal vehicle to report to the job site and free parking is not available, the Individual Employer shall designate one or more approved paid parking locations. If the employee utilizes an approved parking

location, the Individual Employer upon the submission of a valid receipt shall reimburse the employee's actual parking expense. Necessary bridge tolls paid by the employee shall also be reimbursed by the Individual Employer upon the submission of a valid receipt.

Section 2.

- (a) Employees shall be compensated for the actual time spent driving trucks from the Individual Employer's shop to the first job-site, or to the first stop on the way to the first job-site if the stop is for a legitimate business purpose related to the roofing work which is to be done, and for the actual time spent driving trucks from the last job site to the shop, or from the last stop when returning from the last job-site to the shop if the stop is for a legitimate business purpose related to the roofing work which has been performed, at their applicable straight time rate of wages only. When such driving occurs during an overtime period time and one-half (1 ½) the employee's rate of wages shall be paid.

On no occasions are fringe fund contributions required until employees driving trucks reach the first job-site or the first roofing related business stop as described above. At such time, fringe fund contributions which are applicable to the employee's classification or category will commence and will continue for all the time for which the employee is paid wages until the employee leaves his/her last job site, or the last roofing related business stop as described above, following which no further fringe fund contributions are required for that work day.

- (b) Employees shall be compensated for the actual time spent driving trucks from the first roofing related business stop as described in Section 2(a) above to the first job-site, if applicable; from job-site to job-site; and from the last job-site to the last roofing related business stop, if applicable; at their applicable straight time rates of wages. When such driving occurs during an overtime period, time and one-half (1 ½) the employee's rate of wages shall be paid.

For such driving, fringe fund contributions which are applicable to the employee's classification or category shall be paid.

- (c) Any employee may drive a truck with preference being given to Foremen and Journeymen who have a valid California driver's license and who are acceptable to the Employer's insurance company.
- (d) The payment of "wages" for any activity does not make that activity into "work" if it would not otherwise be considered to be work.

Section 3. Employees shall be reimbursed for their costs and expenses of travel as follows:

- (a) There is a free zone of forty-five (45) miles radius from the Individual Employer's shop.
- (b) (i) Unless required to report to the shop, employees shall not be compensated for the time spent traveling within the free zone radius from the Individual Employer's shop to the initial job-site for the day, or to the first stop on the way to the initial job-site if the stop is for a legitimate business purpose related to the roofing work which is to be done, and for the time spent traveling from the last job-site each day to the shop, or from the last stop when returning from the final job-site to the shop if the stop is for a legitimate business purpose related to the roofing work which has been performed. The normal dispatch of employees to a project is not work and does not start an employee's work for the day, nor is the return from a job to the shop work.

(ii) If employees who are traveling from the shop to a job-site stop en route for a legitimate business purpose related to the roofing work which is to be done, wages at each employee's applicable straight time rate of wages and full fringe fund contributions which are applicable to the employee's classification or category will commence at the stop and will continue until the employee reaches the job-site.

(iii) If employees who are returning from a job-site to the shop at the end of the work day stop en route for a legitimate business purpose related to the roofing work which has been performed, wages at each employee's applicable straight time rate of wages and full fringe fund contributions which are applicable to the employee's classification or category will continue until the employee reaches the last roofing related business stop, following which no further wages or fringe fund contributions are required for that work day.

(iv) If employees travel from job-site to job-site within the free zone during the regular work day, wages at each employee's applicable straight time rate of wages and full fringe fund contributions which are applicable to the employee's classification or category shall be paid.

(v) When traveling described in subparagraphs (ii), (iii) or (iv) above occurs during an overtime period, time and one-half (1 ½) the employee's rate of wages shall be paid.

- (c) For travel expenses beyond the free zone the Individual Employer shall reimburse the employee fifty-five dollars (\$55.00) per day.
- (d) However, at the Individual Employer's option, instead of reimbursing the employee for travel expense as provided in subparagraph (c) above, the Individual Employer may compensate the employee for time spent in traveling beyond the free zone as follows:
- (i) For the actual time of travel during the regular work day from the Individual Employer's free zone radius border to the initial job-site for the day, or to the first stop on the way to the initial job-site if the stop is for a legitimate business purpose related to the roofing work which is to be done, and from the last job-site or from the last stop when returning from the final job-site if the stop is for a legitimate business purpose related to the roofing work which has been performed, back to the Employer's free zone radius border, the employee shall be compensated at the employee's applicable straight time rate of wages only.

When such traveling beyond the free zone radius occurs during an overtime period, time and one-half (1 ½) the employee's rate of wages shall be paid.

Such travel expense beyond the free zone radius is compensatory up to a maximum of fifty-five dollars (\$55.00) per day.

On no occasions are fringe fund contributions required until employees who are traveling reach the first job-site, or the first roofing related business stop as described above, beyond the free zone radius. At such time, fringe fund contributions which are applicable to the employee's classification or category will commence and will continue for all the time for which the employee is paid wages until the employee leaves his/her last job-site, or the last roofing related business stop as described above, following which no further fringe fund contributions are required for that work day.

(ii) Employees shall be compensated for the actual time spent traveling from the first roofing related business stop beyond the free zone radius as described in subparagraph (c)(i) above to the first job-site, if applicable; from job-site to job-site beyond the free zone radius, and traveling from the last job-site to the last roofing related business stop beyond the free zone radius, if applicable; at their applicable straight time rate of wages.

When such travel beyond the free zone radius occurs during an overtime period, time and one-half (1 ½) the employee's rate of wages shall be paid.

When such travel beyond the free zone radius occurs, fringe fund contributions which are applicable to the employee's classification or category shall be paid.

- (e) The payment of "wages" for any activity does not make that activity into "work" if it would not otherwise be considered to be work.

Section 4.

- (a) For the purpose of clarification, a shop shall be defined as a regular established place of business in which roofing materials are regularly stored and from which workmen and equipment are dispatched. Any Individual Employer establishing an additional shop or shops must have them in actual existence and operating one hundred twenty (120) days before a job-site is started for the purposes of this ARTICLE.

Section 5. When it is necessary for an employee to remain overnight, outside the free zone, and the job site is farther than a sixty (60) mile radius from the Individual Employer's shop, employer-paid lodging of not less than Motel 6 quality, two persons per room, shall be provided. In addition, each employee shall be provided with a subsistence of not less than \$55.00 per work day. Individual Employers shall have the option of satisfying this Section 5 by providing an employee with a round sum of \$150.00 per work day.

ARTICLE XIII

Public Works

Notwithstanding any provisions to the contrary in this Agreement or the Addenda hereto, applicable prevailing rates of wages and fringe benefits only shall be paid on all publicly funded work. When prevailing rates of wages and/or fringe benefits are lower than are called for under this Working Agreement:

- (a) Such work will be voluntary and no employee shall be discharged, or otherwise disciplined, for refusing such work; and

- (b) To the extent allowable by applicable law(s), the amounts available for distribution to the existing fringe funds shall be allocated to wages, health and welfare, vacation, pension, apprenticeship training and/or promotion fund according to the wishes of the employees employed on the project.

ARTICLE XIV ***Substance Abuse***

Drug and Alcohol Policy adopted 5/12/92, see Addendum Two.

ARTICLE XV ***Payment of Wages***

Section 1. The wages and all travel and out-of-town expenses and transportation allowances, if due, shall be paid in cash or check in the shop, or on the job, or direct deposit, or use of a debit card at or before quitting time on Friday or on the other regular pay-day set by the Employer, which pay-day cannot be changed without two weeks' notice. No more than two days' pay can be held back. The use of direct deposit or debit card must be authorized by the employee in writing and may be revoked at any time by the employee. All employees laid off, discharged, or fired shall be so informed by the Employer or Foreman at the termination of the day's work and shall be paid in full.

If employees are caused or forced to wait for wages or other payments due, the Employer shall pay the employee for "waiting time", the regular rate of wages per hour until such time as the employee is paid in full.

Employees shall be furnished with check stub(s) or separate voucher(s) showing straight time worked; truck loading, truck driving and travel time when applicable; and overtime; and the applicable hourly wage rates for each of them; and the amount added for Vacation, and deductions for Vacation, State Disability Insurance, Social Security, Withholding Taxes, and any other deductions. All such check stub(s) or separate voucher(s) shall also include gross wages earned; net wages earned; the employee's name and social security number; the inclusive dates of the pay period; and the name and address of the Employer.

Section 2. Minimum Wage Rate for All Employees. No employee working under the terms of this Agreement will receive a straight-time hourly wage of less than 130% of the then-current State minimum wage rate.

ARTICLE XVI ***Work Performed in Another Jurisdiction***

When sent by an Individual Employer to supervise or perform work specified in this Agreement outside the geographical jurisdiction of the Local Union, employees shall be paid the total of the wage scale and fringe amounts for his/her Local Union area or the total of the wage scale and fringe amounts of the local union area in which he/she is working, whichever is higher, plus all applicable travel and out-of-town expenses and transportation allowances while employed outside the geographical jurisdiction of the Local Union. In instances where an employee is working outside of his/her Local Union's geographical area, fringe contributions will be made into the funds which cover his/her Local Union's area. In no instance, however, shall an Individual Employer be required to make contributions into two different fringe funds in different areas which have been created for similar or identical purposes or to provide similar or identical benefits.

ARTICLE XVII ***General Rules***

Section 1. Patch work where hot material is used: two (2) employees or more are to be employed and no hot asphalt or heavy material is to be carried up ladders.

Section 2. On all shingle work two (2) stories or over, a derrick is to be used for hoisting material where possible. A two-story building is defined as being over twenty (20) feet to the eave. On all shingle work one-quarter (1/4) pitch or over, or two (2) stories or over, two (2) employees must be assigned during loading and if scaffolding is needed, two (2) employees must be assigned at all times.

Section 3.

- (a) The following will apply when a kettle is being used:

Kettles will be manned and operated per State Construction Industry Safety Orders and any other applicable safety ordinances. When the burner is lit and material is being drawn off, the kettleman will not be required to go on a roof if the roof is thirty (30) or more feet above the ground (this limitation does not apply to patch work of five (5) squares or less). The ladder should be placed a safe distance from the kettle to provide access to and from the roof in the event of a fire. If job site conditions permit, the recommended distance between the kettle and the ladder is twenty-five (25) feet.

- (b) The following will apply when a tanker or tanker-kettle (equipment which uses liquid material, whether truck mounted or trailered) is being used:

Tankers and tanker-kettles will be operated per State Construction Industry Safety Orders and any other applicable safety ordinances. Manning of a tanker or tanker-kettle by a kettleman on the ground is not required.

Section 4.

- (a) No employee shall be required to hold in suspension, while in the act of applying the same, any roll of roofing material weighing in excess of fifty-five (55) pounds, except thirty (30) pound felt in two (2) square rolls. Fifteen (15) pound felt in four (4) square rolls may not be used on a roof.
- (b) No employee shall be required to handle any roll of roofing material, gravel, rock or granules in bag, package or parcel weighing in excess of eighty (80) pounds, except on a flat roof and then only when a power hoist is used and at least two (2) employees are assigned to the work of loading and unloading such rolls, bags, packages or parcels.
- (c) No employee shall be required to lift material manually by himself/herself to a height over his/her head from the level from which the material is being lifted.

Section 5. Reporting for Work. Employees shall not be required to report to work more than thirty (30) minutes before starting time. The Individual Employer agrees that when an employee regularly on the Individual Employer's payroll reports for work on order of the Individual Employer and no work is provided, the employee so reporting shall receive two (2) hours' pay, provided lack of work is not caused by bad weather or other acts of God, or by strikes or other conditions over which the Individual Employer has no control.

Employees unable to report when so ordered shall notify the Individual Employer by 7:30 a.m. In proper cases under this Section, employees may be cited to appear before the Joint Labor Relations Committee. When an Individual not regularly on the payroll is dispatched by the Local Union upon order by the Individual Employer, he/she shall be given not less than four (4) hours' pay, whether worked or not, provided lack of work is not caused by bad weather or other acts of God, or by strikes or other conditions over which the Individual Employer has no control.

Employees or applicants for employment who appear for work in a physically unfit condition shall not be entitled to pay for reporting. Neither shall employees or applicants for employment be entitled to pay for reporting if he/she has been discharged for cause by the Individual Employer within twelve (12) months next proceeding the date of such reporting for work, or because he/she is not qualified to perform the type of work specified by the Individual Employer at the time of calling the Employment Office of the Local Union for such employee or applicant for employment, or because he/she does not have in his/her possession the documents specified by the Department of Homeland Security if needed in order for the Employer to legally hire the Individual.

Section 6. Individual Employers agree to allow the Business Manager to visit all shops and jobs and to examine time books and payroll records during business hours. Any of the auditors retained by the Bay Area Roofers Health and Welfare Trust may serve as the Business Manager's designee for these purposes.

Section 7. Foremen. At least one journeyman shall be designated as a foreman on each job. The Individual Employer shall not be classed as a foreman when working on the job. If a foreman is moved from a job to do incidental work during the day there shall be no changes in his foreman rate. When eight (8) or more employees covered by this Agreement are employed on a structure, one Foreman shall be employed for the first eight (8) such employees and thereafter one (1) Foreman for each additional five (5) such employees, or fraction thereof. All Foremen must be Journeymen, and at least one (1) Journeyman shall receive Foreman's pay on each job. An Individual Employer shall not be classed as a Foreman when working on the job. An employee may be moved from a job to do incidental work during the day without changing his Foreman rate.

Section 8. Working Employer. Only one member of a firm, to be pre-designated as a working owner, shall be permitted to work on any class of work covered by this Agreement provided that at least one employee covered by this Agreement is in his/her employ. Such working owner shall comply with all applicable provisions of this Agreement with respect to hours and working conditions.

Section 9. Contracting Opportunities. Any employee learning of contracting opportunities in the roofing industry while in the employ of an Individual Employer shall report all such opportunities to the Individual Employer, and no employee shall perform any roofing job as an Individual proprietor, or as a partner or as a corporation, and no employee shall bid or contract for any roofing job himself/herself, either individually or in conjunction with any other party, while employed by any Individual Employer or registered for employment in the Employment Office of the Local Union. No employee or applicant for employment shall accept employment on any roofing job except as provided in ARTICLE V of this Agreement, whether registered or not. Violation of this Section by an employee or applicant for employment shall be conclusively presumed to be just cause for his/her discharge and/or for referral of the employee or applicant for employment to the Local Union for such action as it may take pursuant to the provisions of ARTICLE XXX. Employees may, however, notwithstanding the provisions of this Section, perform work upon any residence owned by themselves.

Section 10. Loss of Fringe Benefits if Work in Noncovered Roofing Service. To the extent allowable by applicable law, certain health and welfare benefits and options may be restricted or lost if an employee works in Noncovered (non-union) Roofing Service. In addition, to the extent allowable by applicable law, certain pension benefits will be lost if an employee works in Noncovered (non-union) Roofing Service.

Section 11. Use of Labor Saving Devices and Methods. The Individual Employer and the Local Union recognize the necessity of eliminating restrictions and promoting efficiency. No rules, customs or practices shall be permitted that limit production or increase the time required to do the work, and no limitation shall be placed on the amount of work which an employee shall perform during the working day, nor shall there be any restrictions against the use of any kind of machinery, tools or labor saving devices or methods, provided, however, that no employee shall be required to work under any conditions that are injurious to his/her health or safety.

Section 12. Compliance with Specifications. Both the Individual Employer and employees shall comply with the work specifications in every detail. In case of any violation of any written specifications or false report with respect thereto, such Individual Employer, or employee, as the case may be, shall be cited before the Joint Labor Relations Committee which, after investigating the matter, shall make recommendations to the Association, the Employer or the Local Union as it deems proper.

Section 13. Social Security Numbers. The Local Union shall, on request, furnish the Individual Employer with a list of the Social Security numbers of workers when the same is available.

Section 14. Employees shall not be required as a condition of employment to furnish the use of an automobile or other conveyance to transport tools, equipment or materials from shop to job, from job to job, or from job to shop, facilities for such transportation to be provided by the Individual Employer. This provision is not to restrict the use of an automobile or other conveyance to transport its owner and personal tools from home to shop or job at starting time, or from shop or job to home at quitting time.

Section 15. The transportation equipment furnished by the Individual Employer shall be used for transportation from shop to job, job to job, or job to shop, and shall not be used for personal convenience of the employees without the express consent of the Individual Employer. When there is a GPS tracking device on the Individual Employer's vehicle and either the employee or the Individual Employer disputes the information derived therefrom, the dispute shall be resolved according to the Grievance Procedures set forth in ARTICLE XXX.

Section 16. Tools and Equipment. Apprentices shall report for work with hammer, hatchet, knife, snips, small ripping bar, cartridge caulking gun and chalk line, and in addition, whenever required shall supply their own long-sleeved shirts and appropriate shoes for "hot" work and hard hats. Journeymen shall report for work with the following additional tools: regular screwdriver, phillips head screwdriver, pliers, adjustable wrench, small handsaw, keyhole saw, socket set, nail bag, tape measure and cat's paw.

Section 17. All employees shall be responsible for maintaining valid First Aid cards. Employers will assist employees to meet this requirement by either:

- (a) providing for First Aid classes to be held at the shop and not charging employees a fee for attending said classes; or
- (b) upon proof of successful completion of a First Aid class sponsored by the Roofing Apprenticeship Program, the Roofing Apprenticeship Program shall directly reimburse the employees' registration fees. The Program will, in turn, bill the employees' employers for reimbursement of said registration fees.

In neither case will employees be compensated for time spent in class. Employees who choose to satisfy the First Aid requirement by any other means than those specified above shall not be reimbursed or otherwise compensated for so doing.

Section 18. All Journeymen shall complete a minimum of eight (8) hours of roofing-related continuing education every year. Said continuing education may be undertaken in order to maintain certifications (i.e. First Aid, asbestos), to improve their roofing and/or waterproofing skills and/or to familiarize themselves with new materials or equipment. Journeymen are to satisfy the continuing education

requirement on an uncompensated basis. If the Individual Employer directs an employee who would otherwise be engaged in work activity at the job site to attend a particular continuing education class that is offered during the regular work week, the employee shall be compensated at his or her regular wage rate for time actually spent in said class.

The Association and the Union mutually agree that continuing education and training are vitally important to maintaining the marketability of union contractors and increasing the employability of their skilled union craftsmen. The Individual Employer may therefore require its employees to attend continuing education or training classes as may be necessary to satisfy Owner, General Contractor and/or project requirements, to maintain employee certifications (i.e. First Aid, asbestos), to improve employee roofing and/or waterproofing skills and/or to familiarize employees with new materials, equipment and processes. Whenever possible, such continuing education and training classes shall be held at the Roofing/Waterproofing Regional Training Center in Livermore.

Employees directed to attend such continuing education and training classes shall be paid the greater of (a) the State or Local minimum wage that applies in the community in which the Employer's shop is located, or (b) two-thirds (2/3) of their applicable straight time rate of wages only. When such continuing education and training occurs during an overtime period, there will be a time and one-half (1 ½) premium applicable to their rates of wages applicable to such continuing education and training. No fringe fund contributions are required for continuing education and training.

Section 19. All equipment provided by the Individual Employer shall be such as will give adequate protection of life, limb and property. The Individual Employer will provide such barriers and lights on the job as may be required by applicable laws and/or regulations to give proper warnings of all danger points.

Section 20. Truck Identification. Each Individual Employer, within thirty (30) days after becoming a party to this Agreement, shall have all trucks commonly used to haul employees and materials plainly identified as to the Employer's business name with signs, seals, decals or stickers. Such identification shall be visible from either side of the vehicle, and the Individual letters shall be not less than two (2) inches in height.

The parties agree to improve these truck identification requirements, and changes to this Section to accomplish this shall be placed into effect upon the mutual consent of the Local Union and the Association.

Section 21. Anyone who is or who becomes an Employer or an independent contractor or who holds or is listed in any proprietary capacity on a currently active California Contractors' License in any license classification which covers work covered by this Agreement shall not hold membership in the Union. Violations of this Section shall be processed in accordance with ARTICLE XXX of this Agreement.

Section 22. The Association and the Local Union mutually agree to encourage Apprentices and Journeymen to acquire and maintain valid California driver's licenses.

Section 23. The Association and the Local Union mutually agree to explore ways and means of improving the image of the roofing industry with high school and junior college students and actively recruiting better-qualified employees.

Section 24. Picket Duty. Members of the Local Union shall serve one (1) day per year assisting the Local Union with picket duty, hand billing and organizing activities. Whenever possible, the Local shall provide the Individual Employer with seventy-two (72) hours advance notice of the selection of his or her employee for such duty. The employee shall not be compensated by the Individual Employer for serving such duty.

ARTICLE XVIII

Health and Welfare

Each Individual Employer covered by this Agreement shall pay into the Bay Area Roofers Health and Welfare Trust Fund contributions as set forth in Addendum One to this Agreement for each hour actually worked by his/her employees who are working within classifications and in types of work covered by this Agreement which require health and welfare contributions.

The payments shall be made at the times and in the manner provided for by the Trust Agreement creating the Bay Area Roofers Health and Welfare Trust Fund, and each Individual Employer is bound by all the terms and conditions of said Trust Agreement and any amendment or amendments thereto.

To the extent allowable by applicable law, certain health and welfare benefits and options shall be restricted or lost if an employee works in Noncovered Roofing Service as defined in the eligibility rules of the Bay Area Roofers Health and Welfare Plan.

ARTICLE XIX

Vacation and Check-Off

Section 1. Each Individual Employer covered by this Agreement shall pay into the Roofers Local Union No. 40 Area Vacation Trust Fund contributions as set forth in Addendum One to this Agreement for each hour actually worked by his/her employees who are working within classifications and in types of work covered by this Agreement which require vacation contributions. The payments of the contributions shall be made at the times and in the manner provided for by the Trust Agreement creating the Roofers Local Union No. 40 Area Vacation Trust Fund, and each Individual Employer is bound by all the terms and conditions of said Trust Agreement and any amendment or amendments thereto. All employees' taxes owed by reason of said payments which are required by law, Federal, State or local, shall be deducted from the employee's regular pay check and paid by the Individual Employer to the appropriate agencies. All taxes due from the Individual Employer under the law, Federal, State, or local, by reason of said payments shall be paid by the Individual Employer.

Section 2. Vacation payouts to employees are to be made twice each year with distribution to be the first Friday in December and the first Friday in February of each year.

Section 3. Check-Off.

- (a) Payments on account of initiation fees, if any, for each hour actually worked for which vacation contributions are due at the rate of \$1.50 per hour for Journeymen and \$0.60 per hour for Apprentices, until paid in full, and thereafter payment of working dues at the rate of \$1.58 per hour for Journeymen and \$1.42 per hour for Apprentices for each hour actually worked for which vacation contributions are due by each employee covered by this Agreement who has executed a lawful authorization in writing therefor in manner and form as set forth in Exhibit "A" annexed hereto shall be checked off and deducted from the employee's vacation funds by the Administrator of the Roofers Local Union No. 40 Area Vacation Trust Fund, as agent for the Individual Employers covered by this Agreement, and transmitted to the Local Union. The executed authorization shall be lodged with the Association, the Administrator of the Roofers Local Union No. 40 Area Vacation Trust Fund, and Local Union No. 40.
- (b) Local Union No. 40 will hold harmless the Association, all Individual Employers, and the Trustees and Administrator of the Roofers Local Union No. 40 Area Vacation Trust Fund against any claim or claims which may be made against them or any one or ones of them by any person by reason of the deduction of working dues and payments on account of initiation fees as herein provided, including the cost of defending against the same, and will absorb any additional costs which may result from the administration of these deductions

ARTICLE XX

Retirement Fund

Each Individual Employer covered by this Agreement shall pay into the Pacific Coast Roofers Pension Plan and the National Roofing Industry Pension Fund contributions as set forth in the Addenda to this Agreement for each hour actually worked by his/her employees who are working within classifications and in types of work covered by this Agreement which require pension contributions.

These payments shall be made at the times and in the manner provided for by the "Pacific Coast Roofers Pension Plan Trust Agreement", and each Individual Employer is bound by all the terms and conditions of said Trust Agreement and the National Roofing Industry Pension Fund Agreement and Declaration of Trust and any present or future amendments thereto.

To the extent allowable by applicable law, certain pension benefits shall be lost if an employee works in Noncovered Roofing Service as defined in the Pension Plans and in their respective Summary Plan Descriptions.

ARTICLE XXI

Apprenticeship Training

Section 1. Each Individual Employer covered by this Agreement shall pay into the Bay Area Counties Roofing Industry Apprenticeship Training Fund contributions as set forth in Addendum One to this Agreement for each hour actually worked by his/her employees who are working within classifications and in types of work covered by this Agreement which require apprenticeship fund contributions. The

payments shall be made at the times and in the manner provided for by the Trust Agreement creating the Bay Area Counties Roofing Industry Apprenticeship Training Fund, and each Individual Employer is bound by all the terms and conditions of said Trust Agreement and any amendment or amendments thereto.

Effective August 1, 2024 the required apprenticeship training fund contribution shall be \$0.65 per hour, of which \$0.60 per hour shall be allocated to the Training Fund, \$0.05 per hour shall be allocated to the Northern California Roofers Labor Management Trust.

The Apprenticeship Standards and the Rules and Regulations of the West Bay Counties Roofing and Waterproofing Joint Apprenticeship Training Committee (JATC) are hereby incorporated into this Agreement by reference. Each Individual Employer is bound by all of the terms and conditions of said documents and any amendment or amendments thereto.

Section 2. The Board of Trustees of the Bay Area Counties Roofing Industry Apprenticeship Training Fund will continue to have full control over the Director of Training and control of all the finances and pay all expenses from the Apprenticeship Trust Fund.

Section 3. The normal length of the regular apprenticeship program will be forty-two (42) months.

Section 4. Ratio. For all work, public and private, the ratio of Apprentices to Journeymen employed by the Employer may not be more than one (1) of every two (2) employees for roofing work, and three (3) of every four (4) employees for roof removal, surface preparation, clean-up and disposal related thereto, except when qualified Journeymen are not available.

Section 5. In the event that the State of California or any agency acting on its behalf approves for any other roofing industry apprenticeship program operating within the territorial jurisdiction of Local 40 a ratio of Apprentices to Journeymen that is more favorable to Individual Employers than those set forth in Section 4, above, the JATC shall immediately apply for approval of the same ratio.

ARTICLE XXII

Promotion Fund

Each Individual Employer covered by this Agreement shall pay into the Bay Area Counties Roofing Industry Promotion Fund contributions as set forth in Addendum One to this Agreement for each hour actually worked by his/her employees who are working within classifications and in types of work covered by this Agreement which require promotion fund contributions. Such Fund shall be administered by the Association. The payments shall be made at the times and in the manner provided for by the Trust Agreement creating the Bay Area Counties Roofing Industry Promotion Fund, and each Individual Employer is bound by all the terms and conditions of said Trust Agreement and any amendment or amendments thereto.

ARTICLE XXIII

Roofers Regional Labor-Management Trust

Each Individual Employer covered by this Agreement shall pay into the Roofers Regional Labor-Management Trust Fund an additional \$0.30 per hour for each hour actually worked by his/her employees who are working within classifications and in types of work covered by this Agreement which require contributions to the Trust. The payments shall be made at the times and in the manner provided for by the Trust Agreement creating the Roofers Regional Labor-Management Trust Fund, and each Individual Employer is bound by all the terms and conditions of said Trust Agreement and any amendment or amendments thereto. The primary purposes of the Trust are to enforce on a Bay Area-wide basis the terms of the Working Agreements between the Association and Locals 40, 81 and 95 of the Roofers Union and to preserve and protect work opportunities for signatory roofing contractors and the union craftsmen they employ.

ARTICLE XXIV

Northern California Roofers Labor Management Trust

Section 1.

(a) There is hereby established the Northern California Roofers Labor Management Trust. Its purposes include serving as an area and industrywide labor-management cooperation committee and renting, leasing, purchasing and/or holding title to real property to be used as training facilities. The fund shall operate under the terms of the Trust Agreement executed by Locals 40, 81 and 95 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, and Associated Roofing Contractors of the Bay Area Counties, Inc., effective June 1, 2008.

(b) Each employer covered hereby shall contribute to the fund. Contributions shall be made in the same manner as contributions to the Fringe Benefit Funds and all provisions of this Agreement applicable to the Fringe Benefit Funds shall also be applicable to this fund.

(c) Effective for hours actually worked on and after August 1, 2024, the required contribution to this fund in all classifications and class codes shall be \$0.05 per hour.

ARTICLE XXV

Research and Education Fund

Section 1. The Fund – There has been established a Trust Fund known as the Roofers and Waterproofers Research and Education Joint Trust Fund (referred to as the “Fund”).

Section 2. Employer Contributions – The Employer agrees to pay to the Fund the sum of nine cents (\$0.09) per hour earned for each bargaining unit employee covered by and working under this agreement for each hour or part thereof paid. The obligation to contribute shall continue during any period when a new collective bargaining agreement is being negotiated.

Section 3. Payments – The payments referred to in Section 2 above shall be made on or before the last day of the month following the month in which the payment determining the contribution was made or such other time(s) as shall be from time to time determined by the Trustees of the Fund.

Section 4. Employer Bound by Agreement and Declaration of Trust – The Employer agrees to be bound by the Agreement and Declaration of Trust creating the Fund and by any future amendments thereto, and hereby designates the present Employer Trustees as its representatives on the Board of Trustees, together with their successors selected in the manner provided in said Agreement and Declaration of Trust, as the same may be amended from time to time, and further agrees to be bound by all actions taken by said Trustees pursuant to said Agreement and Declaration of Trust as amended from time to time. Should the Trust be amended, the Board of Trustees will furnish a copy of the amendment to the parties to this Agreement with sixty (60) days of its adoption.

Section 5. Employer Records – The Employer agrees to make available to the Trustees or their designee during normal business hours all payroll records and other employment records necessary to ascertain that contributions required under this Addendum One have been paid correctly and in full. In any such case, the Employer will be given at least two (2) weeks advance notice of the date on which such records are to be made available.

ARTICLE XXVI

Bonding

Section 1. Each Individual Employer covered by this Agreement shall be required to post a bond with the Bay Area Roofers Health and Welfare Trust, or a cash deposit equal to the face amount of the required bond amount in lieu thereof in a Trust account properly earmarked in a bank to be designated by the Bay Area Roofers Health and Welfare Trust, for the purpose of guaranteeing the payment of amounts falling due to the Trust Funds as provided in this Agreement and the Addenda hereto. The Bay Area Roofers Health and Welfare Trust is empowered to determine the amount(s) of such bonds or cash deposits, to formulate and adopt rules covering such bonds or cash deposits, including rules setting forth the equitable, but effective enforcement of bonding requirements, and from time to time to amend the same as in the judgment of its members may be required. The Association and the Local Union mutually agree to discuss ways and means to ensuring that all signatory contractors comply with the requirements of this Section.

Section 2. In the event such bond or cash deposit should be insufficient to cover any such payments due from the Individual Employer at one time, the proceeds shall be applied to the obligations of such Individual Employer in the following order:

- (1) Roofers Vacation Trust Fund (s),
- (2) Roofers Health and Welfare Trust Fund (s),
- (3) Pacific Coast Roofers Pension Plan,
- (4) National Roofing Industry Pension Plan,
- (5) Bay Area Counties Roofing Industry Apprenticeship Training Fund,
- (6) Northern California Roofers Labor-Management Trust Fund,
- (7) Roofers Regional Labor Management Trust
- (8) Bay Area Counties Roofing Industry Promotion Fund,
- (9) Research and Education Fund

Section 3. The Local Union shall not dispatch employees to, the Local Union shall withdraw employees from, and any employees covered by this Agreement shall not work for any Individual Employer who has failed to post the bond or make the cash deposit required by this ARTICLE or, having done so, has failed to maintain the same in full force and effect throughout the term of this Agreement.

Section 4. The Association and the Local Union mutually agree that the concepts of Employers who have had a history of being delinquent with their contribution payments to the Trust Funds or who have been audited by the Trust Funds and have been found to have flagrantly failed to have made the proper contributions to the Trust Funds posting a cash deposit in an increased amount have merit and should receive due consideration from the Bay Area Roofers Health and Welfare Trust in carrying out its responsibilities under this ARTICLE.

ARTICLE XXVII

Authorized Union Representatives

Section 1. Unless otherwise expressly indicated in writing to the Association by the Local Union, the Business Manager shall be the only person authorized to represent the Local Union in its collective relations with the Association and the Individual Employers parties hereto. The actions, declarations or conduct of any other person or persons shall not be binding upon the Local Union.

Section 2. Should the Local Union exercise its right to designate any person or persons in addition to the Business Manager to act as its representative, the authority of such other person or persons may be revoked at any time by notice in writing to the Association or the Individual Employer.

ARTICLE XXVIII

Subcontracting

Except for roofing tear-off, none of the work covered by this Agreement as set forth in ARTICLE I, which is to be performed at the site of construction, alteration, painting, or repair of any building structure or other work, shall be subcontracted by any Individual Employer except to a union contractor. Roofing tear-off work may only be subcontracted to a contractor who is signatory to a Working Agreement with a Local of the Roofers Union, unless a local jurisdiction requires that subcontractors meet LBE, WBE, DVE or similar requirements and no contractor so qualified is signed to a Working Agreement with a Local of the Roofers Union. It is understood and agreed that this provision shall be enforced only to the extent necessary to protect the employees and to preserve the work which has normally and traditionally been performed by them.

Alleged violations of this ARTICLE will be handled in accordance with the grievance provisions of ARTICLE XXX.

ARTICLE XXIX

Strikes and Lockouts

It is mutually agreed that during the term of this Agreement neither the Association nor any Individual Employer shall authorize or engage in any lockout, and that the Local Union shall not authorize any strikes, slowdowns, or stoppages of work in any dispute, complaint or grievance arising under the provisions of this Agreement, except disputes, complaints or grievances involving ARTICLES V or XV, or the provisions of the Addenda hereto requiring payments to any of the Trust Funds. In the event of any dispute involving ARTICLES V or XV or the provisions of the Addenda requiring payments into any of the Trust Funds, or in any case in which the Association or an Individual Employer or Individual Employers is or are failing to abide by an order of the Joint Labor Relations Committee, it shall not be a violation of this Agreement for the Local Union to withdraw the employees of such Individual Employer or Individual Employers and, during the time such dispute, complaint or grievance remains unresolved or the refusal of the Association or the Individual Employer or the Individual Employers to abide by any such order continues, to refuse to dispatch employees to such Individual Employer or Individual Employers. Employees so withdrawn shall not lose their status as employees but shall not be entitled to receive wages or any other compensation for any period during which they have been so withdrawn or have refused to work.

Should the Joint Labor Relations Committee determine that the failure or refusal of any Individual Employer to abide by its decision on any matter referred to it is of sufficient gravity, it shall so notify the Local Union in writing which shall thereafter withdraw the employees of such Individual Employer and during the time such refusal of the Individual Employer to abide by its decision continues withhold all employees from such Individual Employer. No Individual Employer shall, however, be relieved of its obligations under ARTICLE V or any other provision hereof by reason of its employees being so withdrawn and withheld during its period of non-compliance.

ARTICLE XXX

Joint Labor Relations Committee

Section 1. There is hereby established a Joint Labor Relations Committee to be composed of two (2) representatives of the Local Union and two (2) representatives of the Employers chosen by the Association which shall hold regular meetings, and special meetings as circumstances may warrant. All matters of controversy or dispute arising out of the operation of this Agreement or affecting relations between the parties hereto which cannot be settled by the duly authorized representative of the Local Union and the Employer directly involved shall be referred to the Joint Labor Relations Committee which shall endeavor to meet within forty-eight (48) hours. All disputes or controversies must be brought to the attention of the Individual Employer within fifteen (15) calendar days of when the dispute or controversy arose, unless the dispute or controversy was not known to the employee or the Union, in which case the dispute or controversy must be brought to the attention of the Individual Employer within fifteen (15) calendar days of when the employee or Union should have known of the dispute or controversy. This time limit shall be enforced by the Committee and the Impartial Arbitrator. Should the Committee be unable to adjust or settle any such controversy or dispute by conference or negotiation, such matters shall be referred to one representative chosen by the Local Union and one representative chosen by the Association and the Impartial Arbitrator for final and binding arbitration. A two-thirds (2/3) vote of the two representatives and the Impartial Arbitrator shall be final and binding upon the Association, all Individual Employers and the Local Union and the employees. The cost of the arbitration shall be shared equally by the Local Union and the Association.

Section 2. To constitute a quorum of the Committee there must be present at each meeting at least one (1) member appointed by the Association and one (1) member appointed by the Local Union. The decisions of the Committee shall be by majority vote of an equal number of employer members and Local Union members participating.

Section 3. ARBITRATION OF WAGE AND HOUR CLAIMS AND THE CALIFORNIA PRIVATE ATTORNEYS GENERAL ACT PRECLUSION. In addition to claims for meal period, rest period and heat recovery violations, the following claims and claims for associated penalties shall be resolved exclusively through the binding arbitration before an impartial arbitrator as set forth in this paragraph, and shall not be brought in a court of law or before any administrative agency such as the California Labor Commissioner: all claims arising under the Fair Labor Standards Act, the California Labor Code and the Industrial Welfare Commission Orders (e.g. Wage Order 16) and all derivative claims arising under California Business & Professions Code section 17200, et seq. for: unpaid wages (e.g. claims for hours worked off the clock, overtime wages, minimum wages, incorrect rate(s) of pay and travel time); heat illness recovery violations, waiting time penalties; reimbursement of expenses (e.g. tools, cell phone charges, mileage and subsistence); recordkeeping of personnel files, time records and payroll records; violation of Labor Code sections 212 and 226, and all similar claims arising under applicable local law.

It is mutually agreed that this Agreement prohibits any and all violations of the sections of the California Labor Code identified in Labor Code 2699.5 and 2699(f) as well as any others that are redressable pursuant to the Labor Code Private Attorneys General Act of 2004 ("PAGA"), and that such claims shall be resolved exclusively through binding arbitration before an impartial arbitrator and not in court of law or any administrative agency, as set forth in this Section. Pursuant to California Labor Code Section 2699.6, the Parties hereby expressly and unambiguously waive the provisions of PAGA, Labor Code Section 2698, et seq., and agree that none of the provisions of that statute apply to any of the employees covered by the Agreement. This Agreement expressly authorizes the impartial arbitrator to award any and all remedies otherwise available under the California Labor Code, except the award of penalties under PAGA that would be payable to the Labor and Workforce Development Agency. Any grievance alleging a violation of PAGA shall be resolved on an individual employee basis only and any claim under PAGA to recover civil penalties or other individual relief must be arbitrated under this Agreement. The Parties also agree that any non-individual claims will be stayed and the employee will not pursue any such claims in court until after the impartial arbitrator, and not the court, issues a final and written determination as to the employee's status as an "aggrieved employee." The impartial arbitrator is without authority to preside over any PAGA claim on behalf of any other person or joined by or consolidated with any other person's PAGA claim. This agreement to exclude PAGA actions will be severable from this Agreement if there is a final judicial determination that it is invalid, unenforceable, unconscionable, void or voidable. In such case, the PAGA action must be litigated in a civil court of competent jurisdiction—not in arbitration—but the portion of the agreement to exclude PAGA actions that is enforceable will be enforced in arbitration.

For rest period and meal period claims, the time limit for bringing such claims is the time limit for bringing grievances under this Article XXX.

For all other claims covered by this section, the intent of the parties is to use the shortest time limit permitted by applicable law, as determined by the arbitrator. All substantive and procedural rights applicable to mandatory arbitration of employment claims shall be

observed (e.g. the right to more than minimal discovery, payment of costs by the employer, a written award, etc.). The impartial arbitrator shall manage all such claims with due regard for the rights of the employees and the inherent advantages of arbitration over court proceedings. The arbitrator shall be authorized to award any and all remedies otherwise available by law.

Statutory claims described above (other than meal period and rest period claims) shall be initiated by an aggrieved employee by written notice within the statute of limitations period to the Individual Employer with a copy provided to the Union. Once a grievance is filed for a statutory claim(s) described above, the Union, the aggrieved employee and the Individual Employer shall meet within thirty (30) calendar days, or other time as mutually agreed upon, to discuss and attempt to resolve the grievance. Should the grievance not be satisfactorily resolved to the satisfaction of the aggrieved employee within the foregoing time frame, the aggrieved employee may proceed directly to arbitration under the procedures set forth in this Article.

The aggrieved employee and Individual Employer shall request a panel of five (5) labor arbitrators from the Federal Mediation and Conciliation Service. The arbitrators shall be members of the National Academy of Arbitrators and located in Northern California. The aggrieved employee and Individual Employer will select an impartial arbitrator from the panel using an alternative striking method with the party making the first strike determined by the flip of a coin. The Individual Employer shall be responsible for paying the cost of arbitration, including the arbitrator's fee. The Impartial arbitrator shall have the authority to consolidate individual statutory claims for hearing but shall not have the authority to fashion a proceeding as a class, collective or representative action, to award relief to a group or class of employees in one grievance or arbitration proceeding, and under no circumstances may the impartial arbitrator hear or preside over any class, collective, or other claim joined by or consolidated with another person's or entity's claim, unless all parties agree in writing. The impartial arbitrator shall have the authority to apply the applicable Federal, state or local law to the statutory claim(s), but shall be prohibited from interpreting this Agreement. A decision of the impartial arbitrator shall be final and binding upon the aggrieved employee and the Individual Employer.

If the impartial arbitrator determines that the resolution of a statutory claim requires an interpretation of this Agreement, the impartial arbitrator shall certify a question to the Union and Employer seeking an interpretation of the relevant Section(s) of this Agreement. However, the preceding sentence does not apply to the agreement to exclude PAGA actions and whether the arbitrator may preside over any class, collective, or other claim joined by or consolidated with another person's or entity's claim. The Union and the Employer shall provide a response to the certified question within fourteen (14) days of receipt from the impartial arbitrator. If the Union and the Employer cannot mutually agree upon the interpretation of the relevant Section(s) for the response to the certified question, the certified question shall be submitted to the panel of Arbitrator listed in Section 3 of this Article for a decision.

If a court of competent jurisdiction finds any term or clause in this Section to be invalid, unenforceable, or illegal, such a term or clause may be revised to the extent required according to the opinion of the court to render this Section enforceable or valid so as to preserve the agreement and intent to the fullest possible extent.

This Section shall apply to any representative PAGA claims, class and/or individual claims that arise or are pending during the term of the Parties' current collective bargaining agreement, regardless of when they were filed with any court or administrative agency.

Section 4. There shall be no discrimination against any present or future employee by reason of race, creed, color, age, disability, national origin, sex, union membership, religion, sexual orientation, or any other characteristic protected by law, including, but not limited to, claims made pursuant to Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the California Fair Employment and Housing Act, or any other similar laws, rules, or regulations. All such claims shall be subject to the grievance and arbitration procedures (Article XXX) as the sole and exclusive remedy for violations. Arbitrators shall apply appropriate law in rendering decisions based upon claims of discrimination.

Section 5. In the event of a failure of an employer to comply with the provisions of Article V, VI, XIV or XVIII of the Agreement, so long as such dispute continues, the Local Union is authorized to withdraw the employees from the performance of work for said Employer and to picket the Employer's place of business and job sites. Such withdrawal or picketing for such period shall not be a strike or work stoppage within the terms of this Agreement, or a violation of this or any Agreement by and between any such Employer, this Local Union or any local Building and Construction Trade Councils or other Labor organization(s). Any employees so withdrawn or refusing to perform any work, as herein provided, shall not lose their status as employees, but no such employee shall be entitled to claim or receive any wages or other compensation for any period.

ARTICLE XXXI
Signatory Employers

Section 1. After this Agreement takes effect, any employer may become a party hereto if an identical counterpart of this Agreement is executed by him. This Agreement shall take effect as to such new contracting party at such time as said party signs such counterpart.

The Association, on behalf of the Employers it represents, at its option may become a party to any agreement or a counterpart thereof, containing different provisions which the Local Union may enter into during the life of this Agreement with respect to the work covered by this Agreement. In such event, said other agreement shall supersede this Agreement.

Section 2. The employer warrants, asserts, and agrees that this document is executed by him/her with full authority to represent and bind any firm, partnership, corporation or association of which he/she is a partner, officer, representative or member.

Section 3. If this Agreement is signed by a member of a partnership, it shall apply to them and each of them individually. In the event of a dissolution or termination of said partnership or in the event of a merger, consolidation or other legal change whatsoever with respect to employer, any obligations hereunder shall be binding upon any assign, successor, legal representatives or lessee of such employer.

Section 4. This Agreement may be executed in multiple counterparts and when one counterpart is signed by the Association, all such counterparts shall constitute, when taken together, one and the same instrument as if all such signatures were contained in the original.

ARTICLE XXXII
Duration of Agreement

Section 1. This Agreement, and the Addenda thereto, shall remain in full force and effect to and including the 31st day of July 2027 and from year to year thereafter, unless either the Association shall give notice to the Local Union, or the Local Union shall give notice to the Association, in writing, at least ninety (90) days prior to said 31st day of July 2027 or any anniversary thereof, of intention to modify or terminate the same. Any Employer not represented by the Association desiring to terminate this Agreement and to negotiate a separate agreement thereafter may do so upon like notice provided, however, that such notice shall state the desire of the Employer to negotiate a separate agreement and shall be served upon the Association and the Local Union at least ninety (90) days prior to said 31st day of July 2027 or any anniversary thereof. Notice served pursuant hereto by the Association or by the Local Union shall terminate this Agreement as to all parties thereto but such notice from any one Employer shall terminate this Agreement only as to such Employer. In the event that notice shall be given terminating this Agreement as to all parties as herein provided, all parties, except those giving notice of desire to negotiate separate agreements, shall during the ninety (90) day period herein specified, or within such additional time as may be agreed, negotiate jointly upon a successor Agreement, but if no such Agreement has been reached at the end of such period of time shall be free thereafter to negotiate and execute separate agreements. For the purpose of this ARTICLE, notice to the Association shall be deemed equivalent to notice to all Employers, whether represented by the Association or not, and all Employers agree to accept such notice as though served upon each of them separately.

IN WITNESS and testimony of the provisions and terms mutually agreed upon and specified herein, the duly authorized officers and/or representatives of both parties hereby affix their signatures as of the **31st day of July 2024**.

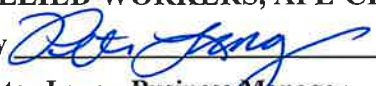
ASSOCIATED ROOFING CONTRACTORS OF THE BAY AREA COUNTIES, INC.

By


Manuel de Santiago III - Executive Director

**LOCAL UNION NO. 40 of the UNITED UNION OF ROOFERS, WATERPROOFERS AND
ALLIED WORKERS, AFL-CIO**

By


Peter Lang - Business Manager

ADDENDUM ONE
Hourly Wages and Fringes
JOURNEYMAN (Class Code "J")

JOURNEYMEN
8/1/2024

WAGE	VACATION	HEALTH & WELFARE	PACIFIC COAST PENSION	NATIONAL PENSION*	R&W RESEARCH & EDUCATION JT FUND*	APPRENTICE TRAINING	ROOFERS REGIONAL LMT	PROMOTION FUND	TOTAL
47.80	7.50	11.50	9.11	1.62	0.09	0.65	0.30	0.35	78.92

Effective August 1, 2024, there was a Journeyman increase of \$3.50 per hour to be allocated to wages and/or existing fringes by the Local.

Ten cents (\$0.10) from the existing fifteen cents (\$0.15) that is currently designated to the Northern California Roofers Labor-Management Trust will be allocated to the 2024 required increase of the Bar Area Roofers Health and Welfare Trust.

Effective August 1, 2025, there was a Journeyman increase of \$3.50 per hour to be allocated to wages and/or existing fringes by the Local. Effective August 1, 2026, there was a Journeyman increase of \$4.00 per hour to be allocated to wages and/or existing fringes by the Local.

(a) Allocation of Journeyman Fringe Fund Increases to **APPRENTICE**

If the Board of Trustees of the Bay Area Roofers Health and Welfare Plan recommends an increase in the hourly contribution rate and the Local Union allocates funds from a scheduled Journeyman increase to meet, but not to exceed that contribution rate, the health and welfare contribution amount for all Apprentice brackets other than bracket 1-A will be increased to match the Journeyman contribution rate.

The Board of Trustees of Pacific Coast Roofers Pension Plan has established a Rehabilitation Plan. The parties to this Agreement elected in 2011 to adopt Contribution Rate Schedule 3 under the Recommended Schedule. This Schedule calls for pension contribution rate increases of \$0.40 per hour in each of five (5) successive years (\$2.00 total) and in every classification where contributions to the Pacific Coast Roofers Pension Plan are required. The Journeyman and Apprentice pension contribution amounts shown above and below include the final \$0.40 per hour pension contribution rate increase called for under the Rehabilitation Plan.

If the Board of Trustees of the Bay Area Counties Roofing Industry Apprenticeship Training Fund recommends an increase in the hourly contribution rate and the Local Union allocates funds from a scheduled Journeyman increase to meet, but not to exceed that contribution rate, the apprenticeship training contribution amount for all Apprentice brackets will be increased to match the Journeyman contribution rate.

The parties specifically agree that if the Local Union chooses to allocate funds from an annual Journeyman increase to establish a Dental Insurance program, then that program will be for Journeymen only. The Employers are not required to provide matching contributions to establish a Dental Insurance program for Apprentices.

(b) Apprentice Wage and Fringe Increases

Effective September 21, 2018, the percentages associated with each bracket of apprenticeship shall be increased as follows: bracket 1, 55%; bracket 2, 60%; bracket 3, 65%; bracket 4, 70%; bracket 5, 75%; bracket 6, 80%; and bracket 7, 90%.

(c) The following Schedule A contains the appropriate wage and fringe amounts for Apprentices indentured, assigned to or advancing between brackets on or after August 1, 2024.

Schedule A

APPRENTICES		WAGE	VACATION	HEALTH & WELFARE	PACIFIC COAST PENSION	NATIONAL PENSION*	R&W RESEARCH & EDUCATION JT FUND*	APPRENTICE TRAINING	ROOFERS REGIONAL LMT	PROMOTION FUND	TOTAL
1-A	55.0%	26.99	3.62	4.04	3.00	0.47	0.09	0.65	0.30	0.35	39.51
2-A	60.0%	29.38	3.62	10.44	3.00	0.47	0.09	0.65	0.30	0.35	48.30
3-A	65.0%	30.57	3.62	11.50	4.70	0.47	0.09	0.65	0.30	0.35	52.25
4-A	70.0%	32.96	3.62	11.50	4.70	0.47	0.09	0.65	0.30	0.35	54.64
5-A	75.0%	35.35	3.62	11.50	4.70	0.47	0.09	0.65	0.30	0.35	57.03
6-A	80.0%	37.74	3.62	11.50	4.73	0.47	0.09	0.65	0.30	0.35	59.45
7-A	90.0%	42.52	3.62	11.50	5.25	0.47	0.09	0.65	0.30	0.35	64.75

If a portion of an annual increase is allocated to Journeyman Health and Welfare, Pacific Coast Roofers Pension Plan Rehabilitation or Bay Area Counties Roofing Industry Apprenticeship Training Trust, then the Health and Welfare, Pacific Coast Pension Plan Rehabilitation or Bay Area Counties Roofing Industry Apprenticeship Training Trust contribution amount for all apprentice brackets will be increased to match the Journeyman contribution amount. Apprentice wage rates will then be calculated by multiplying the Journeyman base wage rate by the appropriate percentage to determine the base wage rate for each bracket of apprenticeship. Any allocation to apprentice fringe funds other than those specifically enumerated above will be subtracted from the calculated base wage rate for each bracket of apprenticeship.

CLASSIFYING EMPLOYEES

The Joint Examination Board may classify any person seeking to qualify as a Journeyman in accordance with the provisions of ARTICLE VI of this Agreement.

In those instances that an applicant is qualified as a Journeyman capable of doing only a portion of the work covered by this Agreement, he/she shall be classified, paid, and have fringe contributions made as an Apprentice for all other types of work covered by this Agreement in the Apprentice Bracket determined by the Joint Examination Board to be appropriate, and the employee's referral slip shall clearly and accurately show the dispatched employee's proper classification and bracket for the type of work for which he/she is being dispatched.

HOURLY PREMIUMS

*	Bitumastic, Enamelers, Pipe Wrappers and Coal Tar Pitch Built-up	\$2.00
	Work Performed on a Swing Stage.....	\$3.00
	Worked Performed Between the Hours of 6:00 p.m. and 5:00 a.m.....	\$3.00
	Mastic Workers.....	\$0.25
	Kettleman (2 Kettles Without Pumps).....	\$0.25
	Metal Roofer.....	\$0.10
	1st Foreman (Crews of 3 or more) Additional Foremen and Foreman on crews of less than 3 employees	\$4.00

**Any building, new or old, where both Asphalt and Pitch are used in the application of a built-up roof or tear-off, the entire work crew will be paid at the Pitch Rate.*

CHECK-OFF

- (a) Payments on account of initiation fees, if any, for each hour actually worked for which vacation contributions are due at the rate of \$1.50 per hour for Journeymen and \$0.60 per hour for Apprentices, until paid in full, and thereafter payment of working dues of \$1.58 per hour for Journeymen and \$1.42 per hour for Apprentices for each hour actually worked for which vacation contributions are due by each employee covered by this Agreement who has executed a lawful authorization in writing therefor in manner and form as set forth in Exhibit "A" annexed hereto shall be checked off and deducted from the employee's vacation funds by the Administrator of the Roofers Local Union No. 40 Area Vacation Trust Fund, as agent for the Individual Employers covered by this Agreement, and transmitted to the Local Union. The executed authorization shall be lodged with the Association, the Administrator of the Roofers Local Union No. 40 Area Vacation Trust Fund, and Local Union No. 40.
- (b) Local Union No. 40 will hold harmless the Association, all Individual Employers, and the Trustees and Administrator of the Roofers Local Union No. 40 Area Vacation Trust Fund against any claim or claims which may be made against them or any one or ones of them by any person by reason of the deduction of working dues and payments on account of initiation fees as herein provided, including the cost of defending against the same, and will absorb any additional costs which may result from the administration of these deductions.

ADDENDUM TWO
DRUG AND ALCOHOL POLICY
(Adopted May 12, 1992, Revised August 1, 2024)

This policy is entered into by the Associated Roofing Contractors of the Bay Area Counties, Inc. (for and on behalf of its members who have authorized it or who subsequently authorize it to represent them in labor relations and those other firms who have executed authorizations or who subsequently execute authorizations for the Association to represent them in labor relations), (hereinafter referred to as "the Association") and such other persons, firms or corporations as may become parties to this Policy, and Locals Nos. 40, 81 and 95 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, (hereinafter referred to as "the Union" or the "Local Unions").

1. POLICY

The Association and the Union are committed to protecting the health and safety of individual employees, their co-workers, and the public at large from the hazards caused by the misuse of drugs and alcohol while in covered status. The safety of the public, as well as the safety of fellow employees, dictates that employees not be permitted to perform their duties while under the influence of drugs or alcohol.

The Association and the Union recognize and agree that the preferable response to the problem of substance abuse is education, treatment and rehabilitation. However, employees have the right to work in an alcohol and drug free environment. Employees who use illegal drugs, or abuse other substances or alcohol, are a danger to themselves and to their fellow workers. The presence of illegal drugs, as defined below, or other impairing substances or alcohol and/or being under the influence of or impaired by these substances while in covered status will therefore not be tolerated. The Employer also strictly prohibits the use, sale, attempted sale, conveyance, distribution, manufacture, purchase, attempted purchase, possession, cultivation and/or transfer of illegal drugs or other unlawful intoxicants at any time, and in any amount or any manner, regardless of occasion, including but not limited to while in covered status.

2. NOTICE OF TESTING POLICY

The Employer or the Union shall provide a written summary of this Substance Abuse Policy to all employees and applicants for employment. At the time of employment the Employer shall provide each employee with a copy of this Substance Abuse Policy, together with a full explanation as to its meaning and consequences, and each employee shall sign a statement acknowledging receipt and understanding thereof and agreeing to comply with it. The execution of such statement shall be a condition of employment with the company.

3. DRUG AND ALCOHOL SCREENING CIRCUMSTANCES

- A. Random – There shall be no random testing of employees for alcohol or drugs except as provided herein unless explicitly required by State or Federal law.
- B. Pre-Employment – Individuals may be offered employment conditioned on taking and passing a drug test before commencing work. Employment offers will be withdrawn whenever an applicant receives a verified positive test result or refuses to participate in the testing process. Applicants generally may not begin working before a test result has been returned. Pre-employment testing is restricted only in the following manner:
 - Referrals to the employer by the Union for re-hires may not be tested if they have acceptable proof that they have been tested in accordance with this policy within the last sixty (60) days and that the results of that test were negative. The Employer may accept test results for a period of time longer than sixty (60) days provided that the employer notify the Union in writing of their intent, including what the time period will be. This newly established time period will then apply to ALL referrals to that employer by the Union.

- The Employer must notify the Union in advance of their intent to test any person referred to them by the Union. Moreover, when such notice is given, the Employer must in fact, conduct such tests.

C. Reasonable Suspicion- An employee may be subjected to alcohol and/or drug testing if there is reasonable suspicion to believe the employee is under the influence of or impaired by an illegal drug while at work or on employer premises. Requests for tests based upon reasonable suspicion will be based upon reasonably contemporaneous observations of the individual's behavior or performance or other credible report of a substance abuse issue. The basis for such reasonable suspicion must be set forth in writing using a copy of the attached Incident Report Form at or before the time the test is administered. If an alcohol or drug test is given and it is later determined pursuant to a grievance process that the necessary reasonable suspicion did not exist at the time of the test, as a matter of policy not law, the results of the test shall be null and void, shall provide no basis for discipline or other action against the employee, and shall be removed in all respects from the employee's record.

D. Post-Accident Employees whose acts appear to have caused or contributed to a serious accident may be required to submit to post-accident testing as part of the investigation. A "serious accident" is defined as one which causes significant property damage or causes an injury for which medical treatment beyond simple first aid is required. Following a workplace accident, individuals involved should refrain from the use of alcohol until testing is complete. Post-accident tests will be completed as soon as possible after the accident is reported.

E. Refusal to Test -An employee's refusal to submit to a Company-required drug and/or alcohol test is a violation of this policy and grounds for discipline. Attempts to tamper with, substitute, adulterate, dilute, evade, or otherwise falsify a test sample are considered refusals to submit to a test, as is a failure to appear at the testing location promptly after being asked to submit to a test.

4. TESTING PROCEDURES

A. All alcohol and drug testing shall be done at a laboratory certified by the Department of Health and Human Services ("DHHS") to conduct workplace drug testing, and in accordance with the procedures set forth in the Mandatory Guidelines for Federal Workplace Drug Testing Programs ("NIDA Guidelines") except where amendments are necessary to comply with state or local law. Any results received from a laboratory which does not follow NIDA Guidelines in accordance with this Policy will not be considered. Employer will have the burden of demonstrating that the laboratory was properly certified to conduct testing in accordance with NIDA Guidelines under this Policy.

The parties agree that the initial test screening methodology will be immunoassay. All positive test results shall be confirmed by gas chromatography/mass spectrometry or a similarly reliable method. The parties further agree that any test result under the threshold levels will be reported to the employer as negative. Any test at or above the threshold levels will be reported to the employer as a positive test result. Urine, blood, saliva, or hair may be collected for drug tests in the employer's discretion, and individuals should inform the employer or collector if accommodation is needed in the collection process. Dilute urine specimens may require an unannounced recollection and may utilize a different specimen. Direct observations of urine collections will not be required. The collection-site person and the person being tested will maintain chain-of-custody procedures for specimens at all times. Alcohol tests may be conducted using breath, blood, oral fluids, or urine, and will ordinarily be conducted and confirmed immediately at the collection location (except in the case of urine or blood specimens). Urine alcohol tests will be processed exactly as urine drug tests. Tests will seek only information about the presence of drugs and alcohol (or their metabolites) in an individual's body and will not test for any medical condition.

B. The Employer will not conduct blood or urine testing of employees performing work for compensation within the City or County of San Francisco unless the Employer: (1) has reasonable grounds to believe that an employee's faculties are impaired on the job, and (2) the employee is in a position where such impairment presents a clear and present danger to the physical safety of the employee, another employee or to a member of the public. However, Employers may conduct drug testing of current employees under this policy using alternate specimens such as saliva.

C. Detection levels shall be in accordance with the guidelines adopted by the federal Substance Abuse and Mental Health Services Administration (DHHS or SAMHSA) and/or in accordance with applicable state law. For alcohol tests, the test is positive if the

confirmation test result is at least .02.

- D. The Employer's contracted Medical Review Officer ("MRO") (a health care professional with an expertise in toxicology) will attempt to contact any individual whose sample was confirmed positive by the laboratory. The MRO will offer the individual an opportunity to discuss, in confidence, any legitimate reasons he or she may have that would explain the positive drug test. If the individual provides an explanation acceptable to the MRO that the positive drug-test result is due to factors other than the consumption of illegal drugs or other prohibited behavior, the MRO will order the positive test result to be disregarded and will report the test as negative. Otherwise, the MRO will verify the test as positive. The MRO may also review test results that are apparently dilute, substituted, or adulterated, and verify those test results as well. Individuals will be provided with a copy of the notice of their test results. The MRO will not share any information about lawful employee use of medications for therapeutic purposes with the Employer.
- E. If an alcohol or drug test is performed, a portion of the initial sample shall be made available, if desired, to the employee's selected NIDA or DHHS certified laboratory so he/she can arrange for a separate test of the initial sample at his/her own expense. The employee must notify the employer in writing of his/her desire and execute any forms necessary for the re-testing within 24 hours (excluding weekends and holidays) of when he or she is notified of the result of the initial test. This retest must also be done at a NIDA or DHHS certified laboratory, which must also follow NIDA or DHHS approved procedures for collection, chain of custody, and testing methodology as specified herein. The laboratory selected must perform the re-testing of the portion of the initial sample and advise the employee of the results in a timely and expeditious manner. The employee, in turn, must notify the employer of the results within three (3) working days from the time the sample was received by his/her laboratory, and comply with any reasonable employer requirements to verify the test results including communicating the laboratory directly, otherwise the retest results need not be considered and the initial positive test result will prevail. Any results received from a laboratory which does not follow such NIDA or DHHS approved procedures will not be considered.

5. CONSEQUENCE FOR TEST RESULTS/ POLICY VIOLATIONS

Applicants

- A. Negative – applicant or referral eligible for hire
- B. Positive – applicant or referral will not receive further consideration for employment until such time that they:
 - i. have the original sample re-tested at their expense at another NIDA certified laboratory and the results are negative (employer will accept test results of the retest or request additional testing)
 - ii. Re-apply after the expiration of at least six (6) months. Applicants who reapply will be subject to pre-employment testing as specified herein.

Current Employees

- 1. Negative – employee shall be reinstated with back pay and all rights intact.
- 2. Positive test results for alcohol or drugs as defined herein shall be handled as follows:
 - a. First Offense – The employee shall be given the opportunity to undergo an evaluation by a qualified Substance Abuse Professional ("SAP") person trained in the areas of alcohol and drug abuse. If rehabilitation is recommended the employee shall be permitted to enter into a rehabilitation program at the employee's expense and upon successful completion of that program, he/she will be returned to their job or put on the employers rehire list.

The employer can test such an employee upon his or her return to work and thereafter at any time for a period of one year. If the employee refuses to participate in a rehabilitation program as recommended, the employee may be terminated.

- b. Second Offense – the employee shall be subject to discharge.

Compliance with this policy is a condition of employment. Individuals who violate this policy will be subject to adverse employment action, up to and including termination from employment.

Drugs to be tested for and the minimum levels to constitute a positive test result are:

Controlled Substance **	Immunoassay Threshold Level	Confirmatory Test Threshold Level	
Marijuana	100 ng/ml	15	Delta 9 – THC
Cocaine	300	150	
Opiates	300	300	
Phencyclidine	25	25	
Amphetamines	1000	300	
Methaqualone	300	200	
Barbiturates	300	200	
Propoxyphene	200	200	
Methadone	300	200	
Benzodiazapenes	300	200	

The parties agree that in addition to the above-controlled substances, the employees will be tested for alcohol. If the test results show a concentration in the person's urine equal to or above the equivalent of .02% by weight of alcohol in blood, said results shall be reported to the employer as positive. A concentration less than .02% by weight of alcohol in blood shall be reported to the employer as negative. The parties agree that for purposes of converting from urine alcohol levels to blood alcohol levels, the laboratory will use the formula set forth in Title 17, Section 1220.4 (e) of California's Code of Regulations.

* Substances can be added to this list when: (1) a substance is listed as a Controlled Substance under federal and/or state law; and (2) the testing laboratory has the capacity to test for the substance.

** The testing is for the controlled substance and/or the metabolites of said substance.

6. PRESCRIBED MEDICATION

Employees using medication which may impair the safe performance of their job duties must inform their Employer of such use and any work restrictions. Employees are not required to reveal the name of the medication or the underlying medical condition. The Company reserves the right to transfer, reassign, place on leave of absence or take other appropriate action regarding any employee during the time the employee uses medication that may impact the employee's ability to perform their job safely. The Company will comply with all requirements pertaining to providing reasonable accommodations to the extent of applicable law.

7. CONFIDENTIALITY

All actions taken under this policy and program will be confidential and disclosed only to those with a "need to know". All records relating to test results, and employee medical information will be kept in secure files separate from personnel files. Test results will not be released outside the Employer without the written consent of the tested individual, except as may be required by law or legal process, or in connection with any legal or administrative action brought by the individual against the Employer or its agents.

8. AMNESTY/REHABILITATION

Employees are encouraged to seek help for an alcohol or drug problem before it becomes a disciplinary matter. In accordance with applicable law, the Employer will offer reasonable accommodations to any employee who wishes to voluntarily enter and participate in an alcohol or drug rehabilitation program, including a leave of absence pursuant to the Employer's leave policies, so long as any such accommodation does not impose an undue hardship on the Employer. An employee's decision to seek help voluntarily will not be used as a basis for disciplinary action, although the individual may be transferred, given work restrictions or placed on leave, as appropriate. A request for help is considered voluntary only if it is made before the employee is asked to submit to any drug or alcohol test or is discovered to have otherwise violated this policy.

9. IMPLEMENTATION

Employers who intend to implement this Drug and Alcohol Policy must notify the Union of their intent to do so in writing. Such notification must be made regardless of affiliation with any group or association who may have negotiated or signed this agreement on behalf of the employer.

10. GRIEVANCE PROCEDURE

All aspects of this policy shall be subject to the grievance procedure as defined in the collective bargaining agreement. The intention to file a grievance or the filing of a grievance shall not excuse an employee and/or the employer from refusing to comply with this policy.

11. TERMS AND DEFINITIONS

For purposes of this policy, the following terms and definitions shall apply:

A. ALCOHOL

Ethyl alcohol (ethanol). References to the use or possession of alcohol include the use or possession of any beverage, mixture or preparation containing alcohol.

B. COMPANY PREMISES

All company owned, leased and/or controlled property, including offices, shops, garages, yards, parking lots and/or other facilities; all Company owned, leased and/or controlled machinery, equipment and vehicles; and operative sites and/or project sites or other work locations.

C. COVERED STATUS

An employee is considered to be in covered status whenever on Company premises (as defined); whenever attending training sessions or classes related to the Company's business; while operating Company owned, leased and/or controlled vehicles, equipment and/or machinery; while riding or traveling in or on Company owned, leased and/or controlled vehicles, while operating the employee's own vehicle on Company business, while en route to from or between job sites, and/or while en route to, from or between training sessions or classes related to the Company's business; or while performing work for the company.

D. DRUG PARAPHERNALIA

Drug paraphernalia is as defined in California Health and Safety Code Section 11014.5.

E. ILLEGAL DRUGS

“Illegal drugs” means all drugs whose use or possession is regulated or prohibited by federal, state or local law. These include prescription medication that is used in a manner inconsistent with the prescription or for which the individual does not have a valid prescription. Employees should be aware that marijuana remains illegal as a matter of federal law even where its use has been approved by California for recreational and/or medical use. Accordingly, the Company reserves the right to take adverse action based on positive test results for illegal drugs, including marijuana, and violations of this policy related to marijuana, to the fullest extent permitted under applicable law. The Company will not make exceptions to this policy for any employee or applicant working in building and construction. However, the Company will comply with any protections for off-duty marijuana use, and will not test for non-psychoactive cannabis metabolites, for applicants or employees not working in building and construction.

F. EMPLOYER OR COMPANY

The term “Employer” or “Company” as used in this policy refers to (1) the members of the Association authorizing the Association to represent them in labor relations, (2) the other firms authorizing the Association to represent them in labor relations, and (3) any other person, firm or corporation which may become a party to this Policy.

G. REASONABLE SUSPICION

For purposes of this Policy “Reasonable Suspicion” to invoke the drug testing procedures of this Policy shall be deemed to exist in each of the following circumstances:

- a. When an employee displays characteristics of alcohol or drug use, including but not limited to:
 - (1) Diminution of normal motor skills;
 - (2) Incoherent or slurred speech;
 - (3) Smell of alcohol;
 - (4) Staggered gait, disorientation, or loss of balance;
 - (5) Abnormally dilated or constricted pupils;
 - (6) Red and watery eyes, if not explained by environmental causes;
 - (7) Abnormal behavior; and/or
 - (8) Unexplained drowsiness

The employee’s condition or actions which indicate a violation of this Policy shall be observed and documented by a management representative, who is not covered by the collective bargaining agreement. The management representative shall record his/her observation in writing using a copy of the Incident Report Form herein attached, stating the date, time, length of observation, location and actions of the employee which gave rise to the reasonable suspicion. The Incident Report Form shall provide space for the employee’s explanation of observed behavior. Such statement shall be signed by the management representative.

The employee shall have the right to review, sign and receive a copy of the Incident Report Form.

H. TESTING

For the purpose of this policy, all costs associated with the collection and testing of specimens will be borne by the company or employer requesting the tests. An exception to this provision shall be any re-tests requested by the applicant/employee as discussed herein, unless the employee is working in the City or County of San Francisco and submitted a blood or urine test.

This agreement shall continue in force and effect, effective as of the date signed below and shall remain in effect through midnight July 31, 2025, and shall continue in full force in effect from year to year thereafter unless either party desiring to change or modify this agreement gives notice in writing to the other of a desire to modify the agreement at least thirty (30) days before July 31, 2025, or July 31, of any succeeding year.

In witness thereof, the parties hereto caused this Agreement to be executed by the authorized representatives.

BY: Manuel de Santiago III

TITLE: Executive Director - ARCBAC

DATE: August 1, 2024

BY: Peter Lang

TITLE: Business Manager – Local 40

DATE: August 1, 2024

BY: Douglas Ziegler

TITLE: Business Manager – Local 81

DATE: August 1, 2024

BY: Robert Rios

TITLE: Business Manager – Local 95

DATE: August 1, 2024

* Signed original on file at the Association office

ADDENDUM THREE

NATIONAL ROOFING INDUSTRY PENSION FUND

Parties:

- A. Associated Roofing Contractors of the Bay Area Counties, Inc. (Association).
- B. Local No. 40 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO (Union).

Collective Bargaining Agreement:

The parties have entered into a Collective Bargaining Agreement with a term from August 1, 2022 to July 31, 2024. This document is an Addendum to that Collective Bargaining Agreement. If the term of the Collective Bargaining Agreement is modified, then the term of this Addendum is modified to be the same.

Effective Date:

The Addendum is effective for work performed on or after August 1, 2024 and shall become a part of the Collective Bargaining Agreement from and after that date.

Pension Contributions:

The Collective Bargaining Agreement provides for pension contributions to the Pacific Coast Roofers Pension Plan. As of the effective date specified above, this Addendum provides that contributions also be made to the National Roofing Industry Pension Fund.

- A. As of the effective date, the contributions to the Pacific Coast Roofers Pension Plan shall be as set forth in Exhibit B to this Addendum. (A minimum Journeyman contribution of \$1.00 per hour for each hour worked in covered employment is required).
- B. As of the effective date, the contributions to the National Roofing Industry Pension Fund shall be as set forth in Exhibit C to this Addendum.
- C. The National Roofing Industry Pension Fund ("NRIPF") was created pursuant to the terms of that certain Agreement and Declaration of Trust dated January 1, 1966, as amended from time to time ("Agreement and Declaration of Trust"). The contributions provided for in Exhibit C to this Addendum shall be made to the NRIPF as follows:
 - 1. Each Individual Employer shall pay to the administrator of the Pacific Coast Roofers Pension Plan for NRIPF, the amount(s) specified in Exhibit B for each hour worked for which the Employer is obligated to pay contributions to the NRIPF for an employee covered by the Collective Bargaining Agreement. Such hourly contributions shall be payable at the same time and in the same manner provided for payment of contributions to the Pacific Coast Roofers Pension Plan, but in no event later than the last day of the month following the month in which the hours were worked.
 - 2. Each Individual Employer agrees to be bound by and party to the aforesaid Agreement and Declaration of Trust, and any amendments thereto, creating the NRIPF, except as herein modified or which is in conflict with this Addendum or the Collective Bargaining Agreement, and ratifies any action taken by the Employers authorized to designate Employer Trustees and any action taken by such Trustees, together with their successor Trustees, except which is in conflict with this Addendum or the Collective Bargaining Agreement.
 - 3. In the event an Individual Employer fails to pay the contributions required of said Employer or otherwise fails to comply with the terms of this Addendum or the rules and regulations adopted by the Trustees of the NRIPF, except as herein modified or which are in conflict with this Addendum or the Collective Bargaining Agreement, the Union, upon notice from said NRIPF, may forthwith withdraw employees from said Individual Employer or utilize other measures available to it until such breach is cured, without first resorting to arbitration. Such remedy shall be in addition to any other remedies available to the Union or the Trustees of the NRIPF.

4. The contributions required by this Addendum shall accrue with respect to hours worked by any person doing work within the jurisdiction of the Union for which contributions are required under the Collective Bargaining Agreement and this Addendum to the NRIPF, and said contributions shall accrue with respect to such hours whether performed within or outside the jurisdiction of the Union, except that when work is performed outside the Union's jurisdiction where another fringe benefit fund of a similar kind exists and the Individual Employer makes a contribution to that fund on behalf of an employee covered by the terms of the Collective Bargaining Agreement, the said Individual Employer shall not be required to make a contribution to the NRIPF.
5. With respect to both the NRIPF and the Pacific Coast Roofers Pension Plan, liquidated damages and interest in the amounts specified in the Pacific Coast Roofers Pension Trust Agreement shall automatically be due and payable on contributions due to either plan paid past the due date. In addition, the Individual Employer shall be liable for all costs and attorneys' fees incurred by the NRIPF and the Pacific Coast Roofers Pension Plan in collecting delinquent payments.
6. The Pacific Coast Roofers Pension Plan and NRIPF shall coordinate their audit activities on contributing employers and the sub-administrators to minimize duplicate audits of employers. However, both the Pacific Coast Roofers Pension Plan and NRIPF retain the right under their respective Trust Agreements to audit employers when they deem it to be necessary and appropriate.

ADDENDUM FOUR

RESIDENTIAL WORK

Except to the extent herein modified, roofing/waterproofing work performed within the jurisdiction of the Local Union shall be performed under the provisions of the Working Agreement between the Local Union and Associated Roofing Contractors of the Bay Area Counties, Inc.

The provisions of this Addendum Four apply to residential work only.

Residential work consists of roofing, reroofing (including roof removal) and waterproofing work performed on single-family and duplex (attached two-family) residences and apartment buildings up to and including four stories.

For purposes of this Addendum, "winter" means February 1 through May 31. The "winter" wage rate for Journeymen performing residential work shall be \$2.00 per hour less than the Journeyman wage rate called for under the Master Agreement.

Notwithstanding the provisions of ARTICLE XXVIII of this Agreement, Individual Employers performing residential work as defined herein may subcontract work other than the application of roofing or waterproofing to non-signatory contractors.

Notwithstanding the provisions of ARTICLE XVIII of this Agreement, the Individual Employer shall pay into the Bay Area Roofers Health and Welfare Trust contributions as set forth in Addendum One to this Agreement for each hour actually worked by employees performing residential work as defined herein, up to a maximum of 150 hours per employee per month.

Master Apprentices who are advanced to Journeyman status by the Joint Apprenticeship Training Committee, but who do not possess a valid California Drivers License, shall be compensated at 95% of Journeyman wage and fringe rate. Journeyman roofers who lose their California Driver's Licenses shall likewise be compensated at the 95% rate. Upon earning or regaining their driver's licenses, employees shall then be compensated at full Journeyman wage and fringe rates.

Wage and fringe contribution rates for Journeymen without valid California Drivers Licenses will be as follows:

<u>Date</u>	<u>Wage Rate</u>	<u>Vacation</u>	<u>H & W</u>	<u>Pension</u>	<u>Appr. Trng.</u>	<u>Pro. Fund</u>	<u>Labor-Mgt. Trust</u>	<u>Total</u>
8/1/2024	\$45.41	\$7.13	\$11.50	\$10.82*	\$0.65	\$0.35	\$0.30	\$76.16

* The Pension amount shown is split as follows: \$9.11 per hour to Pacific Coast Roofers Pension Plan and \$1.62 per hour to the National Roofing Industry Pension Plan and \$0.09 to RW R&E Fund.

The San Francisco Roofers Labor Management Trust and the Roofers Regional Labor Management Trust shall devote additional attention to monitoring/auditing signatory residential roofing contractors for compliance with the terms of the Working Agreement.

EXHIBIT "A"
VACATION TRUST FUND DESIGNATION OF BENEFICIARY
AND DUES CHECK-OFF AUTHORIZATION

Check-Off Authorization

I authorize any of the various Individual Employers who are covered by the current Working Agreement between Roofers' Local Union No. 40 and Associated Roofing Contractors of the Bay Area Counties, Inc., and/or any renewal or extension thereof, and/or any bank designated by the Trustees of the Roofers Local Union No. 40 Area Vacation Trust Fund to receive vacation contributions, and/or the Administrator of the Roofers Local Union No. 40 Area Vacation Trust Fund, to deduct from any vacation payments made by an Individual Employer on my behalf and transmit to Local Union No. 40 the sum of one dollar and fifty cents (\$1.50) per hour if I am a Journeyman, and the sum of sixty cents (\$0.60) per hour if I am an Apprentice, as payments on account of initiation fees, if any, until my initiation fees are paid in full, and when said initiation fees are paid in full to deduct and transmit to Local Union No. 40 the sum of one dollar and fifty-eight cents (\$1.58) per hour for Journeymen and one dollar and forty-two cents (\$1.42) per hour for Apprentices as hourly working dues. This Authorization shall also apply to any other sum lawfully established as my payments on account of initiation fees, if any, or as my hourly working dues, for which deduction is permitted by the Working Agreement. Said sums shall be deducted on the basis of each hour worked by me for any Individual Employer covered by the Working Agreement referred to above.

This Authorization is retroactive to August 1, 1989 and shall be irrevocable for the period of one (1) year following the date it was signed or until the current Working Agreement expires, whichever occurs sooner. This Authorization shall be automatically renewed from year to year unless sixty (60) days prior to the termination of the annual renewal date I revoke this Authorization by written notice to Roofers' Local Union No. 40, to the Trustees of the Roofers Local Union No. 40 Area Vacation Trust Fund, to any bank designated to receive vacation contributions by the Trustees of the Roofers Local Union No. 40 Area Vacation Trust Fund and the Administrator of the Roofers Local Union No. 40 Area Vacation Trust Fund. Dues, contributions or gifts to Roofers' Local Union No. 40 are not deductible as charitable contributions for federal income tax purposes. Dues paid to Roofers' Local Union No. 40, however, may qualify as business expenses, and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

20 Date	Name (Please Print)
Address	Social Security Number
City	State Zip

Designation of Beneficiary

I hereby designate the named person/persons as my beneficiary for any of the monies due me from the Roofers Local Union No. 40 Area Vacation Trust Fund in the event of my death.

Name of Beneficiary	Relationship
20 Date	Signature of Employee

EXHIBIT B TO
COLLECTIVE BARGAINING AGREEMENT
CONTRIBUTIONS TO **PACIFIC COAST ROOFERS PENSION PLAN**

From the effective date of Addendum One the contributions to the Pacific Coast Roofers Pension Plan shall be as follows:

Journeyman (Class Code 'J')..... \$9.11

Apprentices indentured, assigned to or advancing between brackets on or after August 1, 2024

Bracket

1-A.....	\$3.00
2-A.....	\$3.00
3-A.....	\$4.70
4-A.....	\$4.70
5-A.....	\$4.70
6-A.....	\$4.73
7-A.....	\$5.25

EXHIBIT C TO
COLLECTIVE BARGAINING AGREEMENT
CONTRIBUTIONS TO **THE NATIONAL ROOFING INDUSTRY PENSION FUND**

From the effective date of the Addendum One the contributions to the National Roofing Industry Pension Fund shall be as follows:

Journeyman (Class Code 'J')..... \$1.62*

Apprentices indentured, assigned to or advancing between brackets on or after August 1, 2022

Bracket

1-A..... \$0.47

2-A..... \$0.47

3-A..... \$0.47

4-A..... \$0.47

5-A..... \$0.47

6-A..... \$0.47

7-A..... \$0.47

INDIVIDUAL EMPLOYER AGREEMENT

The undersigned Individual Employer, not represented by the Associated Roofing Contractors of the Bay Area Counties, Inc., agrees to be bound by and comply with all of the terms and conditions of the Working Agreement between Local No. 40 of the United Union of Roofers, Waterproofers, and Allied Workers, AFL-CIO, and the Associated Roofing Contractors of the Bay Area Counties, Inc., entered into effective the 1st day of August, 2024, receipt of a copy of which is hereby acknowledged;

This Individual Employer Agreement is effective _____, 20____;

The term hereof shall be from the **effective date through July 31, 2027**, and from year to year thereafter, unless timely notice is given as set forth in ARTICLE XXXII of the Working Agreement.

FIRM: _____

BY: _____

TITLE: _____

ADDRESS: _____

CITY/STATE/ZIP CODE: _____

PHONE: () _____

CONTRACTOR'S LICENSE NUMBER: _____

WORKERS' COMPENSATION INSURANCE CARRIER: _____

POLICY NUMBER: _____

DATE: _____, 20____

INSTRUCTIONS:

Sign all 5 copies: One for Employer; One for the Local Union; One for Association; One for local Fringe Funds' Administrator; One for Pension Fund Administrator.