

**MODULAR INSTALLERS**

**9 COUNTIES AREA:** ALAMEDA, CONTRA COSTA, MARIN, NAPA, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SOLANO & SONOMA.

**3 COUNTIES AREA:** MONTEREY, SAN BENITO & SANTA CRUZ.

**34 COUNTIES AREA:** ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MENDOCINO, MERCED, MODOC, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN JOAQUIN, SHASTA, SIERRA, SISKIYOU, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO & YUBA

**WAGE RATES EFFECTIVE JULY 1, 2011**

	9 Counties	3 Counties	34 Counties
Master Installer .....	\$29.78	\$26.06	\$24.73
Lead Installer .....	\$25.56	\$22.43	\$21.31
Installer I .....	\$22.11	\$19.46	\$18.51
Installer II .....	\$18.68	\$16.51	\$15.74

**FRINGE BENEFITS EFFECTIVE JULY 1, 2011**

Health & Welfare (H&W) .....	\$10.93
Pension (Pen) .....	1.55
Annuity – Master & Lead (Ann) .....	3.28
Annuity – Installer I & II .....	2.78
*Vacation (Vac) .....	1.85
*Work Fee (WF) .....	1.07
Modular Installers Association (MIA) .....	0.22

\*VACATION AND WORK FEE AMOUNTS ARE ADDED TO THE HOURLY RATE TO ESTABLISH THE GROSS PAY. THE GROSS AMOUNT IS SUBJECT TO NORMAL PAYROLL DEDUCTIONS. AFTER NORMAL DEDUCTIONS, THE FULL VACATION AND WORK FEE CONTRIBUTIONS ARE DEDUCTED, REPORTED AND PAID TO THE APPROPRIATE TRUST FUND.

**NEW HIRE/INSTALLER II**

The first cumulative sixty (60) workdays shall be a probationary period. During the first thirty (30) cumulative workdays (240 hours), only H&W and WF shall be paid. During the second thirty (30) cumulative workdays of the sixty (60) day probationary period, H&W, VAC and WF contributions shall be paid. Thereafter, full fringe benefit contributions shall be paid as noted in Section 4 of this Addendum. The thirty (30) day (240 hours) and sixty (60) day (480 hours) cumulative period is intended to mean days (hours) worked for any employer signatory to this Addendum.

**EMPLOYEE RATIO**

The company-wide ratio of employees shall be based on increments of ten (10) employees. For every ten (10) employees, the employer shall employ: One (1) Master Installer, Three (3) Lead Installer, Three (3) Installer I and Three (3) Installer II.

(NON-EXT)