

AGREEMENT

April 1, 2025 to March 31, 2028

by and between

**TILE, TERRAZZO, MARBLE AND
RESTORATION CONTRACTORS
ASSOCIATION OF
NORTHERN CALIFORNIA, INC.**

and

INDEPENDENT TILE CONTRACTORS

and

**BRICKLAYERS
AND ALLIED CRAFTWORKERS
LOCAL UNION NO. 3 CA
IUBAC, AFL-CIO**

TABLE OF CONTENTS

ARTICLE I. RECOGNITION AND SCOPE OF AGREEMENT.....	1
Section 1. RECOGNITION.....	1
2. EMPLOYEE REPRESENTATIVES	1
3. AREA COVERED.	1
4. WORK COVERED.....	1
5. SUBCONTRACTING AND PRESERVATION OF WORK.....	3
6. MOST-FAVORED-NATIONS CLAUSE.	3
7. TRAVELING CONTRACTORS CLAUSE.	4
ARTICLE II. EMPLOYMENT	4
Section 8. HIRING.....	4
9. EMPLOYMENT OFFICE.	4
10. NON-DISCRIMINATION IN REFERRALS	4
11. DISPATCH INFORMATION.	4
12. REJECTION OF REFERRALS	4
13. EMPLOYMENT OF FEWER THAN THREE (3) DAYS	5
14. UNION SECURITY	5
15. POSTING OF ARTICLE II.	5
16. NON DISCRIMINATION	5
17. TWO-WEEK EVALUATION PERIOD FOR TILE LAYERS AND FINISHERS HIRED FROM..... THE NON-UNION SECTOR	5
18. GRIEVANCES UNDER ARTICLE II.....	6
ARTICLE III. APPRENTICESHIP AND TRAINING	6
Section 19. JOINT APPRENTICESHIP AND TRAINING COMMITTEE.....	6
20. APPRENTICESHIP STANDARDS	6
21. JATC AUTHORITY	6
22. PROGRESSION OF AN APPRENTICE.....	6
23. SUPERVISION OF APPRENTICE TILE FINISHERS	6

TABLE OF CONTENTS

24.	EXAMINATION OF APPRENTICES	6
25.	NON-DISCRIMINATION BY JATC.....	7
26.	APPEALS TO THE JATC	7
27.	JOURNEYPerson TRAINING.....	7
ARTICLE IV. ARBITRATION		8
Section 28.	JOINT ARBITRATION BOARD.....	8
29.	GRIEVANCE PERIOD	8
30.	IMPARTIAL ARBITRATOR.....	8
31.	JOINT SESSIONS	9
32.	EXPEDITED ARBITRATION	9
33.	ARBITRATION OF SELECTED STATUTORY CLAIMS	10
ARTICLE V. EQUIPMENT, TOOLS AND SAFETY		11
Section 34.	EMPLOYEE HEALTH AND SAFETY	11
35.	EMPLOYER EQUIPMENT	11
36.	TILE LAYER’S TOOLS	11
37.	JOURNEYPerson TILE FINISHER’S TOOLS	12
38.	APPRENTICE TILE LAYER'S AND FINISHER’S TOOLS	12
39.	WORK SHOES	12
40.	VEHICLES.	12
41.	USE OF POWER SAWS AND GRINDERS.....	13
42.	USE OF APP-BASED SYSTEMS TO TRACK EMPLOYEE WORK TIME	13
ARTICLE VI. CLASSIFICATIONS AND DEFINITIONS.....		13
Section 43.	CLASSIFICATIONS	13
44.	CERTIFIED JOURNEYPerson	13
45.	APPRENTICE.....	14
46.	CLASSIFICATION OF RED-CIRCLED FINISHERS	14

TABLE OF CONTENTS

ARTICLE VII. WORK FORCE RULES AND RATIOS.....	14
Section 47. NUMBER OF EMPLOYEES	14
48. WORKING OWNERS.....	14
49. TRADE JURISDICTION RATIO	14
50. JOURNEYPERSON RATIO	14
51. EXCEPTION FOR SMALL EMPLOYERS.....	14
52. MEASUREMENT OF RATIOS AND PENALTIES	15
53. PRE-APPRENTICE RATIO	15
ARTICLE VIII. WAGES, HOURS AND WORKING CONDITIONS	15
Section 54. PIECE WORK.....	15
55. PAYMENT OVER SCALE	15
56. EFFECT OF THE 1992-1995 AGREEMENT.....	15
57. WORK DAY AND WORK WEEK.....	15
58. STARTING TIME	15
59. LUNCH BREAK.....	15
60. REDUCTION IN 40-HOUR WEEK.....	15
61. HOLIDAYS	15
62. WAGE AND BENEFIT PACKAGE.	16
63. WAIVER OF PAID SICK LEAVE STATUTES, REGULATIONS, AND ORDINANCES.....	18
64. OVERTIME	18
65. OVERTIME PERMIT.....	18
66. SATURDAY WORK.....	18
67. PREMIUM PAY FOR NIGHT SHIFT WORK.....	18
68. PREMIUM PAY FOR UNDERGROUND WORK.....	19
69. FOREMAN PAY	19
70. SHOW-UP PAY.....	19

TABLE OF CONTENTS

71.	PARTIAL DAYS	19
72.	TOLLS AND PARKING	19
73.	PAYCHECKS	19
ARTICLE IX. TRAVEL ALLOWANCES, TRAVEL TIME, MILEAGE AND SUBSISTENCE		20
Section 74.	MILEAGE DETERMINATION.....	20
75.	UNCOMPENSATED TRAVEL	21
76.	TRAVEL ALLOWANCES.....	21
77.	SUBSISTENCE, TRAVEL TIME AND MILEAGE.....	22
ARTICLE X. TRUST FUNDS AND FRINGE BENEFIT CONTRIBUTIONS.....		22
A.	General Provisions.	22
Section 78.	TRUST AGREEMENTS.	22
79.	CONTRIBUTIONS.....	23
80.	LIQUIDATED DAMAGES	24
81.	LITIGATION COSTS AND ATTORNEYS' FEES	24
82.	AUDITS	24
83.	RECIPROCITY	24
B.	Health and Welfare Qualification, Restrictions, Self-Payment of Contributions.	24
Section 84.	QUALIFYING HOURS.....	24
85.	HOURLY BANK	25
86.	SELF-PAYMENT OF CONTRIBUTIONS.....	25
C.	Pension Contributions.	25
Section 87.	PENSION CONTRIBUTIONS	25
D.	Vacations, Dues Checkoff, and BACPAC Contributions.....	25
Section 88.	VACATION SCHEDULING AND TAX REPORTING.....	25
89.	DUES CHECKOFF.....	25
90.	BACPAC CONTRIBUTIONS.....	26

TABLE OF CONTENTS

E.	Apprenticeship and Training Trust Fund.....	26
Section 91.	APPRENTICESHIP CONTRIBUTIONS	26
F.	Industry Promotion Fund.....	26
Section 92.	PURPOSE OF THE PROMOTION FUND	26
93.	GOVERNANCE OF THE PROMOTION FUND	26
94.	PROMOTION FUND CONTRIBUTIONS	26
G.	Contract Administration Fund.....	26
Section 95.	PURPOSE AND GOVERNANCE OF THE CONTRACT ADMINISTRATION FUND.....	26
96.	CONTRACT ADMINISTRATION FUND CONTRIBUTIONS	26
97.	JOINT MASTER TRUST COMMITTEE	27
H.	International Masonry Institute	27
Section 98.	INTERNATIONAL MASONRY INSTITUTE CONTRIBUTIONS	27
ARTICLE XI.	PROTECTED AND UNPROTECTED ACTIVITIES	27
Section 99.	NO CESSATION OF WORK	27
100.	PICKET LINES.....	27
ARTICLE XII.	LIABILITY OF THE PARTIES.....	28
Section 101.	INDIVIDUAL ACTIONS.....	28
102.	CORRECTIVE ACTION.....	28
103.	SUB-STANDARD WORK	28
104.	BOND	28
ARTICLE XIII.	SUBSTANCE ABUSE.....	28
Section 105.	COMMITMENT	28
106.	POLICY	28
107.	TESTING	29
ARTICLE XIV.	UNFAIR COMPETITION AND WORK PRESERVATION	30
Section 108.	UNFAIR COMPETITION	30

TABLE OF CONTENTS

ARTICLE XV. EFFECT OF AGREEMENT	30
Section 109. ASSOCIATION EMPLOYER MEMBERSHIP	30
110. SUCCESSORS AND ASSIGNS.....	30
111. GENERAL SAVINGS CLAUSE.....	31
ARTICLE XVI. TERM OF AGREEMENT	31
Section 112. DURATION AND TERMINATION.....	31
113. NOTICE TO AND BY THE ASSOCIATION.....	31
114. ECONOMIC ACTION.....	32
Signature Page for Union and Association	33
Memorandum Agreement For Individual Employer.....	34
Appendices A-E	36
Appendix F	39
Appendix G	40

AGREEMENT

APRIL 1, 2025 TO MARCH 31, 2028

THIS AGREEMENT, effective April 1, 2025, by and between Bricklayers and Allied Craftworkers Local Union No. 3 CA, IUBAC, AFL-CIO, hereinafter the Union, and the Tile, Terrazzo, Marble and Restoration Contractors Association of Northern California, Inc., hereinafter the Association, for and on behalf of such Individual Employers as are now or hereafter become members of the Association, or have authorized the Association to represent them in collective bargaining with the Union, and for such other Individual Employers as may execute this Agreement or a counterpart thereof.

ARTICLE I. RECOGNITION AND SCOPE OF AGREEMENT

SECTION 1. RECOGNITION.

- (a) Each Employer signatory to this agreement, whether as a member of the Association or as an Individual Employer, hereby acknowledges that, following a request by the Union for recognition as the majority collective bargaining representative under Section 9(a) of the National Labor Relations Act, the Employer has recognized the Union as the Section 9(a) majority collective bargaining representative for all of the Employer's employees performing unit work based upon a showing by the Union of, or based upon an offer by the Union to show evidence that a majority of the Employer's employees authorize the Union to represent them in collective bargaining. The Employer further agrees that it is establishing, or has previously established, a collective bargaining relationship by this agreement within the meaning of Section 9 of the National Labor Relations Act of 1947 as amended.
- (b) Each Individual Employer that becomes signatory to this Agreement after the effective date of this Agreement agrees that if it has not previously done so, at any time during this agreement it will, upon the Union's request for recognition as the Section 9(a) representative of the Employees in the bargaining unit described herein, and upon the Union's submission of proof of majority support by such Employees, voluntarily recognize the Union as the exclusive representative, as defined in Section 9(a) of the National Labor Relations Act, of all Employees within the bargaining unit on all present and future jobsites within the jurisdiction of the Union. When the Union has requested recognition as majority representative, the Employer's recognition will be based on the Union's proof or offer to submit proof. The Employer expressly agrees that it will not condition its recognition upon the results of an election conducted under the rules and regulations of the National Labor Relations Board.

SECTION 2. EMPLOYEE REPRESENTATIVES. Business Representatives of the Union and representatives of the Northern California Tile Industry Labor Management Cooperation Trust Fund will have access to shops and jobs for the purpose of conducting Union or Trust duties which cannot be performed at other times, provided that such duties will be performed as expeditiously as possible. The persons described in the preceding sentence may not take any actions to interfere with the work or hinder productivity.

SECTION 3. AREA COVERED. This Agreement shall apply to all work under the jurisdiction of the Tile Layers and Tile Finishers, as hereafter defined, in the California Counties of Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba.

SECTION 4. WORK COVERED. This Agreement shall cover all work of the Individual Employer performed at the site of construction, alteration, painting or repair, as defined below.

- (a) **Tile Layer's Work** includes the following:
 - (1) The laying, cutting or setting of all tile where used for floors, walls, ceilings, walks, promenade roofs, exterior veneers, stair treads, stair risers, facing, hearths, fireplaces, and decorative inserts, together with any marble plinths, thresholds or window stools used in connection with any tile work;

also to prepare and set all concrete, cement, brickwork or other foundations or material that may be required to properly set and complete such work.

- (2) The cutting of all tile by machinery or tools on the job site.
 - (3) The application of a coat or coats of mortar, prepared to proper tolerance to receive tile on floors, walls and ceilings, regardless of whether the mortar coat is wet or dry at the time the tile is applied to it.
 - (4) The setting of all tile with mortar, asphalt and/or sand where the bed is floated, screeded, slabbed or buttered.
 - (5) The setting of all tile by the adhesion method with organic and/or inorganic thin-bed bonding materials where such bonding material is applied to the backing surface and/or the back of tile units or sheets of tile.
 - (6) The rough-in, floating, screeding, beating, rubbing and finishing of all tile work, including the setting of all fixtures, rods, accessories, cap and tile, including all other preparatory work required to complete all the installations.
 - (7) The installation of waterproofing membranes, accessories, and the insertion of decorative tile inserts in other materials.
 - (8) The setting, sealing and installation of prefabricated tile systems.
 - (9) The installation of all large format adhered tile (not stone or marble) products, the installation of all adhered thin porcelain products, and the installation of all adhered countertops of any material (including stone and marble), of any dimensions.
 - (10) The installation of all adhered stone and marble products of up to and including five (5) square feet in total face area and a maximum of three (3) centimeters in thickness.
- (b) **Tile Finisher's Work** includes mixing mortar, cleaning and grouting all tiles set by the Tile Layer, handling all sand, cement, lime, tile and other materials and all chemicals that may be used in tile installation after being delivered to the job.
- (c) **Tile** as used above is defined as the following products:
- (1) All burned clay products as used in the tile industry, either glazed or unglazed.
 - (2) All composition materials, marble or other stone tiles, glass, mosaics and all substitute materials for tile made in tile-like units.
 - (3) All mixtures in tile-like forms of cement, metals, plastics and other materials, that are made and intended for use as a finished floor, surface, stair treads, promenade roofs, walks, ceilings, swimming pools and all places where tile is used to form a finished interior or exterior surface for practical use, sanitary finish or decorative purposes.
- (d) **Stone and Marble** as used above shall include all natural stone and marble or similar products, but not limited to imitation stone, quartz, pre-cast stone, and all products commonly referred to as stone or marble in the trade (including quartz and epoxy products containing any of the foregoing).

SECTION 5. SUBCONTRACTING AND PRESERVATION OF WORK.

- (a) **Subcontracting.** Work covered by this Agreement which is to be performed at the site of construction, alteration, painting or repair of any building, structure or other work may be subcontracted only to persons, firms or corporations who are signatory to this Agreement. The Individual Employer that is the prime contractor will notify the Union of the identity of the subcontractor prior to the commencement of work by the subcontractor. This obligation may be enforced, at the option of the Union and the trust funds, either through the grievance and arbitration procedures set forth in this Agreement or any other legal means available to the Union or the trust funds; provided, however, that the Union may not enforce this section through a strike or any other economic action.
- (b) **Preservation of Work.**
- (1) In order to protect and preserve, for the employees covered by this Agreement, all work heretofore performed by them, and in order to prevent any device or subterfuge to avoid the protection and preservation of such work, it is hereby agreed as follows: If and when the Employer shall perform any work of the type covered by this Agreement at the site of a construction project, under its own name or under the name of another, as a corporation, company, partnership, or any other business entity, including a joint venture, wherein the Employer (including its officers, directors, owners, partners or stockholders) exercises either directly or indirectly (such as through family members) any significant degree of ownership, management or control, the terms and conditions of this Agreement shall be applicable to all such work. This provision shall be enforceable to the fullest extent, but only to that extent, permitted by the National Labor Relations Act.
 - (2) All charges of violations of Paragraph 1 of this Section 5(b) shall be considered as a dispute under this Agreement and shall be processed in accordance with the procedures for the handling of grievances and the final binding resolution of disputes, as provided in Article IV of this Agreement. As a remedy for violations of this Section, the arbitrator (or arbitration body) provided for in Article IV is empowered, at the request of the Union, to require an Employer to (1) pay to affected employees covered by this Agreement, including registered applicants for employment, the equivalent of wages lost by such employees as result of the violations, and (2) pay into the affected joint trust funds established under this Agreement any delinquent contributions to such funds which have resulted from the violations, including such interest as may be prescribed by the trustees or by law. Provision for this remedy herein does not make such remedy the exclusive remedy available to the Union for violation of this Section; nor does it make the same or other remedies unavailable to the Union for violations of other sections or articles of this Agreement.
 - (3) If, as a result of violation of this Section 5(b), it is necessary for the Union and/or the trustees of the joint trust funds to institute court action to enforce an award rendered in accordance with Paragraph 2 above, or to defend an action which seeks to vacate such award, the Employer shall pay any accountants' and attorneys' fees incurred by the Union and/or the fund trustees, plus costs of the litigation, which have resulted from the bringing of such court action.

SECTION 6. MOST-FAVORED-NATIONS CLAUSE. Should the Union at any time during the existence of this Agreement grant more favorable conditions to any contractor including, but not limited to, Health & Welfare or Defined Benefit Pension, the Union agrees to grant those same conditions to all contractors signatory to this Agreement. In addition, the Union shall not enter into any agreements with individual contractors setting terms and conditions of employment in the Bay Area counties (Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Santa Clara) without prior notice to and agreement of the Association, except that the Union shall be permitted to do so with regard to signing initial agreements with previously non-signatory contractors. In the latter case, the Union may give new signatories special conditions (other than reduced wages and benefits) for a period up to one (1) year, and may "red-circle" their private jobs that were bid before becoming signatory for up to two (2) years, and such agreements shall not be subject to this most favored nations clause.

SECTION 7. TRAVELING CONTRACTORS CLAUSE. When the Employer has any work specified in Article I of this agreement to be performed outside of the area covered by this Agreement and within the area covered by a standard Collective Bargaining Agreement of another affiliate of the International Union of Bricklayers and Allied Craftworkers, the Employer agrees to abide by the full terms and conditions of the standard Agreement in effect in the job site area with respect to all employees, wherever hired, who perform such work. If employees are sent to work on a project in an area where there is no local Agreement covering the work specified in Article II and Code 1 of the BAC International Constitution, the full terms and conditions of this Agreement shall apply.

ARTICLE II. EMPLOYMENT

SECTION 8. HIRING. The Employer must secure all of his/her employees through the Employment Office of the Union and the Union agrees to furnish employees within five (5) days of the time they are requested, if available. In the event the Union fails to furnish employees within said five (5) days (Saturdays, Sundays, and recognized holidays excluded), the Employer may hire employees from any source, not to exceed the number requested from the Union, and the Employer shall immediately notify the Employment Office of the Union of the name, address, and social security number of each employee hired, and the beginning date of employment. Any Employer having its principal place of business outside of the forty-six (46) Northern California Counties must register all of its jobs with both the Employment Office of the Union and the NCTI Trust Funds at least twenty (20) working days prior to the start of the project.

SECTION 9. EMPLOYMENT OFFICE. The Union shall maintain an Employment Office in the San Francisco Bay Area with adequate facilities for employees to register for employment. All employees and applicants for employment shall be entitled to the use of said facilities, subject, however, to the requirements of federal, state and local law, and to the provisions of Section 14 (Union Security).

SECTION 10. NON-DISCRIMINATION IN REFERRALS. The Union's Employment Office shall be conducted without discrimination because of age, race, color, religion, sex or national origin, or membership or non-membership in, or activity for or against, any labor organization, except to the extent that membership in the Union may be required as a condition of employment as required by Section 14. The selection of employees or applicants for employment or referral shall not be based upon 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.

SECTION 11. DISPATCH INFORMATION. The Union has established and will continue to operate a computerized dispatching system. When an employee is dispatched to an Individual Employer, the Union's Employment Office will provide the Individual Employer with a written dispatch slip containing complete and up-to-date information regarding the employee's skill level, and the address of the Individual Employer's principal place of business.

SECTION 12. REJECTION OF REFERRALS. The Employer may reject any employee or applicant for employment referred by the Employment Office of the Union. Employees or applicants for employment who are rejected by an Employer shall be paid show-up pay as provided in Section 70; provided, however, that an Employer shall be relieved of the obligation to pay show-up pay to any employee or applicant who does not possess all of the following minimum qualifications: (a) a valid California driver's license; (b) a driving record acceptable to the Employer's automobile insurance company, if furnished an Employer vehicle; (c) the ability to communicate as necessary to perform the job safely and efficiently; and (d) proof of eligibility to work in accordance with the Immigration Reform and Control Act. In addition, Journeyperson Tile Layers must report to the job site with all of the hand tools listed in Section 36 of this Agreement; Journeyperson Finishers must possess all of the tools listed in Section 37 of this Agreement; and Apprentices must possess the tools required to perform the job to which the employee is assigned, provided that the Apprentice receives prior notice regarding the job to be performed. Notwithstanding the above, no Employee who makes less than twice the state minimum wage can be required to provide his/her own tools. Notwithstanding the first sentence of this Section, the Employer must secure at least fifty percent (50%) of its employees on any job through the Employment Office of the Union, unless no employees are available who meet the minimum qualifications set forth in this Section.

SECTION 13. EMPLOYMENT OF FEWER THAN THREE (3) DAYS. Any employee who is dispatched to a job of fewer than three (3) working days duration shall be restored to the employee's place on the list, provided that the employee reports back to the Employment Office of the Union within two (2) working days after the last day of employment.

SECTION 14. UNION SECURITY. All employees shall be required as a condition of employment to apply for and become members of, and to maintain membership in, the Union within eight (8) days following the commencement of their employment or the date of execution of this Agreement, whichever is later. This provision shall be enforced to the full extent permitted by law. The Union shall be the sole judge of the qualifications of applicants for membership in the Union.

SECTION 15. POSTING OF ARTICLE II. A copy of this Article II shall be kept posted by the Union and Individual Employers in places where notices to members, employees and applicants for employment are customarily posted.

SECTION 16. NON-DISCRIMINATION. The parties agree to comply with all laws and ordinances to assure, within the scope of this Agreement, compliance with equal opportunity and fair employment laws and implementing regulations.

SECTION 17. TWO-WEEK EVALUATION PERIOD FOR TILE LAYERS AND FINISHERS HIRED FROM THE NON-UNION SECTOR.

- (a) Tile Layers and Finishers with experience in the trade, but who are not enrolled in the Apprenticeship Program and who have worked fewer than 1,500 hours under this Agreement or another BAC Tile Agreement ("New Hires") shall be subject to a two (2) week evaluation period the first time they are hired by an Employer bound to this Agreement.
- (b) New Hires must fill out paperwork at the Union office within eight (8) days following the commencement of their employment. If the New Hire is classified as an apprentice during or at the end of the two-week period, he or she will fill out paperwork at the JATC office within seven (7) days following that classification.
- (c) No initiation fee or book dues will be due from a New Hire until completion of the two-week evaluation period, at which point the regular financial obligations shall apply (i.e., periodic book dues starting on the eighth day of employment after completion of the evaluation period and 30 days to pay initiation fee).
- (d) All New Hires will be assigned a provisional classification and wage rate based upon the skill level disclosed in their application. Such provisional initial classification and wage rate shall be assigned by the Union Dispatch Officer in the case of new hires referred by the Union Employment Office, and by the Employer in the case of new hires secured by the Employer as provided for in Article II. New Hire tile layers shall be assigned a provisional wage rate no lower than the red circle finisher rate, and New Hire tile finishers shall be assigned a provisional wage rate no lower than the F-4 rate, until they are reclassified at or before the end of the two-week evaluation period. Full fringe benefit contributions shall be paid on all New Hires who successfully complete the two-week evaluation period and are retained at the end of that period. No fringe benefit contributions shall be paid on New Hires who fail to complete the two-week evaluation period or are not retained at the end of that period, except as required by law (on public works projects subject to the prevailing wage laws) or by contract (e.g., on PLA projects or other projects that require the payment of fringe benefit contributions).
- (e) New Hires who are reclassified by the Employer to a higher rate than the provisional rate shall receive retroactive pay for the difference between that rate and the provisional rate they received before their classification.
- (f) New Hires who disagree with their classification, or the Union, may request in writing an examination and review of that classification by the JATC, whose decision shall be final. The JATC shall conduct such an examination and review at its next regular meeting, but the New Hire shall continue in the assigned classification until such time as the JATC alters that classification. New Hires who are classified by the

JATC at a higher rate than the provisional rate shall receive retroactive pay for the difference between that rate and the provisional rate they received before their classification, back to two weeks before the date that the request for an evaluation by the JATC was submitted to the JATC.

- (g) In order that the Union may dispatch effectively, any classification or re-classification made without the knowledge and confirmation of the Union shall be without effect. Confirmation shall consist of issuance to all concerned parties of a new dispatch slip reflecting the changed classification.
- (h) Any employee or applicant for employment who is aggrieved by the application of any of the provisions of this Article may submit a grievance to the Joint Arbitration Board. Such grievances must be submitted in writing within fifteen (15) days of the action giving rise thereto or of when the aggrieved party knew or reasonably should have known of the alleged violation, failing which the grievance shall be deemed waived. However, any decision of the JATC rendered under subparagraph (f), above, shall not be subject to review by the Joint Arbitration Board.

SECTION 18. GRIEVANCES UNDER ARTICLE II. Any employee or applicant for employment who is aggrieved by the actions of an Individual Employer believed to be in violation of this Article II, excepting Section 14 hereof, may submit such grievance to the Joint Arbitration Board. Such grievances must be submitted in writing within fifteen (15) days of the occurrence or of when the employee or applicant knew or reasonably should have known of the occurrence, failing which the grievance shall be deemed waived.

ARTICLE III. APPRENTICESHIP AND TRAINING

SECTION 19. JOINT APPRENTICESHIP AND TRAINING COMMITTEE. In order to maintain and ensure an adequate number of qualified Tile Layers and Tile Finishers for employment in the industry, the parties agree to maintain a Joint Apprenticeship Training Committee (JATC) consisting of four (4) members appointed by the Association and four (4) members appointed by the Union. The Committee shall conform to and comply with the Apprentice Labor Standards of the State of California and shall maintain training programs for Tile Layer and Tile Finisher apprentices and other persons employed or employable under this Agreement.

SECTION 20. APPRENTICESHIP STANDARDS. Apprentice training shall conform to the Tile Layer Standards and Tile Finisher Standards prepared by the JATC and approved by the Division of Apprenticeship Standards (DAS) or other supervising agency, and such standards shall be considered a part of this Agreement.

SECTION 21. JATC AUTHORITY. The JATC shall have all of the powers conferred upon local joint apprenticeship committees by the Apprentice Labor Standards Act and in addition thereto shall be empowered to conduct a training program for employees and applicants for employment other than apprentices, and when its jurisdiction has been invoked as hereinafter provided, to determine the qualifications for employment by appropriate examination and otherwise, and to classify or reclassify employees as Certified Journeypersons or Apprentices, or to certify them as being unqualified or unfit for employment upon any phase or phases of tile work. The Committee's powers shall specifically include the authority to disqualify an Employer from training additional apprentices for violations of the approved standards, selection procedures or Section 22 below.

SECTION 22. PROGRESSION OF AN APPRENTICE. The progression of an apprentice to the next skill level will be based on satisfaction of applicable apprenticeship program requirements and mutual agreement of the Employer, JATC and apprentice. The Employer agrees that, as a condition of eligibility to hire and train apprentices, an apprentice shall not be compelled or allowed to work on a weekday when the employee's attendance is required at related instruction classes.

SECTION 23. SUPERVISION OF APPRENTICE TILE FINISHERS. A journeyperson tile setter may supervise an apprentice tile finisher.

SECTION 24. EXAMINATION OF APPRENTICES.

- (a) Upon the written request of the Union or any Individual Employer party to this Agreement or of the Association, an employee or applicant for employment must submit to an examination to be scheduled by the JATC. The JATC shall be empowered upon the basis of such examination to reclassify the employee

or applicant for employment or to certify the employee as being unqualified for employment upon any phase or phases of tile work. The JATC shall be further empowered to require any employee whose name has been referred to it under this section to enroll in the training program for training in any or all phases of the trade in which it has found and certified the employee as being unqualified. The JATC shall make the final determination of the skill level classification of all apprentices, which determination shall be based upon the number of hours worked by the apprentice as set forth in Appendices A through E of this Agreement, any examinations which the JATC deems necessary and the apprentice's satisfactory participation in the apprentice training program. An Individual Employer may, if that employer so elects, pay a person enrolled in the apprentice training program an hourly rate higher than that required for the skill level of that employee as determined by the JATC; however, such payment shall not determine that employee's skill level for purposes of employment by any other Individual Employer. Any person employed to perform work covered by this Agreement who is not enrolled in the apprentice training program administered by the Northern California Tile Industry Apprenticeship and Training Trust Fund shall be paid as a journeyman.

- (b) Whenever an employee whose name has been referred to the JATC under this section fails to report for examination, or fails to obey any order of the JATC to submit to training in any phase or phases of tile work in which it has found and certified the employee to be unqualified for employment, the JATC may notify the Employment Office of the Union and upon receipt of such notice the Employment Office shall bar the employee from registering for employment until such time as it has been notified that the employee has complied. Similarly, whenever the JATC has found that any employee or applicant for employment is unqualified for employment in any phase or phases of tile work, it may certify the employee to the Employment Office of the Union as being so unqualified and the employee or applicant for employment shall not be entitled to be dispatched to any Individual Employer for employment in such phases of tile work.

SECTION 25. NON-DISCRIMINATION BY JATC. All proceedings of the JATC shall be conducted fairly and impartially and without regard to race, color, religion, sex, age, national origin or membership or non-membership in the Union or any other labor organization. The JATC shall formulate and adopt uniform standards for selection, examination and classification of all employees and applicants for employment referred to it, which standards shall comply with all requirements of federal, state or local law.

SECTION 26. APPEALS TO THE JATC. Any action of the JATC affecting an apprentice or applicant for apprenticeship may be appealed by the apprentice or applicant directly to the JATC through written request for an appearance before the Committee.

SECTION 27. JOURNEYPerson TRAINING.

- (a) Between April 1, 2025 and March 31, 2028, Journeypersons shall attend the following training:
 - (1) Tile Layers shall attend three (3) training sessions of up to eight (8) hours apiece, either at the JATC facility or employer's facility on weekdays or at the JATC facility on Saturdays.
 - (2) Tile Finishers shall attend one (1) training session of up to eight (8) hours either at the JATC facility or employer's facility on a weekday or at the JATC facility on a Saturday.
- (b) **Stipend.** Each Journeyperson shall receive a stipend of \$199 for each of the above-listed trainings attended, to be paid by the LMCC, but shall receive no fringe benefit contributions for the hours spent in those training sessions. Saturday training at the JATC facility is not mandatory.
- (c) **Credit.** All ACT certifications shall remain valid according to their terms, and each Journeyperson shall receive credit for all such trainings attended, including but not limited to trainings attended prior to April 1, 2019, so that Journeypersons who have obtained a valid ACT certification shall not be required to repeat the same training.

- (d) **OSHA 30 Training.** Journeyperson Tile Layers are encouraged to take OSHA-30 training, which shall be optional. Journeyperson Tile Layers who do so shall receive a stipend of \$597, to be paid by the LMCC. Finishers must wait one year after taking OSHA 10 training before taking OSHA 30 training; Setters must wait two years after taking OSHA 10 training before taking OSHA 30 training. Both Finishers and Setters can skip OSHA 10 training and go directly to OSHA 30 training.

ARTICLE IV. ARBITRATION

SECTION 28. JOINT ARBITRATION BOARD. A Joint Arbitration Board shall be established to consist of three (3) members to be appointed by the Association and three (3) members to be appointed by the Union, and each side shall vote as a unit. The Joint Arbitration Board shall have the power to hear and adjust any and all disputes between the Union and the Association or an Individual Employer involving the interpretation or application of the provisions of this Agreement arising during the term of this Agreement. Notwithstanding anything in this Agreement to the contrary, the Union and/or any trust fund associated with the Union may bring a civil action against an employer arising solely out of any dispute related to the payment of fringe benefits (including vacation and dues), the audit of an employer's records, the payment of liquidated damages and other matters related to payment of such fringe benefits, without arbitration of such dispute. Neither the Union nor any such trust fund may be compelled to arbitrate such a dispute.

SECTION 29. GRIEVANCE PERIOD.

- (a) Other than matters concerning discharge, all complaints of alleged violations of this Agreement shall be made within forty (40) working days of the event(s) giving rise to the alleged violation, or within forty (40) working days of when the aggrieved party should reasonably have known of the underlying facts, and shall be referred to the Joint Arbitration Board in writing. Where the grievance arises from an audit report, the limitations period for filing the grievance shall not commence running until the audit report is delivered to the Union and to the Trust Fund Trustees. All discharge grievances must be made to the Joint Arbitration Board in writing within ten (10) working days of the date of the alleged violation. If a complaint is not filed within these time limits, the grievance shall be deemed waived. In the case of continuing violations, if the grieving party knew or should have known of the facts underlying the initial alleged violation or recurrence of the alleged violation within forty (40) working days after their occurrence but did not bring a grievance within that time, a grievance may still be submitted within forty (40) working days of any subsequent recurrence of the event(s) giving rise to the alleged violation, or within forty (40) working days of when the grieving party should reasonably have known of the facts underlying that recurrence, but any retrospective remedy may go back only forty (40) working days before the filing of the grievance. The Union may bring grievances on an individual or group basis.
- (b) The Joint Arbitration Board shall meet within fifteen (15) days of the date the grievance is submitted to hear the complaint. The Joint Arbitration Board shall have the authority after due notice and hearing to determine any and all violations of this Agreement and to assess damages for the same. The decision of the Joint Arbitration Board shall be final and binding on the parties. In the event of any grievance where any party requests books and records which are relevant to the disposition of the dispute, such books and records shall be brought to the next noticed meeting of the Joint Adjustment Board or its subcommittee, after receipt of written request for the production of books and records, and shall be made available for the inspection and perusal of the parties. The Joint Adjustment Board or its subcommittee in the alternative may delegate one or more of its members or representatives to make an inspection at some other place or time. The employer shall provide to the Union such records including payroll and job records, which are needed to enforce the Agreement upon reasonable request. Should the Employer refuse or fail to provide such information, the Joint Arbitration Board shall have the power to enforce the Union's request and provide appropriate remedies for the Employer's failure to provide such information. The Joint Board may mutually agree to extend the time limits set forth in this Section.

SECTION 30. IMPARTIAL ARBITRATOR. In the event the Joint Arbitration Board is unable to agree within ten (10) days on any matter so referred to it, then it is agreed that the matter shall be submitted to an impartial arbitrator whose decision shall be final and binding. The panel of Impartial Arbitrators comprises: Robert Hirsch, John Kagel, Yuval Miller, Katherine Thomson, and Ilona Turner. The Parties to the grievance shall select an arbitrator using an alternative striking method with the party striking first determined by coin-flip. The Parties to this Agreement

will substitute new Impartial Arbitrators for any panel members who become unavailable on a permanent or long-term temporary basis. Pending decision of the arbitrator, status quo at the time the disagreement arose shall be maintained. The arbitrator may not alter, amend, add to or subtract from the terms of this Agreement.

SECTION 31. JOINT SESSIONS. Upon the request of either the Union or the Association, the Joint Arbitration Board will meet at mutually agreeable times to survey industry conditions and trade problems. Upon request of either the Union or the Association, the Joint Arbitration Board shall meet as a fact-finding body to determine whether any Employer has become delinquent in the payment of wages, travel, or subsistence owed under this Agreement. At any such hearing, the party that requested the Joint Arbitration Board meeting shall present evidence of such a delinquency, and the accused Employer shall present its books and records to evidence the payment of wages, travel, and subsistence. The Joint Arbitration Board shall thereupon render a factual finding as to whether the Employer is delinquent in the payment of wages, travel, or subsistence owed under this Agreement. If the Joint Arbitration Board makes a factual finding that the Employer is so delinquent, the Union's time period for filing a grievance to collect that delinquency shall commence when the factual finding of delinquency is rendered. (The term "delinquent," for the purpose of this provision, shall refer to a wholesale or widespread delinquency, not a failure to pay on one or a small number of employees or a good faith dispute over the amount owed.)

SECTION 32. EXPEDITED ARBITRATION. Any grievance (other than grievances alleging a violation of the subcontracting obligations set forth in Section 5) may by mutual agreement of the Union and the Association be expedited in the following manner:

- (a) The grievance shall be submitted to a special subcommittee designated by the Joint Adjustment Board. The special subcommittee shall consist of one representative each from the Union and Association representatives on the Board, and, if necessary, to resolve a deadlock, the impartial arbitrator designated under Section 30.
- (b) The party charged with a violation of the Agreement will be given forty-eight (48) hours' notice of the hearing on the charges before the special subcommittee of the Board by telephone conference or in person as determined by the subcommittee. The charging party and the charged party shall present evidence and argument at the hearing and the subcommittee shall resolve and determine the grievance within twenty-four (24) hours after the hearing.
- (c) Immediate written notice of the Joint Adjustment Board decision by its designated subcommittee shall be given to the parties. In the event the Board's decision sustains the grievance and finds a violation by an employer, the written notice shall advise the charged employer that upon receipt by the employer of the notice of finding of a violation, the provisions of Article XI authorizing direct economic action to enforce the Board's decision are in full force and effect.
- (d) Neither this expedited arbitration procedure nor any decision of the Joint Adjustment Board resulting from operation of this procedure shall compel the Union to take economic action under the procedure.
- (e) The parties will use the following expedited arbitration procedure to address delinquencies in the payment of fringe benefit contributions:
 - (1) Within thirty-five (35) days after any Employer becomes delinquent in paying fringe benefit contributions owed under the Agreement, or within five (5) days after the Union receives a delinquency report from the trust fund administrator that any Employer has become delinquent in paying fringe benefit contributions owed under the Agreement, whichever occurs later, the Union shall bring a grievance against the Employer for the payment of such delinquent fringe benefit contributions and shall request expedited arbitration before the Joint Board. The grievance shall also request the delinquent Employer to provide a list of all awarded projects at which it is or will be performing work covered under this Agreement, so that the trust funds can impose liens on those jobs, and the Employer will comply with that request immediately.
 - (2) The Joint Board shall conduct an expedited arbitration on the Union's grievance within ten (10) calendar days after the filing of the Union's grievance or within forty-five (45) days after the

Employer became delinquent in paying fringe benefit contributions, whichever occurs later, unless the Union and the Association agree on an earlier arbitration date.

- (3) The term “delinquent,” for the purpose of this provision, shall refer to a wholesale or widespread delinquency, not a failure to pay on fewer than ten percent (10%) of the employees performing covered work or a good faith dispute over the amount owed. The length of the delinquency, for the purpose of this provision, shall be measured from the date on which the contributions were due to be postmarked, i.e., in the case of fringe benefit contributions, the 15th day of the month for each hour worked, or for which employees were entitled to have contributions made, in the preceding month, as set forth in Section 79 of this Agreement.
- (4) The bargaining parties shall instruct the trust fund trustees that after all delinquent taxable wages (including vacation and dues) are recovered from the Employer, the first priority for reimbursement of fringe benefit contributions shall go to the Defined Benefit Pension Plan. The bargaining parties shall also request the new Third Party Administrator to generate the monthly Delinquency Report by the 10th day of the month rather than the 15th day of the month following the month in which the fringe benefit contributions were due.

SECTION 33. ARBITRATION OF SELECTED STATUTORY CLAIMS.

- (a) To the fullest extent allowed by law, all claims arising under the Fair Labor Standards Act, the California Labor Code and the Industrial Welfare Commission Orders (e.g., Wage Order 16), all derivative claims arising under California Business and Professions Code section 17200, et seq., and all similar claims arising under any applicable local law, shall be resolved exclusively through the grievance and arbitration process under the terms of Article IV of this collective bargaining agreement, and shall not be brought in a court of law or before any administrative agency such as the California Labor Commissioner. For grievances brought under this Section 33, all substantive and procedural rights applicable to mandatory arbitration of statutory claims shall be observed, including, the right to more than minimal discovery, payment of arbitration costs by the employer, and a written arbitration award. The arbitrator shall apply the same statute of limitations that would be applicable to each claim if that claim had been brought in court and shall be authorized to award any and all remedies otherwise available by law.
- (b) The parties to this Agreement intend that this Agreement satisfy each and every condition set forth in Labor Code Section 2699.6. For example, and without limitation, in compliance with Labor Code Section 2699.6(a), all employees covered under this Agreement shall be paid a regular rate of pay that is at least 30 percent more than the current California state minimum wage at any point in time. This Agreement prohibits any and all violations of the sections of the California Labor Code that are redressable pursuant to the Labor Code Private Attorneys General Act of 2004 (“PAGA”), Labor Code Section 2698, et seq. Such claims shall be resolved exclusively through the grievance and binding arbitration procedure in Article IV of this Agreement, and shall not be brought in a court of law or before any administrative agency such as the California Labor Commissioner. This Agreement expressly waives the requirements of PAGA and authorizes the arbitrator to award any and all remedies otherwise available under PAGA, except the award of penalties under PAGA that would be payable to the Labor and Workforce Development Agency.
- (c) Statutory claims described above brought by the Union shall be initiated by written notice within the contractual limitations period and shall be resolved through the process set forth in Sections 28-32 of Article IV, above. Statutory claims described above brought by an individual employee shall be initiated by written notice within the statutory limitations period delivered to the employer with copies provided to the Union and the Association, and shall be resolved through the process set forth in this Section 33 of Article IV. In the latter case, the Union shall provide the employee and employer with the panel of Impartial Arbitrators’ contact information upon request. Once a grievance is filed by an individual employee, the Union, the aggrieved employee, and the 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. In such case, the Union shall be permitted, at its sole discretion, to intervene in the proceeding, appear at the arbitration, and present its position as to the proper interpretation of the Tile Agreement, if relevant.

- (d) The panel of Impartial Arbitrators under this Section 33 of Article IV comprises: Robert Hirsch, John Kagel, Yuval Miller, Katherine Thomson, and Ilona Turner. The individual employee and employer shall select an arbitrator using an alternative striking method with the party striking first determined by coin-flip. The Parties to this Agreement will substitute new Impartial Arbitrators for any panel members who become unavailable on a permanent or long-term temporary basis.
- (e) The Impartial Arbitrator shall have the authority to consolidate individual statutory claims for hearing under this Section 33 of Article IV, but shall not have the authority to fashion a proceeding as a class, collective or representative action, or to award relief to a group or class of employees in one grievance or arbitration proceeding.
- (f) If a court of competent jurisdiction finds any term or clause in this Section 33 of Article IV 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 33 of Article IV valid and enforceable so as to preserve the Section and the Parties' intent to the fullest possible extent.
- (g) This Article applies to any representative PAGA claims, class, and/or individual claims that arise or are pending during the term of the parties' current Tile Agreement, regardless of when they were filed with any court or administrative agency.

ARTICLE V. EQUIPMENT, TOOLS AND SAFETY

SECTION 34. EMPLOYEE HEALTH AND SAFETY. The parties hereto agree to do all in their power to secure the adoption of minimum safety orders by the Division of Industrial Safety, Department of Industrial Relations of the State of California, applicable to tile work. Whenever employees are required to work with materials or other products which are dangerous or harmful to human health or safety, including but not limited to epoxy or similar resinous materials, the Individual Employer shall furnish them with whatever protective clothing, tools or equipment is required. When installing epoxy grout, the Individual Employer shall provide, at a minimum, gloves and sponges. In the event of a dispute as to what constitutes materials or other products which are dangerous or harmful to human health or safety or as to what protective clothing or equipment is required, the parties shall refer the matter to the Division of Industrial Safety, Department of Industrial Relations of the State of California, and shall be governed by its recommendations.

SECTION 35. EMPLOYER EQUIPMENT. The Employer shall furnish at the job site all necessary equipment not considered the personal tools of the trade of the employee, including but not limited to all power saws, grinders, drills, mixing boxes, mortar boards, straight edges and floating strips. An employee who intentionally or as a result of gross negligence loses or damages any Employer-supplied equipment shall be responsible to replace or pay for it as agreed by the Joint Arbitration Board.

SECTION 36. TILE LAYER'S TOOLS. Tile Layers and Tile Layer Apprentices shall provide and have available on the job site the following tools:

- Notched Trowels: 1/4" x 3/8", 3/8" x 3/8", 1/2" x 1/2"
- Flat Trowel/Floating Hawk
- Wood Float
- Chalk Line
- Levels: 24"/ 48"
- Margin Trowel
- Sheet Rock Utility Knife
- 1 - 50' Extension Cord, OSHA approved/Commercial Adaptors
- 1 LED Droplight, OSHA approved
- Headlamp for Hard Hat (Optional)
- Knee Pads
- 2 Adapters Male/Female, OSHA approved
- Duster
- Hammer

- Rubber Mallet
- 3 - 5-gallon Buckets
- 1/4" Carbide Chisel
- 2" Carbide Chisel
- 1 Tape Measure
- 1 Pencil/Marker

If a Tile Layer or a Tile Layer Apprentice reports to work without the required tools, the employee may be sent home without any obligation to pay show-up pay.

SECTION 37. JOURNEYPERSON TILE FINISHER'S TOOLS. Consistent with Section 12 of this Agreement, the Journeyperson Tile Finisher shall provide and have available on the job site the following tools:

- 1/4" Chisel or Screwdriver
- 2" Carbide Chisel
- Hammer
- Utility Knife
- Regular Rubber Gloves
- Margin Trowel or Pointing Trowel
- Knee Pads
- 25' Hose with Nozzle
- 2-Three Gallon Buckets
- 3-Five Gallon Buckets
- Steel Flat Trowel, if required by Employer, or Dust Pan
- 1 - 50' Extension Cord, OSHA approved
- 1 LED Droplight, OSHA approved
- 2 Adapters, Male/Female, OSHA approved
- 1 Hand Mixer (such as potato masher)
- 1 Floor and Wall Grout Master
- 1 Hoe
- 1 Shovel
- 1 Tape Measure
- 1 Pencil/Marker
- Headlamp
- Water Key
- Wisk Broom

If a Journeyperson Tile Finisher reports to work without the required tools, the employee may be sent home without any obligation to pay show-up pay.

SECTION 38. APPRENTICE TILE LAYERS' AND FINISHER'S TOOLS. Consistent with Section 12 of this Agreement, Apprentice Tile Layers and Finishers will be expected to buy the tools necessary as they progress through apprenticeship and to have all the tools listed above by the time of certification as a Journeyperson. Apprentices must provide the tools required to perform the job to which they are assigned, provided the Apprentice receives prior notice regarding the job to be performed. If an Apprentice reports to work without the tools required to perform the job to which the employee is assigned, after receiving prior notice regarding the job to be performed, the employee may be sent home without any obligation to pay show-up pay.

SECTION 39. WORK SHOES. All employees are required to furnish safety work shoes as per OSHA rules.

SECTION 40. VEHICLES. No employee shall be required to furnish a truck or other vehicle to the Employer, whether compensated or not. The Employer shall supply adequate transportation facilities to employees engaged in the patching and servicing of tile work. Employers may require the return of Employer-provided vehicles at any time at their sole discretion.

SECTION 41. USE OF POWER SAWS AND GRINDERS. Employers agree to comply with all new and existing health and safety regulations. The Union and the Employers agree to jointly take steps to notify all signatory contractors and the union members of all new and existing health and safety regulations.

SECTION 42. USE OF APP-BASED SYSTEMS TO TRACK EMPLOYEE WORK TIME

Employers shall be permitted, at the individual employer's option, to require employees to use smart-phone based electronic timekeeping software only under the following terms and conditions:

1. The employee shall incur no cost to download the required application. The application shall either be free to download or the employer shall bear the cost of downloading the application.
2. The time during which the employee inputs data into the application shall be "on the clock" and compensated at the collectively-bargained rates.
3. Employees will not be requested to clock out on the application and then remain at the jobsite to complete work. All work performed will be "on the clock" and will be compensated at the collectively-bargained regular or overtime rates, as applicable.
4. The employer recognizes that the employee has a reasonable expectation of privacy with regard to the employer when the employee is not on the jobsite. To protect that reasonable expectation of privacy, the parties agree that if the application uses GPS or other technology to track the employee's location, the application shall be designed to cease all GPS or other location tracking when the employee leaves the jobsite. No applications that do not automatically cease tracking employees when they are away from the jobsite shall be permitted. No application will be used that places the burden on the employee to turn off GPS tracking (other than by leaving the jobsite).
5. The employer recognizes that the employee also has a reasonable expectation of privacy with regard to third parties when the employee is on the jobsite. For that reason, data and/or information collected by the application shall not be shared with or disclosed to third parties, including but not limited to other employers, other employees, or any other person or entity other than the employee's employer. Notwithstanding this provision, the data and/or information collected by the application shall be made available at any time upon request to the employee who is the subject of the data and to the Union. Nothing in this paragraph shall prevent the employer from disclosing the data as required for certified payrolls: for OCIP, CCIP, or other audits: or as required by general contractors or insurers.
6. The use of an employee's personal smart-phone for the application shall be entirely voluntary on the part of the employee. There shall be no discrimination or retaliation against any employee who refuses or revokes consent to use his or her smart-phone to run the application, and any violations of this provision shall be subject to resolution through the grievance and arbitration provision of the parties' Master Agreement. Each employee who agrees to use his or her smart-phone to run the application shall sign a written agreement consenting to do so, revocable by the employee at any time, which informs the employee of his or her right to decline or revoke such consent at any time without discrimination or retaliation. The form of the agreement shall be negotiated between the Union and the Association. The employer shall include in the paycheck of any employee who consents to the use of his or her smart-phone to run the application the additional amount of two cents (\$0.02) per hour (above and beyond the collectively-bargained economic package).
7. If an employee consents to the use of his or her personal smart-phone to run the application, the employer shall be liable for any damage to the smart phone resulting from the download or use of the application.

ARTICLE VI. CLASSIFICATIONS AND DEFINITIONS

SECTION 43. CLASSIFICATIONS. Employees are classified as a Certified Journeyman or Apprentice

SECTION 44. CERTIFIED JOURNEYPERSON. Except as provided in Section 46 (Red-Circled Finishers), a Certified Journeyman is a Tile Layer or Tile Finisher who has completed all of the requirements of the pertinent

apprenticeship program approved by the DAS or whose certification is pending according to records of the JATC office.

SECTION 45. APPRENTICE. For purposes of this Agreement, an Apprentice is an individual currently registered with the DAS in an approved tile apprenticeship program or whose registration is pending according to records of the JATC office. (Employers should note, however, that for public works or other government purposes, the term "Apprentice" refers only to individuals whose registration is complete and on file with the DAS.) An individual employed as a finisher in those counties covered by Appendices A through E, shall not be considered to be an Apprentice and need not be registered in an approved apprenticeship program (or pending with the JATC office) for the first 80 hours of employment.

SECTION 46. CLASSIFICATION OF RED-CIRCLED FINISHERS. For purposes of the various ratios set forth in Article VII, an employee who was a Journeyman Finisher prior to July 1, 1992 will be classified as follows. If the Journeyman Finisher was receiving the red-circled wages and benefits or higher, the employee will be considered a Journeyman. If the Journeyman Finisher entered the Tile Layers apprenticeship program at wages and benefits less than the red-circled rate with the goal of becoming a Journeyperson Tile Layer, the employee will be considered an Apprentice. A Journeyman Finisher who entered the Tile Layers apprenticeship program and receives wages and benefits equivalent to or greater than the red-circled Journeyman Finisher rate will be considered a Journeyperson.

ARTICLE VII. WORK FORCE RULES AND RATIOS

SECTION 47. NUMBER OF EMPLOYEES. There shall be no limitation as to the number of employees to be employed on any job, this being a matter to be determined by the Employer's good judgment.

SECTION 48. WORKING OWNERS. No more than one (1) owner, proprietor or partner of an Individual Employer may work with the tools of the trade. Any contractor who works with the tools must abide by all the provisions of this Agreement as applied to any Union Employee and Employer. No more than one (1) owner, proprietor, or partner of an Individual Employer may work with the tools of the trade. A sole proprietor or up to one (1) partner who works with the tools of the trade need not pay any fringe benefit contributions which would otherwise be payable under this Agreement for his or her own hours of work, however, at his or her option, the sole proprietor or partner may pay the entire package of all such fringe benefit contributions, or may pay the entire package of all such fringe benefit contributions except pension contributions. Any additional partners who work with the tools of the trade shall pay all fringe benefit contributions which would otherwise be payable under this Agreement for their own hours of work. (Such sole proprietors and partners must, however, pay all fringe benefit contributions required under this Agreement for all hours worked by their employees.) Employees of corporations who are also officers or shareholders of said corporation who work with the tools of the trade shall pay all fringe benefits on themselves as would be applicable to regular employees under this Agreement. Notwithstanding anything to the contrary in this Paragraph, sole proprietors and partners may use for no more than three (3) years the option to pay less than the entire package of fringe benefit contributions for their own hours of work.

SECTION 49. TRADE JURISDICTION RATIO. Disputes regarding Section 4 of this Agreement shall be subject to the grievance and arbitration procedure set forth in Article IV; however, in order to minimize jurisdictional disputes, the parties agree that each Individual Employer will be deemed to be in compliance with such jurisdictional provisions, so long as the ratio of Tile Finisher hours to Tile Layer hours and the ratio of Tile Layer hours to Tile Finisher hours are no greater than 2:1. (In other words, one-third of each Employer's total work force hours shall be guaranteed to Tile Layer employees and one-third shall be guaranteed to Tile Finisher employees.)

SECTION 50. JOURNEYPEPERSON RATIO. Journeyperson hours shall constitute at least 33-1/3 percent of the Employer's total Local 3 work force hours.

SECTION 51. EXCEPTION FOR SMALL EMPLOYERS. The ratio set forth in Section 50 does not apply to Employers who employ four or less Local 3 members.

SECTION 52. MEASUREMENT OF RATIOS AND PENALTIES. Each Employer's compliance with Sections 49 and 50 will be measured by the calendar month based on the hours reported to the Trust Funds for that month. Monthly reporting forms must be compiled by the Administrator of the Trust Funds and submitted to the Joint Trust Delinquency Committee for review on a monthly basis. If an Employer exceeds the 2:1 ratio for work performed

within the geographical boundaries covered by this Agreement, the Employer shall be obligated to pay to the Apprenticeship Trust Fund the applicable Journeyman wage rate (either the skill level F-6 wage rate or the Certified Tile Layer wage rate) for each hour by which the Employer exceeds the 2:1 ratio. If the Employer exceeds the 33-1/3 percent ratio set forth in Section 50, the Employer shall be obligated to pay to the Apprenticeship Trust Fund the difference between the new hire wage and the Journeyman Finisher wage (skill level F-6) for all hours by which the Employer exceeds either ratio. No pyramiding of penalties will be allowed.

SECTION 53. PRE-APPRENTICE RATIO. Each Employer that employs three (3) or fewer tile finishers may hire one (1) pre-apprentice. Above that level, Employers that employ four (4) or more tile finishers shall maintain a ratio of at least three (3) tile finishers for each pre-apprentice.

ARTICLE VIII. WAGES, HOURS AND WORKING CONDITIONS

SECTION 54. PIECE WORK. No Employer shall offer and no employee shall accept employment on any piecework basis.

SECTION 55. PAYMENT OVER SCALE. It shall not be a violation of this Agreement to pay any employee over scale. Apprentices may be paid more than the S-10 wage rate but may not be classified above skill level S-10 unless they have completed the school hours required by the JATC. Employers may discontinue over scale wage payments at any time at their sole discretion.

SECTION 56. EFFECT OF THE 1992-1995 AGREEMENT. Red-circled Journeyman Finishers and all Apprentices indentured prior to July 1, 1992 shall be considered "grand fathered" with respect to their combined wage and vacation package.

SECTION 57. WORK DAY AND WORK WEEK. Except as otherwise noted, eight (8) consecutive hours between 5:00 a.m. and 5:00 p.m. will constitute a day's work, and five days, consisting of not more than eight hours per day, Monday through Friday, not exceeding forty hours per week, will constitute a week's work; provided however, that an Individual Employer may, upon advance written notice to the Union, implement a 4-day, 40-hour work week. In the latter case, ten (10) consecutive hours between 6:00 a.m. and 6:00 p.m. will constitute a day's work, and four days, consisting of not more than ten hours per day, Monday through Thursday or Tuesday through Friday, will constitute a week's work. All such hours will be paid for at the employee's regular rate of pay. An Individual Employer may implement a 4-day, 40-hour work week for purposes of one or more specific projects.

SECTION 58. STARTING TIME. Employees ordered to report at the Employer's shop or other place of business before going to the job site shall be deemed to work from the time of so reporting.

SECTION 59. LUNCH BREAK. All employees are required to take a one-half hour unpaid lunch break sometime near the midpoint of their eight-hour shift. A break not to exceed ten (10) minutes shall be allowed each morning and afternoon, in accordance with California state law. Any disputes over the provision of rest breaks shall be resolved through the grievance procedure.

SECTION 60. REDUCTION IN 40-HOUR WEEK. In the event that a condition of unemployment prevails within the industry, whereby a surplus of unemployed and skilled employees exists, or for any other reason a reduction in the regular work week appears necessary, the Joint Arbitration Board shall meet for the purpose of reviewing this condition. The Joint Arbitration Board shall determine to what extent the regular workweek of forty (40) hours should be reduced.

SECTION 61. HOLIDAYS. Recognized (unpaid) holidays will be New Year's Day, Dr. Martin Luther King Jr. Day, President's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and the day after, and Christmas Day. If a holiday falls on a Saturday, the preceding Friday shall be observed as a legal holiday; if a holiday falls on a Sunday, the following Monday shall be observed as a legal holiday. Employees may take off the day before Christmas without pay and without adverse consequences; employees that work will not be paid premium time.

SECTION 62. WAGE AND BENEFIT PACKAGE.

- (a) Effective retroactively to April 1, 2025, the straight-time wage and benefit rates for employees covered by this Agreement are those set forth in Appendices A, B, C, D, and E, depending on the county in which the work is performed. The wage and fringe benefit rates from skill level F-4 through Journeyperson Finisher (skill level F-6) constitute a separate, independent schedule for all purposes involving Finishers, such as prevailing wages and apprenticeship standards and the skill level F-6 wages and benefits constitute 100% of the Journeyperson Finisher's wages and benefits. Wage and fringe benefit contribution increases shall be retroactive to April 1, 2025.
- (b) The allocation of the negotiated labor cost increases to wages and /or benefits, and the breakdown of the increases below the Journeyperson levels, scheduled for April 1, 2025 and subsequent anniversary dates must be referred to the Joint Arbitration Board for decision, it being understood that (a) the allocations to wages and fringes tentatively agreed to by the bargaining parties shall be subject to further discussion between those parties based on changed circumstances, and (b) the breakdown below the Journeyperson levels of the increase that went into effect as of April 1, 2025 shall not constitute a binding precedent. Any money reallocated from the tentative allocations to Health & Welfare, JATC, or LMCC in the second years shall be reallocated to wages, unless the Parties agree otherwise. All other disputes among the Labor and Management parties to the Joint Arbitration Board over the allocation of the negotiated increases or the breakdown of the increases below the Journeyperson levels shall be referred to final and binding interest arbitration in accordance with Article IV. The Joint Arbitration Board shall meet to discuss these issues no later than early January preceding the second and third [etc.] years of any multi-year collective bargaining agreement, so that agreement can be reached and the results transmitted to the State of California for prevailing wage purposes on or before February 1 of each such year.
- (c) It is agreed by the parties hereto that whenever the prevailing wage/fringe package as established by the State or Federal Government for a particular public works project is lower than the wage/fringe package set forth in this Agreement, the Employer may pay the prevailing wage/fringe established by the State or Federal Government to all employees on that public works project. For purposes of this paragraph, the phrase "public works" shall have the same meaning as set forth in California Labor Code Section 1720. For this paragraph to apply to any project, the Employer must request that the Union allocate, in writing, the prevailing rate for the project. The allocation by the union need not be approved by the Association or by any Employer if: (i) the total taxable portion of the prevailing rate is equal to the total taxable portion of the Union's allocation; (ii) the total nontaxable portion of the prevailing rate is equal to the total nontaxable portion of the Union's allocation; (iii) the amount allocated to Union dues shall be an amount such that the ratio of allocated Union dues to current Union dues is equal to or less than the ratio of the total prevailing rate (wages + fringes) to the current total collective bargaining agreement rate (wages + fringes); (iv) the percentage by which promotion fund and contract administration are reduced shall be the same as the percentage by which Union dues is reduced. The Association must approve any allocation of the prevailing rate which does not satisfy the criteria set forth in the preceding sentence.
- (d) The wage and benefits appendices shall be as follows:
 - (1) **BAY AREA, NORTHERN COUNTIES WAGE RATES (APPENDIX A).** For work performed in the counties of San Francisco, Alameda, Contra Costa, San Mateo, Santa Clara, Solano, Marin, Napa, San Benito, Monterey, Santa Cruz, and Del Norte, Humboldt, Siskiyou and Trinity (the "Northern Counties"), wages and benefits shall be in accordance with Appendix A.
 - (2) **WINE COUNTIES WAGE RATES (APPENDIX B).** For all work performed in the counties of Mendocino, Lake and Sonoma (the "Wine Counties"), wages and benefits shall be in accordance with Appendix B.
 - (3) **FOOTHILL COUNTIES WAGE RATES (APPENDIX C).** For all work performed in the counties of Alpine, Amador, Calaveras, San Joaquin, Stanislaus and Tuolumne (the "Foothill Counties"), wages and benefits shall be in accordance with Appendix C.

- (4) **FRESNO AREA WAGE RATES (APPENDIX D).** For all work performed in the counties of Fresno, Kings, Madera, Mariposa, Merced and Tulare, wages and benefits shall be in accordance with Appendix D.
- (5) **SACRAMENTO AREA WAGE RATES (APPENDIX E).** For all work performed in the counties of Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Yolo and Yuba, wages and benefits shall be in accordance with Appendix E.

(e) **APPRENTICE CLASSIFICATIONS UNDER ALL APPENDICES.**

- (1) Effective April 1, 2019, the only skill levels for Tile Finisher Apprentices shall be F-4 and F-5, and the only skill levels for Tile Layer Apprentices shall be S-8 through S-11. New Tile Finisher Apprentices shall enter at the F-4 classification and new Tile Layer Apprentices shall enter at the S-8 classification.
- (2) Apprentice and Journeymen Classifications: over the three-year term of the Agreement, the parties have agreed to increase the percentages for the classifications as set forth below. None of these percentage increases shall be paid for out of the annual increases to the overall economic package.

F-4

Effective April 1, 2025, the taxable wage rate for the F-4 classification shall equal seventy-nine percent (79%) of the taxable wage rate of the F-6 classification. Effective April 1, 2026, the taxable wage rate for the F-4 classification shall equal seventy-nine and one half percent (79.5%) of the taxable wage rate of the F-6 classification. Effective April 1, 2027, the taxable wage rate for the F-4 classification shall equal eighty percent (80%) of the taxable wage rate of the F-6 classification.

F-5

Effective April 1, 2025, the taxable wage rate for the F-5 classification shall equal eighty-nine percent (89%) of the taxable wage rate of the F-6 classification. Effective April 1, 2026, the taxable wage rate for the F-5 classification shall equal eighty-nine and one half percent (89.5%) of the taxable wage rate of the F-6 classification. Effective April 1, 2027, the taxable wage rate for the F-5 classification shall equal ninety percent (90%) of the taxable wage rate of the F-6 classification.

F-6

Effective April 1, 2025, the taxable wage rate for the F-6 classification shall equal sixty-three percent (63%) of the taxable wage rate of the S-12 classification. Effective April 1, 2026, the taxable wage rate for the F-6 classification shall equal sixty-three and one half percent (63.5%) of the taxable wage rate of the S-12 classification. Effective April 1, 2027, the taxable wage rate for the F-6 classification shall equal sixty-four percent (64%) of the taxable wage rate of the S-12 classification.

S-8

Effective April 1, 2025, the basic wage rate for the S-8 classification shall equal sixty-three percent (63%) of the basic wage rate of the S-12 classification. Effective April 1, 2026, the basic wage rate for the S-8 classification shall equal sixty-three and one-half percent (63.5%) of the basic wage rate of the S-12 classification. Effective April 1, 2027, the basic wage rate for the S-8 classification shall equal sixty-four percent (64%) of the basic wage rate of the S-12 classification.

S-9

Effective April 1, 2025, the basic wage rate for the S-9 classification shall equal sixty-eight percent (68%) of the basic wage rate of the S-12 classification. Effective April 1, 2026, the basic wage rate for the S-9 classification shall equal sixty-nine percent (69%) of the basic wage rate of the S-12 classification. Effective April 1, 2027, the basic wage rate for the S-9 classification shall equal seventy percent (70%) of the basic wage rate of the S-12 classification.

S-10

Effective April 1, 2025, the basic wage rate for the S-10 classification shall equal seventy-eight percent (78%) of the basic wage rate of the S-12 classification. Effective April 1, 2026, the basic wage rate for the S-10 classification shall equal seventy-nine percent (79%) of the basic wage rate of the S-12 classification. Effective April 1, 2027, the basic wage rate for the S-10 classification shall equal eighty percent (80%) of the basic wage rate of the S-12 classification.

S-11

Effective April 1, 2025, the basic wage rate for the S-11 classification shall equal ninety percent (90%) of the basic wage rate of the S-12 classification. Effective April 1, 2026, the basic wage rate for the S-11 classification shall equal ninety percent (90%) of the basic wage rate of the S-12 classification. Effective April 1, 2027, the basic wage rate for the S-11 classification shall equal ninety percent (90%) of the basic wage rate of the S-12 classification.

SECTION 63. WAIVER OF PAID SICK LEAVE STATUTES, REGULATIONS, AND ORDINANCES.

To the fullest extent permitted under collective bargaining, this agreement shall operate to waive the payment of any sick leave benefit or paid time off benefit currently required under federal, state, or local law, including but not limited to, all provisions of the San Francisco Paid Sick Leave Ordinance, San Francisco Administrative Code Section 12W, and shall supersede and be considered to have fulfilled all requirements of any such statutes, regulations, or ordinances as presently written, and or amended.

SECTION 64. OVERTIME. Except as provided in Section 103 (Substandard Work), work performed outside the Work Day and Work Week, as defined in Section 57, shall be classified as overtime and wages shall be paid for at the rate of time and one-half. Except as provided in Section 66 (Saturday Work), wages for all work performed on Saturday shall be paid for at the rate of time and one-half for all work performed during the first eight (8) hours, and at double-time for all work performed thereafter. Wages for all work performed on Sundays and Holidays shall be paid for at the rate of double time. Wages and Benefits established in Appendices A, B, C, D and E, shall be paid on all hours worked.

SECTION 65. OVERTIME PERMIT. Employers wishing to work overtime must notify the Union in advance by phone or fax. The Employer shall advise the Union of the company name, job site address, date and time the overtime will be worked, and the names of the employees who will be working (or the approximate number of employees if the names are not yet known).

SECTION 66. SATURDAY WORK. Notwithstanding the foregoing, employees may, by mutual agreement, work up to eight (8) hours on Saturday, or ten (10) hours in the case of a 4-day, 40-hour work week, as part of their regular work week if they were prevented from working forty (40) hours Monday through Friday due to inclement weather. In addition, if an employee requests a day off during the regular work week, and as a consequence fails to accumulate forty (40) hours, the employee may voluntarily agree to work Saturday at straight-time rates, upon Union approval, which shall not be unreasonably withheld. Employee must clear through Union Office, Union Office to issue permit to contractor.

SECTION 67. PREMIUM PAY FOR NIGHT SHIFT WORK. Notwithstanding the foregoing, all night shift work performed outside the normal Work Day or Work Week, as defined in Section 57, shall be compensated at a premium rate of \$5.00 per hour above the regular straight-time rate for Tile Finishers and \$6.00 per hour above the regular straight-time rate for Tile Layers. The night shift rate applies only if the employee has not worked a regular straight-time shift that day. Any employee who works more than a normal workday, Monday through Friday, is

entitled to overtime pay at the rate of time and one-half. On all projects where a swing shift or a night shift work is implemented for less than one calendar week the pay rate shall be 1 ½ times the total taxable hourly rate.

SECTION 68. PREMIUM PAY FOR UNDERGROUND WORK. Any employee working underground shall receive \$1.00 per hour in addition to regular wages. The foregoing underground rate shall be applicable solely to tunnels beneath the surface of the ground, specifically including subsurface transit stations. The foregoing underground rate shall not be applicable to work performed in the basements of commercial buildings or residences.

SECTION 69. FOREMAN PAY. When more than one Journeyperson is employed on a job, the Employer may designate a foreman who shall be a Journeyperson Tile Layer, unless the job consists solely of Finishers' work. If a foreman is so designated, the foreman shall receive, in addition to Journeyperson wages, an additional \$3.00 per hour to \$7.00 per hour, as agreed by the Employer and the foreman.

When more than 10 BAC-represented employees are employed on each project shift, the Employer shall designate a foreman for each project shift who shall be a Journeyperson Tile Layer, unless the job consists solely of Finishers' work. The labor ratios for the employer shall be in compliance with the DIR Division of Apprenticeship Standards. The foreman shall receive, in addition to journeyperson wages, an additional \$8.00 to \$14.00 per hour, as agreed to by the employer and the foreman.

SECTION 70. SHOW-UP PAY. Except as provided in Sections 12, 36, 37 and 38, employees ordered to report for work for which no employment is provided shall be paid two (2) hours pay at the straight-time rate. Show-up pay shall be waived in the event no work is provided due to causes beyond the Employer's control, such as inclement weather, labor disputes or power failures. However, when an employee shows up for work and no work is provided due to inclement weather, the Employer shall pay fifty (50) percent of the employee's documented out-of-pocket travel expenses and allowance that would have been paid under Sections 72 and 76 had work been provided that day. Show-up pay shall also be waived if the employee or applicant appears to be under the influence of drugs or alcohol.

SECTION 71. PARTIAL DAYS. In the event an employee shall report to work and is given less than two (2) hours work, the employee shall be paid for two (2) hours minimum. In the event that a tile job is completed after two (2) hours but in less than eight hours, and no other work is provided, the employee shall be paid for hours worked.

SECTION 72. TOLLS AND PARKING. Where an employee in traveling to or from work for an Individual Employer incurs a bridge or any other kind of toll or fare, or is required to park in a parking lot in a metropolitan area, the employee shall be reimbursed by the Individual Employer upon presentation of the receipt with the employee's current time card. The maximum reimbursement for parking expenses is forty-five dollars (\$45.00) per day, unless prior written approval is obtained for a higher amount. Mass transportation, such as BART, or Public transportation expenses shall be reimbursed to a maximum of twenty dollars (\$20.00) per day upon production of receipts.

SECTION 73. PAYCHECKS.

- (a) Each employee shall be paid in full, on the job site or at the Employer's shop, unless otherwise arranged, for hours worked to within four (4) working days of the end of the weekly payroll period not later than 4:30 p.m. on Friday of the same week, unless earlier payment is required by Sections 201 or 202 of the Labor Code. All expenses for which an employee has to submit receipts (e.g., parking, tolls, and public transportation) shall be reimbursed in the paycheck covering the pay period in which the employee submitted the receipts, provided the employee submits by the close of business at least three (3) working days prior to the day the paycheck for that pay period is issued (e.g., by the close of business on Tuesday for a Friday paycheck). Expenses for which receipts are submitted after the close of business at least three (3) working days prior to the day the paycheck for that pay period is issued shall be reimbursed in the paycheck for the following pay period. At the time of payment, each employee shall be furnished a statement in writing and dated showing all payments made by the Employer and all deductions from the employee's wages, including all amounts deducted and allocated to dues check off. When checks are mailed, they shall be mailed postdated not later than Wednesday of the same week or in sufficient time that employees will receive their check at their residence on Friday of the same week. In cases where checks have not been received by the following Saturday, the employee may contact the shop on Monday morning and a new check will be made available for the employee at the shop by the end of that day. Any employee

may be requested to provide a weekly time card. For the purpose of determining compliance with this Agreement, the Union may inspect payroll check stubs.

- (b) Any Employee who does not receive full payment of all wages due upon layoff or discharge as required under Section 201 of the Labor Code, or does not receive full payment of all wages due within 72 hours of voluntary resignation of employment as required under Section 202 of the Labor Code, or whose paycheck is dishonored as prohibited by Section 203.1 of the Labor Code, shall receive additional waiting time pay, per the scheduled rate of wages, not to exceed 8 hours per day, for each 24 hour period until the Employee is paid in full, not to exceed 30 days as provided in Sections 203 and 203.1 of the Labor Code. Wage payment for layoff with reasonable expectation of recall within one week may be made on the regular payday cycle.
- (c) Any Employee who does not receive full payment of all wages due upon the regular payday as required by Sections 204 and 204b of the Labor Code, shall receive a penalty of \$100 for each initial violation, and \$200 for each subsequent violation, as provided in Section 210 of the Labor Code.
- (d) In cases where checks are mailed, it is the employee's responsibility to notify his employer immediately of any address change. In the event the employee fails to give timely notice, no violation of this Section 73 shall be recognized. In cases where an employee reports not receiving a paycheck on time, requests a replacement check, and subsequently cashes the original and the replacement check the union will assist the employer in obtaining reimbursement from employee.
- (e) Any employee who is aggrieved by the actions of the individual employer believed to be in violation of this Section 73, may submit such grievance to the Joint Arbitration Board. Such grievances must be submitted in writing within 15 days of the occurrence or when the employee knew or reasonably should have known of the occurrence, failing which the grievance shall be deemed waived.

ARTICLE IX. TRAVEL ALLOWANCES, TRAVEL TIME, MILEAGE AND SUBSISTENCE

SECTION 74. MILEAGE DETERMINATION.

- (a) For the purpose of determining travel allowances, travel time, mileage and subsistence, distance shall be measured from the Individual Employer's principal place of business or the employee's primary residence; whichever is closer to the job site.
- (b) The Individual Employer's principal place of business is the street address recognized as such by the California Contractors State License Board (CSLB), provided, however, that such office or shop must be a bona fide place of business that is permanent, that is owned by the Employer or leased by the Employer for a term of not less than one year, that is not shared with a company not signatory to this Agreement that performs or is licensed to perform tile and stone installation, and that is used for both the storage of materials and the day-to-day transaction of business (including estimating and human resource functions), and that is the location at which the managing owner or at least one of the managing officers or managing partners of the company primarily works. A shop or an office is not a bona fide place of business if it is used to assist a company not signatory to this Agreement to perform tile or stone installation within the area covered by this Agreement, with the understanding that if a company that is signatory to this Agreement operates a fabrication shop and sells to third parties, the signatory employer's shop or office is still bona fide. Temporary offices or other places of business established at or near the job site after the submission of the initial bid shall not be recognized as principal places of business for purposes of this Article. Where the CSLB recognizes a post office box as the Individual Employer's principal place of business, the Employer shall use its street address as its principal place of business for the purposes of this Article, provided that its street address meets the other requirements set forth above. (If not, it shall use the employee's residence for the purposes of this Article.) Small Individual Employers whose principal place of business is a home office, but whose CSLB-recognized address is a Post Office box in the same town or city as their home office, may use the home office as their principal place of business for the purpose of this Article.
- (c) Any Individual Employer, which has no principal place of business within the area covered by this Agreement, shall use only the employee's primary residence for the purposes of this Article.

- (d) Any Individual Employer that changes its principal place of business shall continue to pay travel and subsistence based on its original principal place of business on all jobs as to which the initial bid was submitted before the Employer has established its new principal place of business, but shall be permitted to pay travel and subsistence based on its new principal place of business on all jobs as to which the initial bid was submitted after the Employer has established its new principal place of business. The Union and the Association shall have discretion to agree to waive or modify the provisions of this Section 74 to accommodate an Individual Employer that has been involuntarily forced to relocate its principal place of business and needs to lease temporary space until it can obtain a new permanent principal place of business, upon the request of such Employer. Absent such a waiver or modification, an Individual Employer shall be permitted to relocate its principal place of business for the purposes of this Article only once within every twenty-four (24) months.
- (e) If an Individual Employer changes its principal place of business, it must notify both the Union and the NCTI Trust Funds within fifteen (15) days of such change. The new principal place of business will not be recognized as such until the CSLB has acknowledged or published the new address and both the Union and the NCTI Trust Funds have been notified in writing of the change.
- (f) Any Individual Employer whose principal place of business described in Section 74 is located outside the geographical jurisdiction covered by this Agreement that comes into this jurisdiction to perform covered work shall obtain all employees to perform such work pursuant to Article II of this Agreement.

SECTION 75. UNCOMPENSATED TRAVEL. As determined in accordance with Section 74, on all jobs forty (40) miles or less from the Individual Employer's principal place of business, travel to and from the job site, unless within the regular workday, shall be on the employee's own time and expense, regardless of the actual distance traveled.

SECTION 76. TRAVEL ALLOWANCES.

- (a) Zones:
 - 40 miles or less.....Free Zone
 - More than 40 miles to 50 miles..... \$40.00 per day
 - More than 50 miles to 60 miles..... \$45.00 per day
 - More than 60 miles to 80 miles..... \$55.00 per day
 - (or any portion of a day worked on all jobs.)
- (b) Travel allowances shall be included and shown as such on the employee's regular paycheck. No travel allowance will be paid pursuant to this section for any day on which subsistence is paid pursuant to Section 77.
- (c) Employees traveling in the Employer's vehicles, or to whom Employer offers in writing the option of traveling in the Employer's vehicles, shall not be entitled to the travel allowances provided in this Section. Any employee traveling to and from the job at the beginning and end of the workday in an Employer-provided vehicle, or any employee who was provided such an option in writing, shall travel on his own time and shall not be entitled to the travel allowance provided in this Section.
- (d) An employee required to transfer from one job location to another during the workday shall do so on the Employer's time.

SECTION 77. SUBSISTENCE, TRAVEL TIME AND MILEAGE.

- (a) On all jobs more than eighty (80) miles from the Individual Employer's principal place of business or the employee's primary residence, whichever is closer to the job site, any employee who chooses to remain at the job site overnight shall receive a subsistence allowance for food, laundry and lodging equal to the amount for which receipts are provided, not to exceed one hundred thirty-five dollars (\$135.00) per day and shall not receive any travel allowance except as provided in Section 77(b) below. If no receipts are provided for jobs which would otherwise qualify for a subsistence allowance, the employee shall be paid the travel allowance of eighty dollars (\$80.00) for each day of work in lieu of the subsistence allowance. Effective April 1, 2026, the foregoing amounts shall increase to one hundred forty dollars (\$140.00) and eighty-five dollars (\$85.00). Effective April 1, 2027, the foregoing amounts shall increase to one hundred forty-five (\$145.00) and ninety dollars (\$90.00). Notwithstanding the foregoing, if the employee and the employer mutually agree, the employer may provide the employee with a private hotel room or equivalent lodging at no cost to the employee, in which case the employee shall receive a subsistence allowance for food and laundry not to exceed seventy dollars (\$70.00) for which receipts are provided, or a travel allowance of fifty dollars (\$50.00) without receipts. The employee shall also receive travel time and mileage as provided in Section 77(b) below. Employer-provided lodging shall not constitute the employee's primary residence as defined in Section 74(a).
- (b) Regardless of the distance actually traveled, on all jobs more than eighty (80) miles from the Individual Employer's principal place of business or the employee's primary residence, whichever is closer to the job site, as defined in Section 74, employees shall be entitled to travel time and mileage, once at the start and once at the conclusion of the job. Travel time and mileage allowances shall be computed without regard to the more than forty to fifty, more than fifty to sixty, and more than sixty to eighty mile limits stated in Section 76.
- (c) Travel time shall be computed by dividing the mileage from the Individual Employer's principal place of business or the employee's primary residence, whichever is closer to the job site by fifty (50) and multiplying the result by the employee's regular straight-time hourly wage rate.
- (d) Travel Mileage shall be computed at the standard business mileage rate established by the IRS, per mile based on the mileage from the job site to Individual Employer's principal place of business or the Employee's primary residence whichever is closer to the job site. Employees traveling in Employer-provided vehicles, or employees given such option in writing, shall not be entitled to a mileage allowance.
- (e) Travel time and mileage shall be paid once at the beginning of the project and once at the completion of the project.
- (f) The parties shall request the trust funds to add audits for wages, travel, and subsistence, on a sampling basis, to the audits they conduct for trust fund contributions. If any such audit discloses delinquencies in wages, travel, or subsistence that, in the auditor's opinion, could indicate a pattern of such delinquencies (rather than simply *de minimis* errors with regard to a single employee or a small proportion of the employees performing covered work), the auditor shall conduct a full audit for such delinquent payments. The Union's time period for filing a grievance to collect any delinquencies in the payment of wages, travel, or subsistence revealed by the auditors shall commence when the Union receives the full audit. The cost of the additional auditing required under this provision shall be borne by the LMCC.

ARTICLE X. TRUST FUNDS AND FRINGE BENEFIT CONTRIBUTIONS

A. General Provisions

SECTION 78. TRUST AGREEMENTS. Each Individual Employer signatory or bound to this Agreement agrees to comply with and be bound by the various Trust Agreements creating the following trust funds and plans: Northern California Tile Industry Health and Welfare Trust Fund, Northern California Tile Industry Pension Trust Fund, Northern California Tile Industry Defined Benefit Pension Plan, Northern California Tile Industry Apprenticeship and Training Trust Fund, Tile Employers Contract Administration Fund, Northern California Tile Industry Labor Management Cooperation Committee and Tile Industry Promotion Fund of Northern California, Inc.

Each Individual Employer hereby acknowledges receipt of the various Trust Agreements, as amended, or has been advised of the right to request copies of the Trust Agreements from the Trust Fund Administrator.

SECTION 79. CONTRIBUTIONS. On or before the 15th day of each month, the Individual Employer shall pay to the various Trust Funds and to the administrator appointed by the Union and the Association for the receipt of vacation pay and dues check-off, the amounts specified in Appendices A, B, C, D, and E and such further amounts as may be allocated in accordance with Section 62 (Wage and Benefit Package), for each hour worked by each of its employees upon work covered by this Agreement in the preceding month, or for which such employees became entitled to be paid in the preceding month. The Individual Employer is responsible for keeping clear, accurate and contemporaneous time records of the type of work performed by each of its employees, which should be reviewed and verified each week by each employee. If the Individual Employer does not maintain clear records of any employee's time, that time shall be deemed to have been spent performing work covered under this Agreement. The payments described in this section shall be made by one check sent to the administrator designated by the Union and the Association and must be postmarked no later than by the 15th day of the month following the month in which the work was performed. On or before the 15th day of each month, the Individual Employer shall submit to the Trusts, on a form provided by the Trusts, a contribution report for hours worked during the prior calendar month, signed by the employer, regardless of whether that employer had any employees for that particular month. Effective September 1, 2012, the contribution to the International Masonry Institute ("IMI") will be reduced to one percent (1%) of the wage and benefit package applicable to each classification (exclusive of the contribution to IMI), and the dues check-off amount will be increased to three percent (3%) of the wage and benefit package applicable to each classification (exclusive of the contribution to dues check-off, as set forth in the Appendices attached hereto. When the wage and benefit packages are increased, IMI and dues check-off will be recalculated to remain at one percent (1%) and three percent (3%), respectively, of the wage and benefit package applicable to each classification (exclusive of the contributions to IMI and dues check-off).

Partial Recovery Procedure:

In the event any employer does not pay the full contribution amount required or contended to be required under this Agreement, this section shall determine how any partial payment of contributions is to be allocated.

First, monies paid will be used reimburse the Trust Funds for out-of-pocket expenses incurred for collection efforts taken. Out-of-pocket expenses include but are not limited to professional fees and/or litigation fees incurred.

Second, monies paid shall be applied in the following priority order, each category being paid in full before any money is disbursed to the next category:

Class No. 1: In proportion to each Fund's claim if not enough has been received to pay the full amount of contributions due to the Funds:

- Northern California Tile Industry Vacation and Holiday Trust Fund
- BAC Local No. 3 and International Union Dues Checkoff

Class No. 2: In proportion to each Fund's claim if not enough has been received to pay the full amount of contributions due to the Funds:

- Northern California Tile Industry Pension Trust Fund, Defined Benefit Plan
- International Union Pension

Class No. 3: In proportion to each Fund's claim if not enough has been received to pay the full amount of the contributions due to the Funds:

- Northern California Tile Industry Health and Welfare Trust Fund
- Northern California Tile Industry Pension Trust Fund, Defined Contribution Plan

Class No. 4: In proportion to each Fund's claim if not enough has been received to pay the full amount of the contributions due to the Funds:

- Northern California Tile Industry Apprenticeship and Training Trust Fund
- International Masonry Institute

Class No 5: In proportion to each Fund's claim if not enough has been received to pay the full amount of the contributions due to the Funds:

- Tile Employers Contract Administration Fund
- Northern California Tile Industry Labor Management Cooperation Committee
- Tile, Terrazzo, Marble and Restoration Industry Promotion Fund of Northern California, Inc.
- Bricklayers and Allied Craftworkers Political Action Committee

SECTION 80. LIQUIDATED DAMAGES. It is agreed that timely payment to the Trust Funds provided for in this Agreement is essential for the protection of the beneficiaries and that delinquent contributions entail additional trust administration expenses. Since the exact amount of monetary damages to the beneficiaries and the additional cost of trust administration are impossible to measure, liquidated damages for delinquent contributions shall be assessed as follows: for any amount which is delinquent thirty (30) days or less, liquidated damages shall be assessed in the amount of \$200.00 or ten percent (10%) of the amount due, whichever is greater; for amounts which are delinquent more than thirty (30) days, liquidated damages shall be twenty percent (20%) of the amount due or \$300.00, whichever is greater. No liquidated damages will be assessed if the delinquency is caused by a bank's error or the error of the administrator chosen by the Union and the Association to receive payments. It is agreed that timely payment to the Trust Funds provided for in the Collective Bargaining Agreement is essential for the protection of the participants and beneficiaries of the Fund, and that delinquent contributions entail additional trust administration expenses. Since the exact amount of monetary damages to the participants and beneficiaries and the additional cost of trust administration are impossible to measure, there shall be added, as liquidated damages, and not as a penalty, 10% of the contributions due, which amount shall be due and payable on the date that the contributions were due. The Employer shall remain liable for the payment of the liquidated damages and interest, even if it makes late full payment of the required fringe benefit contributions. The parties further agree that if the Trust Fund files a legal action to collect unpaid contributions or unpaid liquidated damages, the liquidated damages for any contributions still unpaid on the date the legal action is filed shall be increased to 20% of the contributions due.

SECTION 81. LITIGATION COSTS AND ATTORNEYS' FEES. In the event that it becomes necessary for the Trustees to engage legal counsel or initiate litigation in order to recover unpaid contributions, to compel the production of payroll records and other relevant records for audit, or to receive monthly reporting forms, the Individual Employer shall pay, in addition to the principal amount of fringe benefit contributions and liquidated damages, pre-judgment interest at the rate of ten percent (10%) per annum, attorneys' fees, court costs, audit costs and any other costs or expenses incurred by the Trust Funds in connection with such suit, claim or demand.

SECTION 82. AUDITS. The Trustees of any Trust Fund under this Agreement through a duly-appointed independent auditor, may inspect or audit the payroll and other relevant records of any Employer at any reasonable time for the purpose of ascertaining whether contributions to the Trust Funds have been made as required by this Agreement, and should it be determined by the Trustees that such contributions have not been made, the Employer shall be liable for the cost of such inspection or audit, provided the audit discloses additional contributions exceeding by at least one percent (1%) the contributions actually made by the Employer during any year of the period covered by the audit. The Employer shall, at the Employer's cost, deliver to the office of the Trust Fund's auditor true and correct copies of all such records deemed relevant by the auditor or, at the auditor's option, shall make such records available to the auditor at the Employer's office or at some other location, regardless of what entity is in possession of them. The documents, records, and information provided to the Trustees or their auditor will not be disclosed to third parties, except as necessary to enforce the terms of this Agreement.

SECTION 83. RECIPROCITY. In the event the parties enter into a Reciprocity Agreement permitting the payment of certain fringe benefit contributions to the home trust of any employee temporarily working in the geographic or trade jurisdictions covered by this Agreement, payment shall be made in accordance with such Reciprocity Agreements that are agreed to by the Trustees of each home trust, provided further that such trusts are qualified under the provisions of the applicable Internal Revenue Code regulations permitting the payments to be tax deductible by the Employer.

B. Health and Welfare Qualification, Restrictions, and Self-Payment of Contributions

SECTION 84. QUALIFYING HOURS. Qualifying hours for continued health and welfare coverage shall be one hundred, twenty (120) per month for all employees who are eligible for health and welfare benefits.

SECTION 85. HOUR BANK. Hours worked by each employee in excess of qualifying hours each month will accumulate as the employee's Health and Welfare reserve bank of hours, up to a maximum of 360 hours. Any employee found performing work for a non-signatory, non-contributing employer shall lose coverage for himself/herself and his/her dependents as of the first day of the month in which such employment commences and shall forfeit all hours in his/her Health & Welfare reserve bank of hours, in accordance with the Loss of Coverage provision of the Health & Welfare Trust Agreement.

SECTION 86. SELF-PAYMENT OF CONTRIBUTIONS. The self-pay Health & Welfare option in effect on March 31, 2016 shall continue to apply throughout the term of this Agreement as to employees who lose Health & Welfare coverage. That option shall continue not to apply to any employees who engage in conduct that would constitute grounds for loss of coverage for cause (as described in Item 2 of the "Eligibility for Benefits" Section of the Summary Plan Description). The self-pay rate will continue to be \$450.00 per month for up to two (2) months. However, in order to be eligible for the self-pay option at the foregoing rate, an employee must have accrued at least eight (8) months of eligibility in the prior twelve (12) months, or fourteen (14) months of eligibility in the prior twenty-four (24) months, prior to invoking the option.

C. Pension Contributions

SECTION 87. PENSION CONTRIBUTIONS. A portion of the pension contributions specified in Appendices A, B, C, D, and E shall be applied by the Trust Fund Administrator to the Bricklayers and Trowel Trades International Pension Fund. The Pension Fund Trustees shall maintain in effect the "Rule of 85" throughout the term of this Agreement, subject to the advice of Pension Fund counsel.

D. Vacations, Dues Check-Off, and BACPAC Contributions

SECTION 88. VACATION SCHEDULING AND TAX REPORTING. All vacations (except family emergencies) will be scheduled by mutual agreement between the Individual Employer and the employee. The amounts due each employee for vacation pay and the total amount of taxes deducted shall be entered upon the employee's regular paycheck stub or accompanying voucher.

SECTION 89. DUES CHECKOFF.

- (a) The hourly working dues of each employee covered by this Agreement who has executed an authorization in writing as required by law, shall be checked off and deducted from the employee's pay when and as the same is paid to the administrator or bank designated for that purpose by the Union, and shall forthwith be deposited by the administrator or bank in the Dues Account of the Union. The amount deducted from each employee's pay for purposes of dues check off shall be shown separately on each employee's paycheck stub or accompanying voucher.
- (b) Each employee desiring to have hourly working dues so checked off shall execute the required authorization and lodge the same with the administrator or bank designated by the Union; the authorization shall be irrevocable for a period of not more than one year or until the termination date of this Agreement, whichever first occurs. No employee shall be forced or in any manner required to execute the authorization other than by his own free act and will.
- (c) The Individual Employers do, for the purpose of this Section, authorize the administrator or bank so designated by the Union as their agent, and the agent of each of them, to deduct the working dues of each such employee from his pay, as provided in subparagraph (a), and to deposit the same in the Dues Account of the Union.
- (d) The Union shall, at the end of each calendar year, or more often upon written request by the employee, supply each employee with a statement mailed to the last known address shown on their records, showing the amounts, if any, so checked off and deducted as working dues.
- (e) No employee who has failed to execute the required authorization shall be relieved of his obligation to pay hourly working dues. In each such case, the obligation to pay working dues shall be as provided in the Bylaws of the Union.

- (f) The Union shall hold harmless the Individual Employer and the Association and any designated administrator or bank from any and all claims, which may be made against them, or any of them, by any employee claiming misapplication of the provisions of this Section to himself.

SECTION 90. BACPAC CONTRIBUTIONS. The Employer agrees to deduct an amount from the pay of each employee who is a union member and who executes a voluntary check-off authorization form for the Bricklayers and Allied Craftworkers Political Action Committee (BACPAC). Deductions shall be in the amount and at the intervals specified on the check-off authorization form. The Employer agrees to transmit BACPAC deductions to the Treasurer of BACPAC, and shall be accompanied by a list of the names of those employees for whom BACPAC deductions have been made and the amount deducted for each employee.

E. Apprenticeship and Training Trust Fund

SECTION 91. APPRENTICESHIP CONTRIBUTIONS. Contributions shall be made as indicated in Appendices A, B, C, D and E to the Northern California Tile Industry Apprenticeship and Training Trust Fund, for each hour worked by all employees upon work covered by this Agreement.

F. Industry Promotion Fund

SECTION 92. PURPOSE OF THE PROMOTION FUND. The Tile, Terrazzo, Marble and Restoration Industry Promotion Fund of Northern California, Inc. shall be used for the purpose of promoting the interests of the Tile Industry in the area covered by this Agreement. The funds collected shall not be used for any purpose inimical to the interests of the Union or of the employees represented by the Union.

SECTION 93. GOVERNANCE OF THE PROMOTION FUND. The formation, control, management and determination of the policies of the Promotion Fund shall be the sole responsibility of the Association, and neither the Union nor the employees covered hereby shall have any responsibility, or for the collection of monies due the Industry Promotion Fund. The cost of establishing, maintaining and operating the Industry Promotion Fund shall be paid entirely out of the monies contributed to the Fund. The Board of Directors of the Fund shall have the right to direct and control the use of the monies contributed to the Fund.

SECTION 94. PROMOTION FUND CONTRIBUTIONS. Effective April 1, 2007, each Employer shall pay to the Industry Promotion Fund the amount, if any, indicated in Appendices A, B, C, D, and E for each hour worked by each of its employees upon work covered by this Agreement, or for which such employees are entitled to be paid, whether worked or not; provided, however, that the Association may unilaterally increase, decrease or eliminate contributions to the Industry Promotion Fund upon notice to the Union and the Trust Fund Administrator; and further provided that the Association may, upon notice to the Union and the Trust Fund Administrator, divert contributions from the Contract Administration Fund to the Industry Promotion Fund. No Employer shall be required to make contributions to the Promotion Fund for more than 100,000 hours in a contract year (April 1 through March 31).

G. Contract Administration Fund

SECTION 95. PURPOSE AND GOVERNANCE OF THE CONTRACT ADMINISTRATION FUND. The Tile Employers Contract Administration Fund is a non-profit corporation established for the purpose of negotiating and administering the collective bargaining agreement and the grievance procedure on behalf of all Individual Employers signatory to this Agreement. The corporation shall be administered by a Board of Directors comprised solely of Employers appointed by the Association, and the Union shall not have any voice in the administration of the Fund.

SECTION 96. CONTRACT ADMINISTRATION FUND CONTRIBUTIONS. Effective April 1, 2025, each Employer shall pay to the Contract Administration Fund the amount indicated in Appendices A, B, C, D, and E for each hour worked by each of its employees upon work covered by this Agreement, or for which such employees are entitled to be paid, whether worked or not; provided, however, that the Association may unilaterally increase, decrease or eliminate contributions to the Contract Administration Fund upon notice to the Union and the Trust Fund Administrator.

SECTION 97. JOINT MASTER TRUST COMMITTEE. The Joint Trustees of the Northern California Tile Industry Health and Welfare and Pension Trust Funds shall act as the Joint Master Trust Committee. The Committee's duties shall be to negotiate with the Administrator as to its fees, to put the selection of the Administrator out to bid and to select the Administrator.

H. International Masonry Institute

SECTION 98. INTERNATIONAL MASONRY INSTITUTE CONTRIBUTIONS. The Employer agrees to contribute to the International Masonry Institute for all hours worked by Employees covered by this Agreement the hourly contribution rates set forth in the Appendices A, B, C, D & E hereof. The payments required by this Subsection shall be made to the International Masonry Institute, which was established under an Agreement and Declaration of Trust, March 14, 1961, as the successor trust to the predecessor International Masonry Institute (established under an Agreement and Declaration of Trust, July 22, 1970, as amended November 11, 1988) and/or to the predecessor International Masonry Apprenticeship Trust established under an Agreement and Declaration of Trust, November 6, 1974.

ARTICLE XI. PROTECTED AND UNPROTECTED ACTIVITIES

SECTION 99. NO CESSATION OF WORK.

- (a) **General.** It is mutually agreed that during the term of this Agreement the Union will not initiate, authorize or condone any strikes, slowdowns or work stoppages involving any disputes, complaints or grievances arising under or out of the terms and conditions of this Agreement; provided, however, that if the Union files a grievance against an Employer and either the Joint Arbitration Board or an impartial arbitrator sustains the grievance, the Union may strike the Employer until the Employer complies with the decision of the Joint Arbitration Board or the impartial arbitrator. The Joint Arbitration Board or the impartial arbitrator may authorize such action for a period up to six (6) months following the hearing date.
- (b) **Withdrawal of Labor for Delinquencies.** Notwithstanding anything to the contrary in this Agreement, the Union may strike (i.e., withdraw labor from) any Employer that is one (1) month delinquent in paying wages, travel, subsistence, and/or fringe benefit contributions owed under the Agreement, and must strike any Employer that is two (2) months delinquent in paying fringe benefit contributions owed under the Agreement, unless and until the Employer cures the delinquency or enters into a bona fide payment plan for curing the delinquency. (The term "delinquent," for the purpose of this provision, shall refer to a wholesale or widespread delinquency, not a failure to pay on one or a small number of employees or a good faith dispute over the amount owed. The length of the delinquency, for the purpose of this provision, shall be measured from the date on which the wages, travel, or subsistence was due to be paid, or the date on which the contributions were due to be postmarked, i.e., in the case of fringe benefit contributions, the 15th day of the month for each hour worked, or for which employees were entitled to have contributions made, in the preceding month, as set forth in Section 79 of this Agreement.) Such a bona fide payment plan shall preclude a strike over delinquent wages, travel, subsistence, or fringe benefit contributions as long as the Employer is abiding thereby. The Association may bring a grievance against the Union for violation of this provision if the Union fails to strike an Employer that is two (2) months delinquent in paying fringe benefit contributions owed under the Agreement and has not entered into a bona fide payment plan for curing the delinquency. Such a grievance shall be subject to resolution through expedited arbitration on 48 hours' notice before Robert Hirsch or, if he is not available, another mutually-agreed neutral arbitrator.

SECTION 100. PICKET LINES. Notwithstanding anything in Section 99 to the contrary, it shall not be a violation of this Agreement for an employee to respect a primary picket line, supported, established and sanctioned by the local Building Trades Council or Central Labor Council having jurisdiction over the area where the job is being picketed. Employees may not honor any picket line, including a picket line described in the preceding sentence, if the picket line is both directed at an employer who is bound to this Agreement and if the subject of the picketing is work which is covered by this Agreement including, but not limited to, claims by other unions that such work is within their jurisdiction or claims by other unions that the appropriate wage rates are not being paid to the persons performing that work. In the event that an employer, against whom the picket is directed, claims that the work which is the subject of the picketing is work which is covered by this Agreement, and if the Union disagrees with that claim, that issue, and only that issue, will be subject to binding arbitration to be heard by John Kagel, Robert Hirsch, or Yuval Miller (first

one available) within one (1) working day following such disagreement, or as soon thereafter as the arbitrator's schedule permits.

ARTICLE XII. LIABILITY OF THE PARTIES

SECTION 101. INDIVIDUAL ACTIONS. It is mutually understood and agreed that neither the Association, any Individual Employer nor the Union shall be liable for damages caused by the acts or conduct of any individual or group of individuals who are acting or conducting themselves in violation of the terms of this Agreement without authorization of the respective party, provided that such action or conduct has not been specifically authorized, participated in, fomented or condoned by the Association, the Individual Employer or the Union, as the case may be.

SECTION 102. CORRECTIVE ACTION. In the event of any violation of the terms of this Article, responsible and authorized representatives of the Union, the Association or the Individual Employer, as the case may be, shall promptly take such affirmative action as is within their power to correct and terminate such violation for the purpose of bringing such unauthorized persons into compliance with the terms of this Agreement. Such individuals acting or conducting themselves in violation of the terms of this Agreement shall be subject to discipline, up to and including discharge.

SECTION 103. SUB-STANDARD WORK. All complaints of sub-standard work by Journeyman Tile Layers and Journeyman Tile Finisher/Helpers shall be promptly reported by the Employer to the Union. In all cases of gross negligence or intentional misconduct, an employee may be liable to the Employer to repair all work in question. The Employer shall notify the principal officer, or his designated representative, of BAC Local #3 California while the job is still in progress. If the employee is found negligent, he shall repair his own work at the applicable minimum wage without delay. This section is enforceable only to the extent permissible by law.

SECTION 104. BOND. As of October 1, 2012, all new signatory employers must, as a condition of contributing to the Northern California Tile Industry Trust Funds (NCTI Trust Funds"), post a bond in the amount of at least \$25,000 to secure the payment of future fringe benefit contributions. The Union and the Association shall have the authority to agree to set any such new signatory's bond at an amount higher than \$25,000. Further, as of October 1, 2012, the Trustees of the NCTI Trust Funds shall have the discretion to agree to require any signatory employer to post a bond in an amount not less than \$25,000 if such employer becomes delinquent in the payment of fringe benefit contributions or otherwise breaches its obligations to the NCTI Trust Funds. Additionally, the Joint Arbitration Board may require each and every Employer to obtain a bond in an amount not to exceed three times that Employers average fringe benefit payments in the preceding 12 months to guarantee compliance with the collective bargaining agreement and payment of wages and fringe benefits. This bond shall be presented to the Union within ten (10) days of the date of the decision of the Joint Arbitration Board. A cash deposit in the amount determined by the Joint Arbitration Board may be substituted for a bond. Otherwise, all bonds required under this provision shall be evidenced by completion by the Employer and its surety of the bond instrument as set forth in Appendix G to this Agreement. A bond containing terms different in any manner from that set forth in Appendix G to this Agreement is not acceptable. The Third Party Administrator for the trust funds shall administer the contractor bonds required under this provision. The Union shall notify the Association and the Employer Trustees of the Defined Benefit Pension and Health & Welfare Trust Funds when it signs a new Employer to this Agreement.

ARTICLE XIII. SUBSTANCE ABUSE

SECTION 105. COMMITMENT. The Individual Employers and the Union are committed to providing a safe and productive work environment. Substance abuse decreases efficiency, increases the risk of property loss or damage, and increases the risk of injury to employees.

SECTION 106. POLICY. Accordingly, the Union and the signatory Employers agree that:

- (a) Employees shall not use, possess, dispense or receive alcohol or controlled substances (other than prescription drugs which do not impair job performance) during working hours, on company property, at a job site, or in Company vehicles. For purposes of this policy, marijuana is a controlled substance.
- (b) Employees will not report for work while impaired by alcohol or controlled substances. Otherwise, nothing in this Section shall regulate employees' use of alcohol or controlled substances off the job.

- (c) Employees who violate the above work rules are subject to disciplinary action up to and including discharge.

SECTION 107. TESTING.

(a) **Reasonable Suspicion Testing.** Where the Individual Employer has “reasonable suspicion” to believe that an employee is under the influence of alcohol or a controlled substance, the Employer may require the employee to submit to a urine, blood or breathalyzer test to determine the presence of alcohol or drugs, subject to the following conditions:

- (1) Reasonable suspicion means suspicion based on specific personal observations, such as abnormal coordination, appearance, behavior, speech or breath odor of the employee. It can also include work performance, safety or attendance problems.
- (2) Employers who choose to compel an employee to submit to a drug/alcohol test must make a contemporaneous written record of the personal observations which amount to reasonable suspicion.
- (3) Employees asked to submit to a drug/alcohol test must be informed of the basis for the Employer’s reasonable suspicion and be given the opportunity to explain their conduct.
- (4) Employees required to take a drug/alcohol test will be placed on unpaid leave of absence pending receipt of the test results. If the test results are negative, the employee will be reinstated with back pay, unless there was an independent reason for the Employer’s actions, which reason was contemporaneously documented by the Employer.
- (5) Failure to submit to a drug/alcohol test will be grounds for termination. Employees who believe there was not reasonable suspicion to require them to submit to a drug/alcohol test must still submit to the test and then file a grievance in accordance with this Agreement.

(b) **Other Testing.**

- (1) Individual Employers may require an employee to submit to a urine, blood or breathalyzer test to determine the presence of alcohol or drugs, at the Employer’s expense, in the following situations:
 - a. If a prime contractor, project owner or customer requires it;
 - b. If the employee drives or operates a Company-owned vehicle; or
 - c. If such testing is required by state, federal or local law, regulation or ordinance.
- (2) Such other testing in the foregoing situations can include random, reasonable suspicion, post-accident, follow-up and/or return-to-duty testing; provided, however, that if such other testing is based on the fact that an employee drives or operates a Company-owned vehicle, random testing will not be used.
- (3) When an Employer learns that such other testing will be required by a prime contractor, project owner or customer, the Employer will promptly notify the Union, but not sooner than the contract award. Employees asked to work on a job where such other testing is required by the prime contractor, project owner or customer will be so informed before the project starts.
- (4) Employees required to submit to such other testing will be compensated for the time required to complete the testing. Failure to submit to a drug/alcohol test in any of the foregoing situations will be grounds for termination. Employees who believe they are not required to submit to a drug/alcohol test must still submit to the test and then file a grievance in accordance with this Agreement.

(c) **Testing Procedures.**

- (1) The drug/alcohol test will be performed at the Employer's expense by PharmChem Laboratories, Inc. or another laboratory mutually agreeable to the Union and the Association.
- (2) The employee shall be given a reasonable opportunity to contact a Union representative by telephone prior to submitting to the drug/alcohol test. A Union representative may accompany the employee to the laboratory or medical facility where the test will be conducted.
- (3) If the employee tests positive, the employee may request that the blood or urine sample be tested by another independent laboratory or medical facility at the Employer's expense.
- (4) All laboratory reports and test results shall be treated as confidential medical information and shall be maintained in a medical file separate from the employee's personnel file. Access to the medical file containing laboratory reports and test results shall be on a need-to-know basis.
- (5) Notwithstanding subsection (4) above, at the request of the employee, copies of the laboratory reports and test results will be provided to the Union.

ARTICLE XIV. UNFAIR COMPETITION AND WORK PRESERVATION

SECTION 108. UNFAIR COMPETITION.

- (a) It is agreed that the Union's Field Representatives, officers and members will work with the Association and Individual Employers in gaining help from state and federal authorities and local building trades councils to curb any non-licensed, nonunion tile contracting.
- (b) **Labor Management Cooperation Committee.** The parties hereby form the Tile Industry Labor Management Cooperation Committee (the "Committee" or the "LMCC"). This Committee is established pursuant to 29 U.S.C. Section 186(c)(9). The purpose of the Committee shall be to foster cooperation between labor and management of the Tile Industry for the advancement of the Tile Industry, for the purpose of furthering employment opportunities in the tile industry, and any and all other purposes permitted by the provisions of Section 302(c)(9) of the Labor-Management Relations Act of 1947, as amended, 29 U.S.C. Section 186(c)(9) and Section 6 of the Labor-Management Cooperation Act of 1978. The Committee shall be jointly administered by an equal number of Union representatives and Association representatives, each of whom shall have not less than five (5) years' experience working directly in the Tile Industry; provided, however, that the President of the Union or his/her designee may represent the Union and the President of the Association or his/her designee may represent the Association without regard to their years of experience in the Tile Industry. The Committee shall be organized in the form of a Trust or similar type of structure. The parties will cooperate in the establishment of the Committee. Sections 78 through 83 of this Agreement shall apply to this Committee.
- (c) **WORK PRESERVATION COMMITTEE.** In order to combat competition from nonunion employers, the parties to this Agreement shall meet as necessary during the term of this Agreement to discuss adopting such changes in the wages, fringe benefits and working conditions of this Agreement on a project or area basis, as are needed to preserve work opportunities for employees and Employers covered by this Agreement. The most favored nations clause of this Agreement (Section 6) will not apply beyond the project or area for which the Committee has granted more favorable terms and conditions.

ARTICLE XV. EFFECT OF AGREEMENT

SECTION 109. ASSOCIATION EMPLOYER MEMBERSHIP. This Agreement is made by the Association for and on behalf of its members and other Individual Employers who have authorized it to represent them, and the Association warrants and represents that upon the date of execution of this Agreement, its membership included those individual Employers whose names are listed on Appendix F attached hereto.

SECTION 110. SUCCESSORS AND ASSIGNS. This Agreement shall be binding upon the successors, purchasers and assigns of the Individual Employers and the Union. Each employer bound by the terms of this Agreement agrees to promptly notify the Union in writing by registered or certified mail of the addition of new

members to a partnership, or the creation of any new company or corporation that will perform work described in Section 4 of this Agreement for which the employer or any of the employer's owners are owners in whole or part. In the event of failure to notify the Union, the individual, partnership or corporation executing this Agreement shall continue to be individually responsible and liable for the observance of the terms and conditions of this Agreement, to the full extent permitted by law, by such firm, partnership, joint venture, corporation, individual or affiliate, until the required notices are given to the Union. Such notices may not be retroactive in effect. In interpreting the above clause, the purpose and spirit is to preclude the employer from circumventing this Agreement by the formation of joint ventures, new corporations, firms, partnerships, or any other paper transaction; provided, however, that this provision shall be interpreted and applied consistent with and no broader than the broadest interpretation permitted by federal case labor law or any applicable federal labor statute.

SECTION 111. GENERAL SAVINGS CLAUSE. It is not the intent of either 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, the remainder of this Agreement shall remain in full force and effect, unless the parts so found to be void are wholly inseparable from the remaining portions of this Agreement. The clauses relating to Employment (Article II), No Cessation of Work (Section 99) and Picket Lines (Section 100) are intended to be inseparable and mutually interdependent. Should any of such provisions be held or determined to be illegal or void for any reason, then all of said provisions shall forthwith become of no further force or effect and neither party shall by implication be bound thereby. The parties agree that if and when any provision of this Agreement is finally held or determined to be illegal or void, they will then promptly enter into lawful negotiations concerning the substance thereof.

ARTICLE XVI. TERM OF AGREEMENT

SECTION 112. DURATION AND TERMINATION.

- (a) This Agreement shall become effective on April 1, 2025, for the Association, its members and all other Individual Employers (except that, for newly-organized Individual Employers who become signatory to this Agreement after the effective date of this Agreement, it shall become effective on the date agreed to by the Union and such Individual Employer). The Agreement shall remain in effect, for the Association, its members and all other Individual Employers, up to and including midnight of March 31, 2028, and from year to year thereafter, unless the Association or the Union shall, not less than sixty (60) days nor more than ninety (90) days prior to the expiration date, serve upon the other notice in writing by Registered or Certified Mail of its desire to terminate or modify this Agreement. If such notice is not given, the Agreement shall continue from year to year thereafter, unless the Association or the Union shall give the other written notice not less than sixty (60) days nor more than ninety (90) days prior to the anniversary of the expiration date of their intention to amend or modify this agreement.
- (b) An Individual Employer may terminate this Agreement, or any successor Agreement negotiated by the Union and the Association, only by written notice to both the Union and the Northern California Tile Industry Trusts, sent by certified mail at least sixty (60) days but not earlier than ninety (90) days prior March 31, 2028 or the termination date of a successor agreement. Notice given to only the Union or to only the Northern California Tile Industry Trusts shall not be effective to terminate this Agreement or any successor Agreement. Notice to the Northern California Tile Industry Trusts should be addressed to "Northern California Tile Industry Trusts, Notice of Contract Termination, c/o Benesys Administrators, 7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566." If notice of termination is not sent as described above, the Individual Employer shall remain bound to any successor Agreement negotiated by the Union and the Association or to this Agreement if no successor Agreement has been negotiated, and to any amendments to such Agreements which may be negotiated from time-to-time by the Union and the Association.

SECTION 113. NOTICE TO AND BY THE ASSOCIATION. For the purpose of this Article only, notice by the Union to the Association shall be deemed notice to all Association members listed on Appendix F, and to those Individual Employers who subsequently become members of the Association. Similarly, notice by the Association to the Union shall be deemed notice on behalf of all such Association members and Individual Employers who subsequently become members of the Association.

SECTION 114. ECONOMIC ACTION. In the event satisfactory agreement has not been reached prior to midnight March 31, 2028, the provisions of Section 99 (No Cessation of Work) and Article IV (Arbitration) shall be suspended and the parties shall be entitled to engage in economic action, as permitted by law, until such time as satisfactory agreement shall have been reached between them.

IN WITNESS WHEREOF, the parties hereto, through their duly authorized officers or representatives, have executed this Agreement on the day and year first hereinbefore mentioned.

**BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION NO. 3, CA, IUBAC, AFL-CIO**

Troy Garland
President
Chair, Negotiating Committee

X 

Ryan Ruf
Dave Jackson
Colin Johnson
Jordan Mondragon
Steve Vogel
Hugo Marquez
Robin Welch
Terry Stanger

**TILE, TERRAZZO, MARBLE & RESTORATION CONTRACTORS ASSOCIATION
OF NORTHERN CALIFORNIA, INC.**

Dave Newman (D&J Tile Company)
President
Chair, Negotiating Committee

X 

Rich Della Maggiore (Della Maggiore Tile Inc.)
Ryan Hagan (De Anza Tile)
Jordon O'Brien (California Tile Installers)

David Newman
President

MEMORANDUM AGREEMENT FOR INDIVIDUAL EMPLOYER

IT IS AGREED between the undersigned Contractor and BAC Local 3, California ("Union") in consideration of services performed and to be performed by Tile employees for the Contractor as follows:

1. The Contractor agrees to comply with all of the terms, including wages, hours, and working conditions, as set forth in the agreement between the Union and the Tile, Terrazzo, Marble & Restoration Contractors Association of Northern California Association, Inc. Effective April 1, 2025 through March 31, 2028 (which Agreement is incorporated herein by reference and a copy of which has been delivered to me and receipt of which is hereby expressly acknowledged).

2. The term "Master Agreement" referred to in this Memorandum Agreement shall be the Master Agreement referred to above or any other agreement designated in writing by BAC Local 3, California as the "Master Agreement" for a term or period subsequent to April 1, 2025 or any subsequent modification, changes, amendments, supplements, extensions or renewals of or to said designated Master Agreement.

3. The Contractor agrees to comply with all of the terms, including wages, hours, and working conditions of the Master Agreement and to any future modifications, changes, amendments, supplements, extensions or renewals of or to said Master Agreement which may be negotiated between the parties thereto for the term thereof.

4. The Contractor agrees that he or it does irrevocably designate and appoint the employer members of said Trust Funds and Plans mentioned in the Master Agreement as his or its attorneys in fact for the selection, removal and substitution of Trustees or Board members as provided in the Trust Agreements or Plans as may be hereinafter provided by or pursuant to said Trust Agreements or Plans.

5. Each Contractor signatory hereto specifically waives any right that he or it may have to terminate, abrogate, repudiate or cancel this Agreement during its term or during the term of any future modifications, changes, amendments, supplements, extensions or renewals of or to said Master Agreement, or to file any petition before the National Labor Relations Board seeking to accomplish such termination, abrogation, cancellation or repudiation or to file a petition seeking clarification or redefinition of the bargaining unit covered by this Agreement.

6. This Agreement shall remain in full force and effect for the period of the term of the Master Agreement between the Tile, Terrazzo, Marble & Restoration Contractors Association of Northern California Association, Inc. (the "Association") and BAC Local 3, California for the period April 1, 2025 through March 31, 2028 and for the term of any successor Master Agreement and the Contractor does hereby authorize the Association to represent the Contractor, unless the Union or the Contractor shall give written notice by certified mail to the other of desire to change or cancel this Memorandum Agreement at least sixty (60) days, but not earlier than ninety (90) days prior to the termination date of a successor Master Agreement. All notices given by BAC Local 3, California to the Association shall constitute sufficient notice to the Contractor by BAC Local 3, California, provided that a notice to the Association by the Contractor shall not constitute sufficient notice of intent not to be bound by a new Master Agreement or renewal or extension of the Master Agreement and Trust Agreements.

Company Name _____

Print Name _____

Signature _____

Title _____ Date _____

Address _____

City and State and ZIP _____

Telephone _____

Fax _____

Contractors License No. _____

E-Mail: _____ Web Site _____

BAC Local 3, California
Union Representative:

Name _____

Title _____

Signature _____

Date _____

Appendices A through E

to

COLLECTIVE BARGAINING AGREEMENT

by and between

**TILE, TERRAZZO, MARBLE AND RESTORATION CONTRACTORS ASSOCIATION
OF NORTHERN CALIFORNIA, INC.**

and

INDEPENDENT TILE CONTRACTORS

and

**BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION NO. 3CA IUBAC, AFL-CIO**

TILE RATES

TILE WAGE/BENEFIT SCHEDULE
04/01/2025 - 03/31/2026

Appendix A San Francisco, Alameda, Santa Clara, San Mateo, Solano, Contra Costa, Marin, Napa, San Benito, Monterey, Santa Cruz, Del Norte, Humboldt, Siskiyou, and Trinity.

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	I.U. Pension	Def Cont Pension	JATC Trng	IMI	Vac Contr	LMCC	Cntrct Admin	Promo	Total Package
F-4 Apprentice	1050	29.21	.00	1.61	30.82	12.40	3.30	.72	.00	.40	.51	.00	.39	.15	.35	49.04
F-5 "	1050	32.30	.70	1.74	34.74	12.40	3.30	.72	.00	.40	.55	.03	.41	.15	.35	53.05
F-6 Certified Journey Finisher		35.76	1.25	2.02	39.03	12.40	4.55	.72	1.00	.53	.62	.03	.45	.15	.35	59.83
Red Circled Finishers		40.80	1.75	2.25	44.80	12.40	4.55	.72	1.90	.53	.68	.03	.45	.15	.35	66.56
S-8 Apprentice	1250	35.29	1.10	1.95	38.34	12.40	4.55	.72	1.00	.60	.61	.03	.53	.15	.35	59.28
S-9 "	1250	38.09	1.10	2.05	41.24	12.40	4.55	.72	1.00	.60	.64	.03	.54	.15	.35	62.22
S-10 "	1250	43.70	1.50	2.32	47.52	12.40	4.55	.72	2.80	.60	.72	.03	.59	.15	.35	70.43
S-11 "	1250	50.42	1.50	2.55	54.47	12.40	4.55	.72	2.80	.60	.79	.03	.63	.15	.35	77.49
S-12 Certified Journey Layer		56.02	3.00	2.93	61.95	12.40	4.55	.72	4.00	.80	.89	.03	.75	.15	.35	86.59

* PROMOTION CONTRIBUTIONS SHALL BE "ONLY" ON THE FIRST 100,000 HOURS PER CONTRACT YEAR.

Increases:

Journeyman Tile Layers: 1st yr. 4/01/25 \$2.78; 2nd yr. 4/01/26 \$3.00; 3rd yr. 4/01/27 \$3.50; Apprentice increases are based on percentages.
Journeyman Tile Finisher F-6: Increase from JM S-12 total taxable. 1st yr. 63%, 2nd yr. 63.5%, 3rd yr. 64% .

Appendix B Mendocino, Lake and Sonoma

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	I.U. Pension	Def Cont Pension	JATC Trng	IMI	Vac Contr	LMCC	Cntrct Admin	Promo	Total Package
F-4 Apprentice	1050	27.74	.00	1.54	29.28	12.40	3.30	.00	.00	.38	.49	.00	.39	.15	.35	46.74
F-5 "	1050	30.62	.70	1.66	32.98	12.40	3.30	.00	.00	.38	.53	.03	.41	.15	.35	50.53
F-6 Certified Journey Finisher		34.11	1.00	1.95	37.06	12.40	4.55	.72	1.00	.50	.60	.03	.45	.15	.35	57.81
Red Circled Finishers		36.87	1.50	2.10	40.47	12.40	4.55	.72	1.90	.50	.64	.03	.45	.15	.35	62.16
S-8 Apprentice	1250	33.55	1.10	1.88	36.53	12.40	4.55	.72	1.00	.56	.59	.03	.53	.15	.35	57.41
S-9 "	1250	36.42	1.10	1.99	39.51	12.40	4.55	.72	1.00	.56	.62	.03	.54	.15	.35	60.43
S-10 "	1250	41.54	1.50	2.24	45.28	12.40	4.55	.72	2.80	.56	.70	.03	.59	.15	.35	68.13
S-11 "	1250	47.93	1.50	2.46	51.89	12.40	4.55	.72	2.80	.56	.77	.03	.63	.15	.35	74.85
S-12 Certified Journey Layer		53.26	2.75	2.82	58.83	12.40	4.55	.72	4.00	.75	.85	.03	.75	.15	.35	83.38

* PROMOTION CONTRIBUTIONS SHALL BE "ONLY" ON THE FIRST 100,000 HOURS PER CONTRACT YEAR.

Increases:

Journeyman Tile Layers: 1st yr. 4/01/25 \$2.78; 2nd yr. 4/01/26 \$3.00; 3rd yr. 4/01/27 \$3.50; Apprentice increases are based on percentages.
Journeyman Tile Finisher F-6: Increase from JM S-12 total taxable. 1st yr. 63%, 2nd yr. 63.5%, 3rd yr. 64% .

TILE WAGE/BENEFIT SCHEDULE
04/01/2025 - 03/31/2026

Appendix C Alpine, Amador, Calaveras, San Joaquin, Stanislaus and Tuolumne.

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	I.U. Pension	Def Cont Pension	JATC Trng	IMI	Vac Contr	LMCC	Cntrct Admin	Promo	Total Package
F-4 Apprentice	1050	27.05	.00	1.54	28.59	12.40	3.30	.72	.00	.38	.49	.00	.39	.15	.35	46.77
F-5 "	1050	29.85	.70	1.66	32.21	12.40	3.30	.72	.00	.38	.52	.03	.41	.15	.35	50.47
F-6 Certified Journey Finisher		33.27	1.00	1.92	36.19	12.40	4.55	.72	.94	.50	.59	.03	.45	.15	.35	56.87
Red Circled Finishers		37.63	1.30	2.12	41.05	12.40	4.55	.72	1.78	.50	.65	.03	.45	.15	.35	62.63
S-8 Apprentice	1250	32.72	1.10	1.86	35.68	12.40	4.55	.72	.94	.56	.58	.03	.53	.15	.35	56.49
S-9 "	1250	35.32	1.10	1.95	38.37	12.40	4.55	.72	.94	.56	.61	.03	.54	.15	.35	59.22
S-10 "	1250	40.51	1.50	2.20	44.21	12.40	4.55	.72	2.63	.56	.69	.03	.59	.15	.35	66.88
S-11 "	1250	46.75	1.50	2.41	50.66	12.40	4.55	.72	2.63	.56	.75	.03	.63	.15	.35	73.43
S-12 Certified Journey Layer		51.94	2.75	2.76	57.45	12.40	4.55	.72	3.75	.75	.84	.03	.75	.15	.35	81.74

* PROMOTION CONTRIBUTIONS SHALL BE "ONLY" ON THE FIRST 100,000 HOURS PER CONTRACT YEAR.

Increases:

Journeyman Tile Layers: 1st yr. 4/01/25 \$2.78; 2nd yr. 4/01/26 \$3.00; 3rd yr. 4/01/27 \$3.50; Apprentice increases are based on percentages.
Journeyman Tile Finisher F-6: Increase from JM S-12 total taxable. 1st yr. 63%, 2nd yr. 63.5%, 3rd yr. 64% .

Appendix D Fresno, Kings, Madera, Mariposa, Merced and Tulare.

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable	Health Welfare	Def Ben Pension	I.U. Pension	Def Con Pension	JATC Trng	IMI	Vac Contr	LMCC	Cntrct Admin	Promo	Total Package
F-4 Apprentice	1050	26.46	.00	1.49	27.95	12.40	3.30	.00	.00	.38	.47	.00	.39	.15	.35	45.39
F-5 "	1050	28.29	.50	1.57	30.36	12.40	3.30	.00	.00	.38	.50	.03	.41	.15	.35	47.88
F-6 Certified Journey Finisher		30.99	1.30	1.82	34.11	12.40	4.55	.00	.81	.50	.56	.03	.45	.15	.35	53.91
S-8 Apprentice	1250	31.06	1.10	1.76	33.92	12.40	4.55	.00	.81	.56	.56	.03	.53	.15	.35	53.86
S-9 "	1250	33.49	1.10	1.85	36.44	12.40	4.55	.00	.81	.56	.58	.03	.54	.15	.35	56.41
S-10 "	1250	37.37	1.25	2.04	40.66	12.40	4.55	.00	2.28	.56	.64	.03	.59	.15	.35	62.21
S-11 "	1250	42.43	1.25	2.22	45.90	12.40	4.55	.00	2.28	.56	.69	.03	.63	.15	.35	67.54
S-12 Certified Journey Layer		47.14	2.75	2.58	52.47	12.40	4.55	.90	3.25	.75	.78	.03	.75	.15	.35	76.38

* PROMOTION CONTRIBUTIONS SHALL BE "ONLY" ON THE FIRST 100,000 HOURS PER CONTRACT YEAR.

Increases:

Journeyman Tile Layers: 1st yr. 4/01/25 \$2.78; 2nd yr. 4/01/26 \$3.00; 3rd yr. 4/01/27 \$3.50; Apprentice increases are based on percentages.
Journeyman Tile Finisher F-6: Increase from JM S-12 total taxable. 1st yr. 65%, 2nd yr. 63.5%, 3rd yr. 64% .

Appendix E Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Yolo & Yuba.

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	I.U. Pension	Def Cont Pension	JATC Trng	IMI	Vac Contr	LMCC	Cntrct Admin	Promo	Total Package
F-4 Apprentice	1050	27.13	.00	1.53	28.66	12.40	3.30	.29	.00	.38	.48	.00	.39	.15	.35	46.40
F-5 "	1050	29.64	1.00	1.65	32.29	12.40	3.30	.29	.00	.38	.52	.03	.50	.15	.35	50.21
F-6 Certified Journey Finisher		33.27	1.10	1.91	36.28	12.40	4.55	.29	.75	.50	.59	.03	.68	.15	.35	56.57
S-8 Apprentice	1250	33.19	1.10	1.85	36.14	12.40	4.55	.29	.75	.56	.58	.03	.53	.15	.35	56.33
S-9 "	1250	35.74	1.10	1.94	38.78	12.40	4.55	.29	.75	.56	.61	.03	.54	.15	.35	59.01
S-10 "	1250	40.64	1.25	2.16	44.05	12.40	4.55	.29	2.10	.56	.68	.03	.59	.15	.35	65.75
S-11 "	1250	46.89	1.25	2.38	50.52	12.40	4.55	.29	2.10	.56	.74	.03	.63	.15	.35	72.32
S-12 Certified Journey Layer		52.10	2.75	2.73	57.58	12.40	4.55	.29	3.00	.75	.83	.03	.75	.15	.35	80.68

* PROMOTION CONTRIBUTIONS SHALL BE "ONLY" ON THE FIRST 100,000 HOURS PER CONTRACT YEAR.

Increases:

Journeyman Tile Layers: 1st yr. 4/01/25 \$2.78; 2nd yr. 4/01/26 \$3.00; 3rd yr. 4/01/27 \$3.50; Apprentice increases are based on percentages.
Journeyman Tile Finisher F-6: Increase from JM S-12 total taxable. 1st yr. 63%, 2nd yr. 63.5%, 3rd yr. 64% .

APPENDIX F

TILE, TERRAZZO, MARBLE & RESTORATION CONTRACTORS

ASSOCIATION OF NORTHERN CALIFORNIA, INC.

MEMBERS April 1, 2025

California Tile Installers

De Anza Tile

De Alba Brothers Tile

D & J Tile Company

Deason Tile

Della Maggiore Tile Inc.

Rinaldi Tile & Marble

J. Dean Ballard & Sons Tile

Appendix G

BOND NO. _____

Premium _____

Effective Date _____

BOND

Know all men by these presents:

That we, _____
Contractor's Firm Name

Address

Hereinafter referred to as "Principal" and

Surety Firm Name

hereinafter referred to as the "Surety", a corporation created, organized and existing under and by virtue of the laws of the State of _____ are held and firmly bound into International Union of Bricklayers and Allied Craftworkers, AFL-CIO, Local Union No. 3 and its successors and assigns (hereafter "Bricklayers Local 3") in the sum of _____ Dollars (\$ _____), lawful money of the United States of America, to be paid to Bricklayers Local 3, for which payment, well and truly to be made, we bind ourselves, our heirs, executors and successors jointly and severally firmly by these presents.

The condition of the above obligation is such that:

Whereas, the Collective Bargaining Agreement between the Tile, Terrazzo, Marble and Restoration Contractors' Association of Northern California Inc., on behalf of individual contractors, and Bricklayers Local 3, requires that each contractor post a surety bond executed by a Surety Company in the amount of _____ Dollars against a Contractor for violations of this Agreement, (\$ _____) to guarantee compliance by the Contractor to all the terms and conditions of the Collective Bargaining Agreement, and shall guarantee payments by the Contractor of wages and/or or all fringe benefit amounts (herein defined as Health and Welfare, Pension, Dental, Vacation, Union Administration ("Dues"), Apprenticeship Training, and Promotion payments) on a local or national plan, including costs of collection, liquidated damages, audit fees and charges, attorney's fees, and all other charges.

Now, therefore, if said Contractor shall pay all damages and all fringe benefit contributions or deductions, as defined above, including cost of collection, liquidated damages, audit fees and charges, attorney's fees, and all other charges, then this obligation shall be null and void; otherwise, to remain in full force and effect.

Provided that this bond is conditioned upon the following conditions and limitations:

1. In the event, after thirty (30) days written notice by certified mail to the last known address of the contractor, the contractor fails to pay, in full, all amounts due under the provisions of preceding paragraphs, whether by virtue of bankruptcy or any other reason, the Surety shall guarantee under this Bond payment of all damages, wage and/or fringe benefit amounts previously set forth, including costs of the collection, liquidated damages, audit fees and charges, attorney's fees, and all other charges.
2. Payment shall be made by the Surety Company under this Bond within thirty (30) days of the date of notification to the Surety that the Contractor, notwithstanding the written notice set forth herein in paragraph 1, has neglected, failed or

refused to pay the amounts claimed to be due. The Contractor consents to any payment made by the Surety Company in reliance upon notification of the Surety.

3. The aggregate liability of the Surety hereunder for all causes of action arising under this Bond shall not exceed the total sum of _____ Dollars (\$ _____), plus all reasonable attorney's fees and costs incurred by Bricklayers Local 3 and its affiliated trust funds in enforcing this Bond agreement.
4. This Bond shall not apply to any debt of the Contractor existing prior to the effective date of this Bond.
5. The Surety named herein may cancel this Bond and be relieved of any further liability hereunder at any time after one year from the effective date of this Bond, except as to any liability incurred or accrued, and any damages or delinquencies committed, prior to the giving of sixty (60) days' notice in writing to Bricklayers Local No. 3, and upon the giving of at least sixty (60) days' notice in writing by certified mail, return receipt requested, to Bricklayers Local No. 3.
6. No right of action shall accrue under this Bond to or for the use of any person other than the obligee, Bricklayers Local 3, its successor Unions and their affiliated trust funds.

In Witness Whereof, the seal and signature of the Surety and the Principal is hereto affixed, and the corporate seal and name of said Surety is hereto affixed and attested by its duly authorized attorney-in fact,

In the City of _____, State of _____ this _____
day of _____, 20____.

State Contractor's License Classification

Company Name

Contractor's Address

Principal (Contractor)

State Contractor's License No.

Surety

Attorney

All communications relative to the Bond shall be mailed to:

Bricklayers Local No. 3
8201 Capwell Drive
Oakland, CA 94621