



Construction Employers' Association

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Director Emeritus

May 26, 2000

SENT VIA OVERNIGHT MAIL

Mr. Daniel Curtin
Chief Deputy Director
Department of Industrial Relations
455 Golden Gate Avenue, 10th Floor
San Francisco, CA 94102

Dear Mr. Curtin:

Enclosed is a copy of the executed 1999-2004 Carpenters Master Agreement by and between the Construction Employers' Association and the Carpenters 46 Northern California Counties Conference Board.

If you have any questions, please contact me at (925) 930-8184 or Ginny Smith at (916) 978-8510.

Sincerely,

Michael Walton, Secretary
Construction Employers' Association

Enclosure

cc: John Casey, Northern California Carpenters Regional Council
Fred Wright, Carpenters' 46 Northern California Counties Conference Board

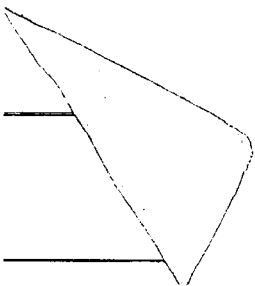
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Department of Industrial Relations

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Fringe Benefit Hourly Rates – Entire 46 Counties Area
(August 1, 1999 through June 30, 2000)

Effective dates: 8-01-99

Health & Welfare	3.905	
Pension	1.30	<i>Pension</i> →
Carpenter Annuity (except 3 rd and 4 th Period Apprentices)	3.00	
Carpenter Apprentice Annuity (3 rd and 4 th Period only)	2.00	
Vacation	1.50	<i>Vac/Hed.</i> →
Supplemental Dues	.86	
Training	.33	
Industry Promotion (CEA members only)	.05	
Industry Promotion (Memorandum Employers only)	.09	
UBC Health & Safety Fund	.04	
Carpenters Work Preservation	.06	
Carpenter Employers Contract Administration	.07	
Millwrights Annuity	4.25	

3.945 H/W

D. Future Wage and/or Fringe Benefit Considerations: (1999-2004)

July 1, 2000 –

In the Nine (9) Counties Area and for projects in the Thirty-Four (34) Counties and Three (3) Counties Areas covered by the provisions of Sections 39 B(2) and 39 C(2) respectively, one dollar and twenty-five cents (\$1.25) per hour increase to be allocated to wages and/or fringe benefits at the discretion of the Union including any amount to be allocated to Health & Welfare and/or the Carpenters Training Trust for Northern California, if needed to maintain existing benefits, as determined by the Health and Welfare and/or Carpenters Training Trust for Northern California Boards of Trustees.

In the Thirty-Four (34) Counties and Three (3) Counties Areas for projects covered by the provisions of Sections 39 B(1) and 39 C(1) respectively, fifty cents (\$.50) per hour increase to be allocated to wages and/or fringe benefits at the discretion of the Union.

employee covered by this Agreement for the purpose of providing training and education benefits for such employees.

Such contributing individual employer agrees to be bound by that certain Trust Agreement establishing the Fund dated March 4, 1963, as such has been or may from time to time be amended or supplemented.

There shall be no duplicating contributions with respect to any employee or the work of any employee.

SECTION 45

CONTRACT ADMINISTRATION, CALIFORNIA BUILDERS ADVANCEMENT PROGRAM, CALIFORNIA CONSTRUCTION ADVANCEMENT PROGRAM, BUILDERS INDUSTRY PROMOTION TRUST, CONSTRUCTION INDUSTRY ADVANCEMENT FUND AND THE BUILDING INDUSTRY MARKETING PROGRAM

Effective July 1, 1996, a total contribution of sixteen cents (\$.16) per hour for each hour worked or paid for shall be paid to the California Builders Advancement Program, the California Construction Advancement Program, the Builders Industry Promotion Trust Fund, the Carpenter Employers Contract Administration Trust Fund, Construction Industry Advancement Fund and the Building Industry Marketing Program as follows:

California Construction Advancement Program - Effective July 1, 1996, each signatory individual memorandum employer shall contribute the sum of two cents (\$.02) per hour worked or paid for to the California Construction Advancement Program which is established for the purpose of protecting, improving and advancing the interests and welfare of the construction industry and its individual employers and employees. Effective January 1, 1997, each signatory individual memorandum employer shall contribute the sum of one cent (\$.01) per hour worked or paid for to the California Construction Advancement Program. The individual employer hereby adopts and agrees to be bound by the terms of the certain Trust Agreement creating the California Construction Advancement Program dated September 12, 1974, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determinations of the Trustees of said Trust.

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California Builders Advancement Program - Effective January 1, 1997, each signatory employer shall contribute the sum of one cent (\$.01) per hour worked or paid for to the California Builders Advancement Program which shall be established for the purpose of protecting, improving and advancing the interests and welfare of the unionized building construction industry and its individual employers and employees. Effective January 1, 1997 through June 30, 2000, each signatory employer who is a member of the Construction Employers' Association (CEA) shall contribute the sum of two cents (\$.02) per hour worked or paid for to the California Builders Advancement Program. Effective

July 1, 2000, each signatory employer who is a member of the Construction Employers' Association (CEA) shall contribute the sum of one cent (\$.01) per hour worked or paid for to the California Builders Advancement Program. The individual employer hereby adopts and agrees to be bound by the terms of the Trust Agreement creating the California Builders Advancement Program, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determinations of the Trustees of said Trust.

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Builders Industry Promotion Trust Fund - Effective July 1, 1996, each signatory employer shall contribute the sum of three cents (\$.03) per hour worked or paid for to the Builders Industry Promotion Trust Fund which is established for the purpose of protecting, improving and advancing the interests and welfare of the building construction industry and its individual employers and employees. Effective July 1, 1996, each signatory employer who is a member of the Construction Employers' Association (CEA) shall contribute the sum of five cents (\$.05) per hour worked or paid for to the Builders Industry Promotion Trust Fund. Effective January 1, 1997, each signatory employer who is a member of the CEA shall contribute the sum of three cents (\$.03) per hour worked or paid for to the Builders Industry Promotion Trust Fund. The individual employer hereby adopts and agrees to be bound by the terms of the certain Trust Agreement creating the Builders Industry Promotion Trust Fund dated January 1, 1992, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determinations of the Trustees of said Trust.

Construction Industry Advancement Fund - Effective July 1, 1996 through June 30, 2000, each signatory individual memorandum employer shall contribute the sum of four cents (\$.04) per hour worked or paid for to the Construction Industry Advancement Fund Program which is established for the purpose of protecting, improving and advancing the interests and welfare of the construction industry and its individual employers and employees. The individual employer hereby adopts and agrees to be bound by the terms of the certain Trust Agreement creating the Construction Industry Advancement Fund Administrative Agreement dated March 5, 1979, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determinations of the Trustees of said Trust.

Building Industry Marketing Program - Effective July 1, 2000, each signatory individual memorandum employer shall contribute the sum of four cents (\$.04) per hour worked or paid for to the Building Industry Marketing Program which shall be established for the purpose of protecting, improving and advancing the interests and welfare of the unionized building construction industry and its individual employers and employees as provided for in the Labor Management Cooperation Act of 1978 (29 U.S.C. 175 et seq.) and Section 302 (c) (9) of the Labor Management Relations Act, as amended (29 U.S.C. 186 (c) (9)). Effective July 1, 2000, each signatory employer who is a member of the

Construction Employers' Association (CEA) or any other association which may so designate, shall contribute the sum of one cent (\$.01) per hour worked or paid for to the Building Industry Marketing Program. The individual employer hereby adopts and agrees to be bound by the terms of the Trust Agreement creating the Building Industry Marketing Program, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determinations of the Trustees of said Trust.

Carpenter Employers Contract Administration Trust Fund - Effective July 1, 1996, each signatory employer shall contribute the sum of seven cents (\$.07) per hour worked or paid for to the Carpenter Employers Contract Administration Trust Fund which is established for the purpose of administering the collective bargaining agreement through the grievance procedure or otherwise on behalf of all individual employers signatory to this Agreement. At the discretion of the Trustees of said Trust, contributions to the Carpenter Employers Contract Administration Trust Fund may be increased up to an additional two cents (\$.02) per hour during the term of this Agreement. Such increase or increases are to be effective on such dates as determined by the Trustees. The individual employer hereby adopts and agrees to be bound by the terms of the certain Trust Agreement creating the Carpenter Employers Contract Administration Trust Fund dated January 1, 1986, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determinations of the Trustees of said Trust.

All contributions and payments required pursuant to this Section or pursuant to the Trusts created hereunder shall not be deemed wages due to the employees with respect to whose work such contributions and payments are made.

NOTE: The amount of contributions is subject to further negotiation between the parties provided, however, that the total amount referred to in this section will not be increased but may be subject to redistribution by agreement of the parties.

SECTION 45-A

CARPENTERS WORK PRESERVATION COMMITTEE TRUST

Effective July 1, 1996, each signatory employer shall contribute the sum of six cents (\$.06) per hour for each hour worked or paid for to the Carpenters Work Preservation Committee Trust Fund. Each individual employer hereby adopts and agrees to be bound by the terms of the certain Trust Agreement creating the Carpenters Work Preservation Committee dated January 1, 1986, as such might be amended from time to time pursuant to the terms thereof, and further agrees to observe and be bound by the actions and determination of the trustees of said Trust. At the discretion of the trustees of said Trust, contributions for the Carpenters Work Preservation Committee Trust Fund may be increased up to an additional three cents (\$.03) per hour during

the term of the Agreement. Such increase or increases are to be effective on such dates as determined by the Trustees.

The Carpenters Work Preservation Committee Trust is established for the purpose of administering the Carpenters Work Preservation Committee as referred to in Section 2-A of this Agreement.

The Carpenters Work Preservation Committee Trust has been created as a tax qualified jointly trusteed trust fund, the purposes of which are to perform the work preservation functions and those functions permitted pursuant to the Labor Management Cooperation Act of 1978 (29 U.S.C. 175 et seq.) and Section 302 (c) (9) of the Labor Management Relations Act, as amended (29 U.S.C. 186 (c) (9)).

It is further agreed that any funds contributed to such fund or funds created for the purposes set forth herein shall not be used for any membership solicitation by a contributor or participant to the Trust Agreement or Trust Agreements or Corporate Articles and By-Laws formed shall be accessible to any signatory employer or employers without regard to membership or non-membership in any employer association which may be signatory to an agreement requiring contributions to the fund or funds created pursuant to this Agreement.

All contributions and payments required pursuant to this Section or pursuant to the Trusts created hereunder shall not be deemed wages due to the employees with respect to whose work such contributions and payments are made.

SECTION 45-B UBC HEALTH & SAFETY FUND

Each signatory employer shall contribute to the United Brotherhood of Carpenters and Joiners of America Health & Safety Fund ("Health Fund") the amount listed in Section 39 for each hour worked by each employee covered by this Agreement. Each individual employer agrees to be bound by the Agreement and Declaration of Trust for the Health and Safety Fund dated April 2, 1990, as it exists and as it may be amended or restated and to such rules, regulations and other governing documents adopted pursuant to such Trust.