Subsistence, Zone and Incentive Pay for 2018

Asbestos Worker-Heat and Frost Insulator->80 miles from Albuquerque City Hall or El Paso City Hall
-If overnight travel is required Board Allowance $70.00/day
-If overnight travel is not required Travel Allowance $40.00/day

Boilermaker-From city hall of the dispatch city or the employees home address, whichever is closer to the job location->70 miles but <120 miles pay the employee $55/day, if >120 miles pay the employee $70/day.

Bricklayers-for Albuquerque based contractors that have employees travel 50-75 miles from the Big I intersection pay $30.00/day, over 75 miles travel pay $50.00/day. Outside of Albuquerque use the employer’s main office address as a starting point for mileage calculations purposes above.

Cement Mason-$50.00/day for work over 50 miles from the contractor’s office. Employees who travel to Santa Fe from Albuquerque or to Albuquerque from Santa Fe will be paid $20/day. In either case, mutually agreed upon lodging or transportation paid for by the contractor will substitute for subsistence pay.

Electrician-Inside Classification
Zone 1-All Counties except Eddy, Lea, McKinley and Los Alamos
City Miles from Post Office
Albuquerque 40
Belen 12
Carrizozo 12
Clovis 12
Espanola 14
Farmington 6
Las Vegas 8
Los Lunas 12
Portales 12
Raton 6
Roswell 12
Ruidoso 12
Santa Fe 10
Tucumcari 6

For Albuquerque only
Zone 2 shall extend up to 10 miles beyond Zone 1 and pay an additional 9% of Journeyman base pay. (+2.74/hr.)
Zone 3 shall extend up to 20 miles from Zone 1 and pay an additional 15% of Journeyman base pay. (+4.56/hr.)
Zone 4 shall extend to anything beyond 20 miles from Zone 1 and pay an additional 26% of Journeyman base pay. (+7.90/hr.)
All other cities shown above:
Zone 2 shall extend up to 20 miles beyond Zone 1 and pay an additional 9% of Journeyman base pay. (+2.74/hr.)
Zone 3 shall extend up to 30 miles from Zone 1 and pay an additional 15% of Journeyman base pay. (+4.56/hr.)
Zone 4 shall extend to anything beyond 30 miles from Zone 1 and pay an additional 26% of Journeyman base pay. (+7.90/hr.)

Zone A Basic Wage Rates—For Eddy, Lea & McKinley counties

<table>
<thead>
<tr>
<th>City</th>
<th>Miles from Post Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Artesia</td>
<td>12</td>
</tr>
<tr>
<td>Carlsbad</td>
<td>12</td>
</tr>
<tr>
<td>Hobbs</td>
<td>12</td>
</tr>
<tr>
<td>Lovington</td>
<td>12</td>
</tr>
<tr>
<td>Gallup</td>
<td>10</td>
</tr>
</tbody>
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Zone B shall extend up to 10 miles beyond Zone A and pay an additional $.45/hr.
Zone C shall extend up to 28 miles from Zone A and pay an additional $.60/hr.
Zone D shall extend to anything beyond 28 miles from Zone A and pay an additional $.85/hr.

Los Alamos County shall pay Journey Technician/Cable Splicer an additional $4.56/hr.

Electrician—Outside Classification
Per diem to be paid for work 30 miles outside of Santa Fe and 60 miles outside of Albuquerque.
Los Alamos County pay Groundman +$.65/hr., Equipment Operator +$.93/hr., Lineman/Tech +$1.09/hr., and Cable Splicer +$1.19/hr.

Glazier—When the employee is required to stay out-of-town overnight the employer shall pay for a motel room (no less than a Motel 6) and $20.00 per night for food for the employee. No more than two employees per room. An employee required to use a personal vehicle for travel to a jobsite beyond a 30 mile radius of the main post office in the town or city where the employer’s shop is located shall be compensated the IRS rate for actual mileage incurred plus their regular rate of pay for travel time.

Ironworkers—travel greater than 50 miles from Albuquerque Big I or employees home, pay the employee $6.00/hr, Santa Fe County pay $3.00/hr.

Laborers-Type A work-travel 50-85 miles from employer’s primary address pay the employee an additional $3.50/hr. Over 85 miles from the employer’s primary address pay the employee an additional $5.00/hr. Type B and C work over 50 miles from the employer’s primary address pay the employee an additional $5.00/hr, not to exceed ten hours per day. If an employer provides the employee transportation and mutually agreeable suitable lodging in areas where overnight stays are necessary, subsistence rates do not apply. No zone pay for Type H work.

Millwright—Per Diem is to be paid for 76-150 miles travel pay $50.00/day. Over 150 miles travel pay $75.00/day.
Operating Engineers-Type A work over 50 miles but not more than 85 miles from employer’s primary place of business pay the employee an additional $3.50/hr. Over 85 miles from employer’s primary place of business pay the employee an additional $6.00/hr. When the company provides transportation and motels, Type A zone pay will not apply.

Operating Engineers-Type B and C work 30 miles from the employee’s home or Bernalillo County Courthouse in Albuquerque or the State Capitol Building in Santa Fe no subsistence, for Albuquerque/Santa Fe travel 31-50 miles pay the employee $20.00/day, 51-100 miles pay the employee $45.00/day and 100 miles and over pay the employee $75.00/day. For Farmington 0-30 miles travel pay no subsistence, 35-75 miles pay $45.00/day and 100 miles and over pay $75.00/day. For Los Alamos County pay $50.00/day.

Operating Engineers-Type H work-None-“Does not apply to Heavy prevailing wage jobs” per CBA.

Painter-When an employee travels from the main post office in the town where he resides 30 miles to 75 miles to a jobsite pay the employee an additional $1.00/hr. When the employee travels 75 miles and beyond to a jobsite pay the employee an additional $2.50/hr. When the employee is required to stay overnight the employer shall provide housing arrangements for the affected employees.

Paper Hanger- When an employee travels from the main post office in the town where he resides 30 miles to 75 miles to a jobsite pay the employee an additional $1.00/hr. When the employee travels 75 miles and beyond to a jobsite pay the employee an additional $2.50/hr. When the employee is required to stay overnight the employer shall provide housing arrangements for the affected employees.

Plasterer-$40.00/day ($5.00/day for eight hours) for work over 75 miles from the contractor’s office. Employees who travel to Santa Fe from Albuquerque will be paid $15/day. In either case, mutually agreed upon lodging or transportation paid for by the contractor will substitute for subsistence pay.

Plumber/Pipefitter-Type H work only. If an overnight stay is required, $50 subsistence paid for each day worked if the employee travels over 90 miles from their primary residence. No subsistence is required should an employer decide to cover the room cost.

Roofer-when required by the employer to stay overnight the employer shall provide to the employee a suitable hotel plus $35.00/day for food.

Sheet Metal Worker-If an overnight stay is required, $60.00 subsistence will be paid each day worked outside of the employer’s home zone (defined as within 90 miles from the main post office in the municipality of the employer’s primary place of business). No subsistence is required if employer pays for the room at a suitable location and no more than two workers per room. If no overnight stay is required, travel time will be paid both ways during each day worked outside of employer’s home zone.

Sprinkler Fitter-when an employee is required to travel to a job beyond 60 miles up to and including 80 miles from his residence, pay the employee $19.00/day. When an employee is required to travel to a job beyond 80 miles up to and including 100 miles from his residence, pay the employee $29.00/day. When an employee is required to travel to a job in excess of 100 miles from his residence, pay the employee $100.00/day plus $.54/mile going to the job the first time and returning to his home when the job is
completed or the next job is assigned by the employer. No subsistence shall be paid when the employer provides daily transportation and the employee chooses to travel back and forth from his home.