

DDR Number: 72-49016

Title: Boilermaker General Foreman - Construction
(Intermittent)

- a. No. of Positions - 1
- b. Wage Rate - **\$56.43** per hour, **\$451.44** per day
(Eff. 1/1/21)
- c. Other Payments - An additional payment of **\$34.91** per hour worked or for the number of hours for which pay is received, consisting of the following: **(Eff. 1/1/21)**
- 1) \$8.57 for Health and Welfare, to which the overtime rate shall not apply. (Eff. 1/01/10) Effective 3/28/88, this amount shall be payable to the Boilermaker National Health and Welfare Fund.
 - 2) **\$15.44** for Pension, to which the overtime rate shall not apply. **(Eff. 1/1/21)** Effective 3/28/88, this amount shall be payable to the Boilermaker-Blacksmith Pension Fund.
 - 3) \$3.00, to which the overtime rate shall apply, for Annuity. (Eff. 10/1/09) Effective 10/1/90, this amount shall be payable to the Boilermakers' National Annuity Trust.
- Effective 1/01/21, \$7.90** per hour, to which the overtime rate shall apply, shall be deducted from each employee's wages and shall be payable to the Western States Field Construction Boilermaker Vacation Trust.
- d. Overtime: (Eff. 4/1/93) All overtime shall be paid for at one and one-half (1½) times the basic rate with the exception that time worked on Sundays, holidays (or holiday equivalents) and time worked in excess of ten (10) hours Monday through Saturday shall be paid at two (2) times the basic rate.

Recognized holidays shall be as follows: New Year's Day, Presidents' Day, Memorial Day, July Fourth, Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas Day. When a holiday falls on a Saturday or Sunday, the day observed by the State or Nation shall be observed. (Effective 10/1/89.)

- e. Show-up: (Rewritten, effective 4/1/93)

An employee who reports for duty at the start of his/her regular shift, but because of inclement weather or other conditions beyond the direct control of the Department, is laid off prior to commencing work, shall be credited with two (2) hours of work. An employee who begins work and works for four (4) or less hours shall be paid for four (4) hours of work. An employee who works more than four (4) hours shall not be paid for less than eight (8) hours of work. An employee who quits or lays off will be paid for actual time worked. An employee, to qualify for the pay provided above, must remain on the job available for work during the period of time for which he/she would receive pay unless released sooner by a representative of the Department.

An employee who reports for duty at the start of his/her regular shift but is laid off, for reasons under the direct control of the Department, shall be compensated on the following basis:

- (a) If no work has been assigned, or if work has been assigned and the employee has performed two (2) or less hours of work, the employee shall be credited for two (2) hours of work.
- (b) If the layoff occurs after two (2), and up to four (4), hours of work has been performed, the employee shall be credited for four (4) hours of work.
- (c) If the layoff occurs after four (4) hours of work has been performed, the employee shall be credited for actual time worked.

- f. Multiple Shift: (8 - 7½ - 7) (Eff. 4/1/93)
When more than one (1) shift is in operation in a period of twenty-four (24) consecutive hours and provided that each such shift is established for three (3) or more consecutive days including Saturdays, Sundays and holidays, if worked, then seven and one-half (7½) hours of work scheduled to be performed within a period of not more than eight and one-half (8½) consecutive hours all between the hours of 2:00 p.m. and 2:00 a.m., or seven (7) hours of work scheduled to be performed within a period of not more than eight (8) consecutive hours all between the hours of 10:00 p.m. and 10:00 a.m. shall constitute a workday for which eight (8) hours pay is to be received. For the first two (2) hours worked beyond the scheduled shift hours Monday through Friday, and for the first ten (10) hours worked or paid for on Saturday, an employee shall be compensated by

multiplying the hourly wage rate by one and one-half (1½). For all time worked on Sunday, recognized holidays and in excess of ten (10) hours Monday through Saturday an employee shall be compensated by multiplying the hourly wage rate by two (2). An employee working continuously beyond his regular shift will continue to receive the overtime rate for hours worked until he has received an eight (8) hour break.

g. Transportation, Travel Pay and Subsistence:

Subsistence payments will be made according to the mileage from the city hall of the dispatch city or the home address of the employee, whichever is closer to the job location. If the distance is 70 miles or less, no subsistence or travel payment will be made. If the distance is over 70 miles but less than 120 miles, the employee shall receive a subsistence payment of \$65.00 per day worked but will not receive any travel payment. If the distance is 120 miles or more, the employee shall receive a subsistence payment of \$80.00 per day worked and shall receive a transportation/travel allowance of IRS-allowable amount per mile at the beginning and conclusion of his/her assignment at the worksite (Eff. 10/1/17). If the distance is 240 miles or more, the employee shall also receive two (2) additional days subsistence pay: one at the beginning and one at the conclusion of his/her assignment at the worksite. (Eff. 10/01/09.)

An employee who quits for other than an immediate compelling personal reasons, not reasonably foreseen at the time of employment, before he has worked on the job for fifteen (15) calendar days, shall not be entitled to receive either transportation or travel cost payments to the job site; an employee who quits for other than immediate compelling personal reasons, not reasonably foreseen at the time of employment, or is discharged for just and sufficient cause, before having worked on the job for sixty (60) calendar days, shall not be entitled to transportation or travel cost payments from the job site. (Eff. 4/1/93.)

Rain, breakdowns, or work stoppage within the Department's control shall be considered days worked and subsistence shall be paid. An employee must work the scheduled work day before or the scheduled work day following a holiday that occurs Monday through Friday, to be entitled to subsistence for the holiday, unless excused by the Department. An employee who leaves the job before the end of a shift without supervisory approval shall be paid subsistence on a pro rata basis for time actually worked.

h. Meal Period:

Employees required to work overtime in excess of two (2) hours past the regular quitting time of their shift shall be allowed sufficient time to eat at the end of their shift without loss of pay; and if work is to continue in excess of four (4) hours thereafter, they shall be allowed sufficient time to eat without loss of pay after each four (4) hours of such work. No paid lunch period shall be allowed when overtime work will not exceed two (2) hours past the regular quitting time of the shift.

i Tube Welding Premium: (Deleted Eff. 02/1/00)