SUPPLEMENT NO. 1 LABORERS WAGE RATES

WAGE RATES: In each group, two (2) different wage rates will apply for each classification.

**Wage Rate A** - will apply to the following six (6) counties:


**Wage Rate B** - will apply to the following forty (40) counties:

Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Sierra, Shasta, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba.

Labor Foremen shall receive one dollar and fifty cents ($1.50) per hour above any classification of this Agreement working under his direction. Effective June 29, 2015, Labor Foreman shall receive two dollars ($2.00) per hour above any classification in this Agreement working under his direction. Effective June 26, 2017, Laborer Foreman shall receive two dollars and twenty-five cents ($2.25) per hour above any classification in this Agreement working under his direction.

A $3.00/hour premium (shift differential) shall be added to the base rate of Wage Rate A and a $2.85/hour premium (shift differential) shall be added to the base rate of Wage Rate B for the second shift of two (2) shift operations and for special single shifts as defined in Section 20A.

Premiums (shift differential) are not applicable to three (3) shift operations.

A $3.00/hour premium (zone pay) shall be added to the base rate of Wage Rate B for work performed outside the geographic area as defined in Supplement No. 6.

CONSTRUCTION SPECIALIST - WAGE RATE

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CLASSIFICATIONS OF CONSTRUCTION SPECIALIST

Asphalt Ironers and Rakers
Chainsaw
Laser Beam in connection with Laborers' work
Masonry and Plasterer Tender
Cast in place manhole form setters
Pressure pipelayers
Davis Trencher - 300 or similar type (and all small trenchers)
State Licensed Blaster as designated
Diamond Drillers
Multiple Unit Drills
High Scalers (including drilling of same)
Certified Welder
Certified Traffic Control Supervisor
Directional Boring Machine/Hydraulic Drills
Mini Max Operator
Operator of Laser for grade checking for pipe
Water Truck Operator (2,000 gallons or less)

New or additional classification subject to 14A of this Agreement

**GROUP 1 - WAGE RATE**

**EFFECTIVE DATE**

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**CLASSIFICATIONS OF GROUP 1**

- Asphalt Roller/Compacter (Walk Behind)
- Asphalt Saw/Cutting, including self-propelled
- Asphalt Spreader Boxes (all types)
- Barko, Wacker and Similar Type Tampers
- Bobcat/Skidsteer
- Buggymobile
- Caulkers, Banders, Pipewrappers, Conduit Layers, Plastic Pipe Layers
- Certified Asbestos & Mold Removal Worker
- Certified Hazardous Waste Worker (Including Lead Abatement)
- Compactors of all types
- Concrete and Magnesite Mixer and ½ yard
- Concrete Pan Work
- Concrete Sanders, Concrete Saw Cutting, including self-propelled
- Cribbers and/or Shoring
- Cut Granite Curb Setter
- Dri pak-it Machine
- Faller, Logloader and Bucker
- Form Raisers, Slip Forms
- Green Cutters
- Headerboard Men, Hubsetters, Aligners by any method
- High Pressure Blow Pipe (1-1/2" or over, 100 lbs pressure/over)
- Hydro Seeder & Similar Type
- Jackhammer Operators
- Jacking of Pipe over 12 inches
- Jackson and Similar Type Compactors
- Kettlemen, Potmen and men applying asphalt, Lay Kold, Creosote, Lime, caustic and similar type materials, (applying means applying dipping or handling of such materials)
- Lagging, Sheeting, Whaling, Bracing, Trenchjacking, Lagging hammer
- Magnesite, Epoxy resin, Fiber Glass and Mastic Workers (wet/dry)
- No joint pipe and stripping of same, including repair of voids
- Pavement Breakers and Spaders, including tool grinder
- Perma Curbs
- Pipe Wrappers, Pipe Fusers
Pipelayers (including grade checking in connection with pipe-laying)
Plastic and Rigid Pipe Layers
Precast-manhole setters
Pressure Pipe Tester
Post Hole Diggers - Air, Gas and Electric Power Broom Sweepers
Power Tamperers of all types, except as shown in Group 2
Ram Set Gun and Stud Gun
Riprap - Stonepaver and Rock-slinger, including placing of sacked concrete and/or sand (wet or dry) and Gabions and similar type
Rock Slicer, Rock Splitter
Rotary Scarifier or Multiple Head Concrete Chipping Scarifier
Roto and Ditch Witch
Rototiller
Sand Blasters, all types, Potmen, Gunmen and Nozzlemen
Self Propelled Brooms Under 65hp
Signaling and Rigging
Tank Cleaners
Tree Climbers
Trenchless Technology Laborer – Pipe installation, bursting, relining or similar
Turbo Blaster
Vibra-Screed - Bull float in connection with Laborers’ work
Vibrators
Water Meter Installer

GROUP 1(a) - WAGE RATE

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CLASSIFICATIONS OF GROUP 1(a)

Joy Drill Model TWM-2A
Gardener - Denver Model DH-143 and similar type drills. (In accordance with Memorandum of Understanding between Laborers and Operating Engineers dated at Miami, Florida, February 3, 1954.)

Track Drillers
Jack Leg Drillers
Wagon Drillers
Mechanical Drillers - All types regardless of type or method of power
Mechanical Pipe Layer -- All types regardless of type or method of power
Blasters and Powderman
All work of loading, placing and blasting of all powder and explosives of whatever type, regardless of method used for such loading and placing

Tree Topper
Bit Grinder
GROUP 1(b) - WAGE RATE

Sewer Cleaners shall receive four dollars ($4.00) per day above Group 1 wage rates. "Sewer Cleaner" means any workman who handles or comes in contact with raw sewage in small diameter sewers. Those who work inside recently active, large diameter sewers, and all recently active sewer manholes shall receive five dollars ($5.00) per day above Group 1 wage rates.

GROUP 1(c) WAGE RATE

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CLASSIFICATIONS OF GROUP 1(c)

Burning and welding in connection with Laborers' work Synthetic thermoplastics and similar type welding.

GROUP 1(d)

Maintenance and Repair Trackmen and Road Beds and all employees performing work covered by this Agreement shall receive twenty-five cents ($.25) per hour above their regular rate for all work performed on underground structures not specifically covered herein. This paragraph shall not be construed to apply to work below ground level in open cut. It shall apply to cut and cover work of subway construction after the temporary cover has been placed.

GROUP 1(e) - WAGE RATE

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CLASSIFICATIONS OF GROUP 1(e)

Work on and/or in Bell Hole Footings and Shafts thereof, and work on and in Deep Footings (Deep Footing is a hole fifteen (15) feet or more in depth). In the event the depth of the footing is unknown at the commencement of excavation, and the final depth exceeds fifteen (15) feet, the contractor agrees to pay the deep footing wage rate to all employees for each and every day worked on or in the excavation of the footing from the date of inception.

All work in the construction of tunnels and shafts shall be performed in accordance with the provisions of the Laborers' Tunnel Master Agreement for Northern California and the Individual Employer agrees to comply with all of the provisions of said Tunnel Agreement in such work.

Shaft is an excavation over fifteen (15) feet deep of any type, generally vertical in nature, but may decline from the vertical, and whose depth is greater than its largest horizontal dimension. It is specifically understood that Bell Hole Footings and Deep Footings are subject to the provisions of this Agreement, and all Shafts, Stopes, Raises and Tunnels are subject to the provisions of the Tunnel Master Agreement specified herein.
GROUP 1(f) - WAGE RATE
Wire winding machine in connection with Guniting or Shot Crete. (See Supplement No. 2)

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GROUP 1(g) - WAGE RATES FOR CONTRA COSTA COUNTY

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CLASSIFICATIONS OF GROUP 1(g)
Pipelayers (including grade checking in connection with pipelaying)
Caulkers
Banders
Pipewrappers
Conduit Layers
Plastic Pipe Layer
Pressure Pipe Tester
No joint pipe and stripping of same, including repair of voids
Precast Manhole setters, cast in place manhole form setters

GROUP 1(h)
Laborers working off or with or from Bos'n Chairs, Swinging Scaffolds, or Belts shall receive twenty-five cents ($0.25) per hour above the applicable wage rate. This premium rate shall be reckoned by the day and half day. This shall not apply to Laborers entitled to receive the wage rate set forth in Group 1(a).

GROUP 2 - WAGE RATE

EFFECTIVE DATE

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CLASSIFICATIONS OF GROUP 2
Asphalt Shovelers
Cement Dumpers and handling dry cement or gypsum
Choke-setter and Rigger (clearing work)
Concrete Bucket Dumper and Chuteman
Concrete Chipping and Grinding
Concrete Laborers (wet or dry)
Drillers Helper, Chuck Tender, Nipper (One (1) Chuck Tender on single machine operation with minimum of one (1)
  Chuck Tender for each two (2) machines on multiple machine operations. (Jackhammers are in no way involved in
  this item.)
Guinea Chaser (Stakeman), Grout Crew
High Pressure Nozzlemen, Adductors
Hydraulic Monitor (over 100 lbs. pressure)
Loading and unloading, carrying and handling of all rods and materials for use in reinforcing concrete construction
Pittsburgh Chipper, and similar type brush shredders
Sloper
Single foot, hand held, pneumatic tamper
All Pneumatic, Air, Gas and Electric Tools not listed in Groups 1 through 1(f)
Jacking of Pipe - under 12 inches

GROUP 3 - WAGE RATE

EFFECTIVE DATE

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CLASSIFICATIONS OF GROUP 3

Construction Laborers, including Bridge Laborers, General Laborers and Cleanup Laborers
Dumpman, Load Spotter
Flagperson/Pedestrian Monitor
Fire Watcher
Fence Erectors, including temporary fencing
Guardrail Erectors
Gardeners, Horticultural and Landscape Laborers (See Supplement No. 4)
Jetting
Limbers, Brush Loaders and Pilers
Pavement Markings (Button Setters/Stripers)
Maintenance, Repair Trackmen and Road Beds
Street Car and Railroad Construction Track Laborers (Rail Trackmen), including welding of rails
Temporary Air and Water Lines, Victaulic or similar
Tool Room Attendant (job site only)
Dry Utilities Laborers – Electrical and telecommunication conduit layer, joint utility trench Laborer including gas
Remediation/Land Restoration Laborer – Wetlands restoration, mitigation, or revegetation of lands (ornamental landscape
  is not included in this classification)
Demolition Worker
Pavers, Interlocking Pavers (all types) and Interlocking Paver Machines
Erosion Control Worker
Escort Driver (Construction Zone Traffic Control Pilot Car)
Solarvoltaic (Photovoltaic Assembler and Installer) Systems
Wheelbarrow, including power driven
GROUP 3(a) - WAGE RATE

**EFFECTIVE DATE**

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**CLASSIFICATION OF GROUP 3(a)**

Composite Crew Person - Shall apply only to the operation of vehicles, when operated in conjunction with Laborers duties.

GROUP 4 - WAGE RATE

**EFFECTIVE DATE**

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**CLASSIFICATIONS OF GROUP 4**

All final cleanup work of debris, grounds and building near the completion of the project including but not limited to street cleaners. It is agreed that the Group 4 Classification is not applicable to engineering or heavy highway projects.

Cleaning & Washing Windows (subject to provisions of Section 20A)
Brick Cleaners (job site only)
Watchman (Subject to provisions of Section 20A)
Material Cleaners (job site only)

The classification "Material Cleaner" is to be utilized under the following conditions:

A. At demolition sites for the salvage of the material.
B. At the conclusion of a job where the material is to be salvaged and stocked to be reused on another job.
C. The cleaning of salvage material at the Employer's job site or temporary job site yard.

The classification of "Material Cleaner" is not to be used to perform "form stripping cleaning and oiling and moving to the next point of erection."
SUPPLEMENT NO. 2  GUNITE, SHOTCRETE, PANELCRETE AND SIMILAR TYPE WORK INCLUDING ALL PLACING, FINISHING AND PATCHING OF SHOTCRETE OR GUNITE

Hours and working conditions and wages shall be the same as in this Master Agreement except those expressly herein provided.

CLASSIFICATIONS/RATES PER HOUR:

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**Laborers Classifications – 2014-2019 UCON Master Agreement**

Gunite Foreman

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**One trainee shall be allowed for each three (3) Journeymen on a crew. In the absence of the Journeyman, the trainee shall receive the Journeyman scale.**

**Travel from Jurisdiction of One Area to Another Area:**

The Employer shall have the right to bring six (6) workers from one area into another area within the area covered by this Agreement. Such Employer shall notify the Local Union one day in advance of starting the job. Other workers will be obtained when available from the area where the work is to be performed.

**Travel, Driving and Out of Town Expense Allowance:**

On projects sixty (60) miles or more by the shortest and most direct regularly traveled route from the main office or permanently established area office of the individual employer, such employer shall provide each employee transportation either physically or by paying the cost of such transportation. If the employer chooses to pay the cost of such transportation the cost shall be determined at the rate of forty ($0.40) cents per mile for each mile in excess of sixty (60) miles. Additionally the employee will be compensated at rate of one-half (½) of his straight time wage rate both to and from the job less seventy-five (75) minutes each way.

Any employee operating or responsible for the control of a company vehicle being used to transport personnel, equipment and/or supplies from the employer’s regularly established shop or yard to a jobsite shall be compensated at a rate of fifteen dollars and ninety-three cents ($15.93) per hour. Any employee who is a passenger in and not directly responsible for the control of a company vehicle is deemed to be in the vehicle voluntarily and is not subject to compensation other than discussed above. Employees assigned company vehicles will not be compensated for travel to and from the project to their homes unless it is in excess of sixty (60) miles from the regularly established shop or yard.

Travel & Driving time is not subject to Section 28 (Fringe Benefits).

Employees required to stay out of town will be compensated at the rate of sixty dollars ($60.00) per day for each night the employee is at the project location. If an employee arrives on a project on Monday and returns to his home on Friday he/she would be compensated for four (4) night’s subsistence. At the employer’s option on continuing projects the employee may be paid subsistence through the weekend or pay the travel to and from the project for every weekend that the employee return to such project. If the employer pays for the lodging the employee will be compensated at the rate of twenty dollars ($20.00) per day for food and other out of town expenses.
SUPPLEMENT NO. 3  WRECKING WORK

Hours and working conditions and wages shall be the same as in this Master Agreement, except those expressly herein provided.

CLASSIFICATIONS/RATES PER HOUR:

Skilled Wrecker
  Group No. 1
  (Removing and salvaging of sash, windows, doors, plumbing and electric fixtures.)

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</thead>
<tbody>
<tr>
<td>RATE A</td>
<td>$28.39</td>
<td>$28.79</td>
<td>$29.29</td>
<td>$29.79</td>
<td>$1.65*</td>
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<td>$27.79</td>
<td>$28.29</td>
<td>$28.79</td>
<td>$1.65*</td>
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Semi Skilled Wrecker
  Group No. 2
  (Salvaging of other building materials)

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<tr>
<td>RATE B</td>
<td>$27.24</td>
<td>$27.64</td>
<td>$28.14</td>
<td>$28.64</td>
<td>$1.65*</td>
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SUPPLEMENT NO. 4  GARDENERS, HORTICULTURAL & LANDSCAPE WORKERS

Hours and working conditions and wages shall be the same as in this Master Agreement, except those expressly herein provided.

CLASSIFICATION/RATES PER HOUR:

Gardeners, Horticultural and Landscape Laborers (New Construction)

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<td>$27.79</td>
<td>$28.29</td>
<td>$28.79</td>
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Service Landscape Laborers (Establishment Warranty Period)

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<td>$27.64</td>
<td>$28.14</td>
<td>$28.64</td>
<td>$28.65</td>
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The overtime rates provided in paragraph 5 of Section 20A shall apply only to service landscape laborers (establishment warranty period) for work in excess of forty (40) hours in any one (1) week, or in excess of eight (8) hours in any one (1) day.

Service landscape laborers (establishment warranty period), may be required to work any five (5) days out of the week on any shift.

LANDSCAPE LABORER TRAINEE

A new classification, Landscape Laborer Trainee, is based on an eighteen (18) month training program, as follows:

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<tbody>
<tr>
<td>RATE A 1st 6 mos. @ 70%</td>
<td>$19.87</td>
<td>$20.15</td>
<td>$20.50</td>
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<tr>
<td>RATE A 2nd 6 mos. @ 80%</td>
<td>$22.71</td>
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</tr>
<tr>
<td>RATE A 3rd 6 mos. @ 90%</td>
<td>$25.55</td>
<td>$25.91</td>
<td>$26.36</td>
<td>$26.81</td>
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<tr>
<td>RATE B 1st 6 mos. @ 70%</td>
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<td>$20.15</td>
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<tr>
<td>RATE B 2nd 6 mos. @ 80%</td>
<td>$21.91</td>
<td>$22.23</td>
<td>$22.63</td>
<td>$23.03</td>
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<tr>
<td>RATE B 3rd 6 mos. @ 90%</td>
<td>$24.65</td>
<td>$25.01</td>
<td>$25.46</td>
<td>$25.91</td>
<td>$26.00</td>
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(The above rates are wages only. Fringe Benefits are the same as in Section 28A of the Laborers' Master Agreement.)

Prior to employment, the Employer must submit in writing any request for employees from the Local Union; and, all employees must be referred by the Local Union in the area of work.

The ratio of Trainees shall be: One (1) in three (3), with the understanding that each Individual Contractor utilizing the
Trainee Classification must employ at least one (1) Second Period Trainee in the Second Period of the Agreement and at least one (1) Third Period Trainee in the Third Period of the Agreement before being eligible to employ another First Period Trainee.
SUPPLEMENT NO. 7 SUPPLEMENT TO THE MASTER AGREEMENT REGARDING LABORERS WORK FOR THE CONCRETE SAWING, DRILLING, CORING AND BREAKING INDUSTRY

CLASSIFICATIONS/WAGE RATES PER HOUR:

Construction Specialists:

Chainsaw, Concrete Diamond Chainsaw,
Diamond Drillers, Diamond Core Drillers,
Multiple Unit Drills, High Scaler,
Hydraulic Drills
RATE A
RATE B

Group 1:

Barko, Wacker and Similar Type Tampers,
Concrete Sanders, Concrete Saw,
Green Cutters, Jackhammer Operators,
Pavement Breakers and Spaders,
Power Tampers of all Types (except as Shown in Group 2), Rotary Scarifier or Multiple Head, Concrete Chipping Scarifier,
Roto and Ditch Witch
RATE A
RATE B

Group 1(a):

Joy Drill, Gardener, Track Drillers
Jack Leg Drillers, Wagon Drillers,
Mechanical Drillers, Mechanical Pipe Layer,
Blasters and Powderman, Tree Topper,
Bit Grinder
RATE A
RATE B

Group 1 (c)

Burning and Welding in Connection with Laborer’s Work
RATE A
RATE B
CLASSIFICATIONS/WAGE RATES PER HOUR: (cont.)

Group 1(e)
Bell Footings and Shafts,
Deep Footings (Hole fifteen (15) Feet or more in depth)
RATE A
RATE B

Group 1(f):
Aligner-
RATE A
RATE B
Helper-
RATE A
RATE B

Group 1(g):
Contra Costa County
RATE

Group 2:
Concrete Chipping and Grinding,
Drillers Helper, Chuck Tender, Nipper
RATE A
RATE B

Group 3:
Construction Laborers, including Bridge
Laborers and General Laborers, Flagperson
RATE A
RATE B

Group 4:
All final cleanup work, Cleaning & Washing Windows
Brick Cleaners, Watchman,
Material Cleaners
RATE A
RATE B
TRAVEL & DRIVING TIME

TRAVEL RATES PER HOUR:

EFFECTIVE DATE

<table>
<thead>
<tr>
<th></th>
<th>1/01/14</th>
<th>1/01/15</th>
<th>6/27/16</th>
<th>6/26/17</th>
<th>6/25/18</th>
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</thead>
<tbody>
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<td>$17.91</td>
<td>$18.16</td>
<td>$18.66</td>
<td>$18.91</td>
<td>$19.16</td>
</tr>
</tbody>
</table>

1. Time and one-half the travel rate shall be paid on travel during work time after the employee has worked a total of forty (40) hours work in a week or eight (8) hours work in a day on prevailing wage projects. Any employee operating or responsible for the control of a company vehicle being used to transport personnel, equipment and/or supplies from the Individual Employer’s regularly established shop or yard to a jobsite shall be compensated at the travel rate. No employee shall suffer a reduction in rate as a result of this agreement.

2. The employee’s working time starts at the jobsite, yard or shop where he or she is required to report for work or begin driving a vehicle. Those who, as a matter of convenience, travel as passengers in company provided transportation shall not be paid travel time to the first site of employment or from the last site of employment during the workday. Employees assigned company vehicles that are provided primarily for the employee’s convenience will be paid a driving stipend based on the travel rate for travel time spent driving in excess of sixty (60) miles to and from the first and last project in a workday where the project is located in excess of sixty (60) miles from the regularly established shop or yard.

3. Travel & Driving time is not subject to Section 28 (Fringe Benefits) in the Agreement except as set forth herein. However, an Individual Employer shall be required to contribute one hundred ten (110) hours to the Health & Welfare Trust Fund on behalf of an employee in any month where the employee’s travel time work hours and non-travel work hours equal or exceed one hundred ten (110) hours for the month and the employee’s non-travel time work hours are less than one hundred ten (110) hours. The Individual Employer will designate on the Trust Fund report form those hours which represent travel time work hours. (Example: Employee works ninety [90] non-travel time hours and twenty-five [25] travel time work hours in January. The Individual Employer will remit one hundred ten [110] hours of contributions to the Health & Welfare Trust Fund.) When an employee’s non-travel time work hours for an Individual Employer in a given calendar year are not sufficient to earn a year of pension service credits, an Individual Employer will be required to contribute the additional hours an employee would need to earn a year of pension service credit where the employee’s travel time and non-travel work hours would equal or exceed the number of hours necessary to earn a year of pension service credit. (Example: One thousand [1,000] hours are needed for a year of service credits. Employee works nine hundred [900] non-travel time hours and one hundred twenty-five [125] travel time hours in calendar year 2013. Individual Employer reports an additional one hundred (100) hours to the Pension Trust Fund for the month of December 2013 to enable an employee to earn a year of service credits.)