



**PLASTER TENDERS OF SOUTHERN CALIFORNIA
LOCAL UNION 1414**



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May 15, 2019

NOTICE TO CONTRACTORS

Under the terms of the new 2018-2022 PLASTER TENDERS' MASTER AGREEMENT the Union is allocating the **August 7, 2019, \$2.05 per hour increase**, as follows:

Wages	\$1.00
Pension	\$0.62
Health & Welfare	\$0.15
Vacation	\$0.03
Annuity Fund	\$0.25

Based upon the above allocation and re-allocation, the following Wage and Fringe Benefit Schedule becomes effective **August 7, 2019**.

Hourly Rates for Commercial Work

<u>Plaster Tender</u>	<u>Effective August 7, 2019</u>	<u>Military Bases¹ August 7, 2019</u>
Base Wage	\$37.37	\$40.37
Health & Welfare	7.47	7.47
Pension	7.80	7.80
Vacation (Supplemental Dues \$1.95)	5.18	5.18
Annuity Fund	0.50	0.50
C.C.C.	.40	.40
Apprenticeship & Training	1.02	1.02
Administrative Trust	.50	.50
Laborers Trusts' Administrative Trust	.06	.06
<u>Plaster Clean-up Laborer</u>		
Base Wage	\$34.82	\$37.82
Health & Welfare	7.47	7.47
Pension	7.80	7.80
Vacation (Supplemental Dues \$1.95)	5.18	5.18
Annuity Fund	0.50	0.50
C.C.C.	.40	.40
Apprenticeship & Training	1.02	1.02
Administrative Trust	.50	.50
Laborers Trusts' Administrative Trust	.06	.06

Foreman

Plaster Tender General Foreman:
\$2.00 per hour above the Working Foreman
Plaster Tender Working Foreman (Commercial):
\$2.00 per hour above the Plaster Tenders

Wage Premiums

Swing Stage Scaffold Hazard Pay
\$1.00 per hour for every hour Plaster Tenders work upon this type of scaffold

Hourly Rates for Residential Work

<u>Plaster Tender</u>	<u>Effective August 7, 2019</u>	<u>Military Bases¹ August 7, 2019</u>
Base Wage	\$35.37	\$38.37
Health & Welfare	7.47	7.47
Pension	7.80	7.80
Vacation (Supplemental Dues \$1.95)	5.18	5.18
Annuity Fund	0.50	0.50
C.C.C.	.40	.40
Apprenticeship & Training	1.02	1.02
Administrative Trust	.50	.50
Laborers Trusts' Administrative Trust	.06	.06

Plaster Clean-up Laborer

Base Wage	\$32.82	\$35.82
Health & Welfare	7.47	7.47
Pension	7.80	7.80
Vacation (Supplemental Dues \$1.95)	5.18	5.18
Annuity Fund	0.50	0.50
C.C.C.	.40	.40
Apprenticeship & Training	1.02	1.02
Administrative Trust	.50	.50
Laborers Trusts' Administrative Trust	.06	.06

Foreman

Plaster Tender General Foreman:
\$2.00 per hour above the Working Foreman

Plaster Tender Working Foreman (Residential):
\$2.00 per hour above the Plaster Tenders

Wage Premiums

Swing Stage Scaffold Hazard Pay
\$1.00 per hour for every hour Plaster Tenders work upon this type of scaffold

¹ Military bases are Fort Irwin, George Air Force Base, Marine Corps Air Station 29 Palms, Marine Corps Logistics Supply Base, Naval Air Facility Seeley, Mountain Warfare Training Center, United States Marine Corps Pickle Meadows, North Island Naval Air Station, Coronado Naval Amphibious Base, Imperial Beach Naval Air Station, Vandenberg Air Force Base.

APPRENTICESHIP –NEW (3) YEAR PROGRAM

Apprentices shall be paid not less than the following percentage of current journeyman's rate, which is \$37.37 per hour.

	<i>1st Period</i>	<i>% of Rate</i>	<i>2nd Period</i>	<i>% of Rate</i>	<i>3rd Period</i>	<i>% of Rate</i>	<i>4th Period</i>	<i>% of Rate</i>	<i>5th Period</i>	<i>% of Rate</i>	<i>6th Period</i>	<i>% of Rate</i>	<i>Journey man</i>
<i>Wage Rate</i>	\$16.82	45%	18.69	50%	22.42	60%	26.16	70%	29.90	80%	33.63	90%	\$37.37
<i>Health & Welfare</i>	\$4.48	60%	5.23	70%	5.98	80%	6.72	90%	6.72	90%	6.72	90%	\$ 7.47
<i>Pension</i>	\$1.56	20%	3.12	40%	4.68	60%	6.24	80%	6.63	85%	7.02	90%	\$ 7.80
<i>App. & Training</i>	\$1.02	100%	1.02	100%	1.02	100%	1.02	100%	1.02	100%	1.02	100%	\$ 1.02
<i>Vacation/Supp. Dues*</i>	\$5.18	100%	\$5.18	100%	\$5.18	100%	\$5.18	100%	\$5.18	100%	\$5.18	100%	\$ 5.18
<i>Annuity Fund</i>	\$0.50	100%	\$0.50	100%	\$0.50	100%	\$0.50	100%	\$0.50	100%	\$0.50	100%	\$0.50
<i>CCC</i>	\$.00	0%	\$.00	0%	\$.00	0%	\$.00	0%	\$.00	0%	\$.00	0%	\$ 0.40
<i>Adm. Trust</i>	\$.00	0%	\$.00	0%	\$.00	0%	\$.00	0%	\$.00	0%	\$.00	0%	\$ 0.50
<i>Laborers Trusts' Adm. Trust</i>	\$ 0.06	100%	\$ 0.06	100%	\$ 0.06	100%	\$ 0.06	100%	\$ 0.06	100%	\$ 0.06	100%	\$ 0.06
<i>Total Package</i>	\$29.62		\$33.80		\$39.84		\$45.88		\$50.01		\$54.13		\$60.30
<i>(Total Benefits)</i>	(\$12.80)		(\$15.11)		(\$17.42)		(\$19.72)		(\$20.11)		(\$20.50)		(\$22.93)
<i>Supplemental Dues *</i>	\$1.95		\$1.95		\$1.95		\$1.95		\$1.95		\$1.95		\$1.95

Apprentice Advancement: Six, six-month (6) periods with a minimum of 600 hours of on-the-job training and 80 hours of related and supplemental instruction with satisfactory grades/evaluations, are needed to advance to the next period during the term of Apprenticeship

Ratio: The ratio of apprentices to Journeymen shall be one apprentice for the first three (3) Journeymen employed (Although the apprentice may be the second Plaster Tender on the job), and one (1) apprentice for every three (3) Journeymen thereafter. An apprentice to Journeyman ratio greater than that specified above may exist by mutual agreement between the Contractor and the Union.

SUBSISTENCE

When Plaster Tenders are required because of job location to live away from their place of residence, they shall receive not less than the regular rate of pay, plus sixty dollars (\$60.00) per day, to cover expenses from the date of leaving until the day of return, inclusive to their home area. When subsistence is paid, an employee shall also be reimbursed once in any weekly pay period at the straight time hourly rate for the time required to make one round trip to his place of residence and back to the job location. Upon completion of their job and/or layoff a member is being paid for time spent in transit returning to their home area they shall not be eligible to also collect subsistence for the day of return.

In lieu of subsistence, the Contractor may provide and maintain acceptable room and board on or immediately adjacent to the project seven (7) days per week in compliance with California State Laws.

If a Journeyman quits a job paying subsistence without just cause during a pay period, he shall not be entitled to any travel expenses for return to his home area.

If a Journeyman in a subsistence area does not show up for work on Monday, or the day following a legal holiday after having worked the previous Friday, or the work day prior to a holiday he shall not be entitled to the subsistence allowance for Saturday and Sunday or for the day or days covered by the holiday. The only exception to this clause is if a journeyman be judged by competent authority as sick or unfit to work.

Exception: On Federal, State, or industrial projects where room and board is provided by either the awarding authority or Employer, the employee may have the option of accepting the room and board facilities, or the subsistence allowance, but not both.

It is agreed that a small committee of joint Labor and Management will review "out-of-town expenses" each year.

FUTURE INCREASES (TO BE ALLOCATED BY THE UNION):

August 5, 2020: \$2.20 an hour

August 4, 2021: \$2.20 an hour