

## Laborers Master Agreement Allocations

Pursuant to Section 28A of the Laborers Master Agreement, effective June 26, 2017, the Fringe Benefits Increase of the 2014-2019 Laborers Masters Agreement are as follows:

- *Health & Welfare additional \$0.16 per hour*
- *Annuity\* additional \$0.90 per hour*
- *Training additional \$0.04 per hour*

\*Individual Employers who did not extend agreements are subject to additional \$0.25 per hour increase. Such increase shall be allocated to annuity.

### EMPLOYER XG *The Employer Web Portal*

### The Fastest Solution for Employer Remittance

*Submit your Remittance information easily and securely via the Internet*

- *Tired of filling out paper employer contribution reports every month?*
- *Would you like the convenience of reporting benefits to the Trust Fund via internet?*
- *Would you like to be able to pay your contributions electronically? By check?*
- *It's totally up to you.*
- *Let the computer do the calculation for you.*

#### SAVE TIME & MONEY

*Load payroll files, reports or start anew.  
Easily edit data as soon as its entered.  
Control when you submit and pay.  
See what you owe instantly.*

#### FLEXIBLE & CONVENIENT

*You decide remittance and payment date.  
Initial sign-up takes less than 1 minute.  
No cumbersome calculations required.  
Only an internet connection is needed.*

#### SAFE & SECURE

*Use these services with confidence, anywhere, anytime.  
Safeguarding your information is our first priority.  
Security practices are available for your review.*

For more information or to enroll in  
Employer XG, please visit our website:  
[www.norcalaborers.org](http://www.norcalaborers.org)

Employer Services:  
**707-864-2800 ext 267 or 269**

Employer Portal is a secured internet website, which allows you to enter your information into an easy template form. Once the information is entered (name, social security number and hours worked) the system will automatically calculate the amount due. When you are ready to finalize the report, you have the option of paying by check, or direct deposit. It's easy. Once the report has been generated, it will remain in your online history for future access. All you need is a PC and the internet and you're good to go.

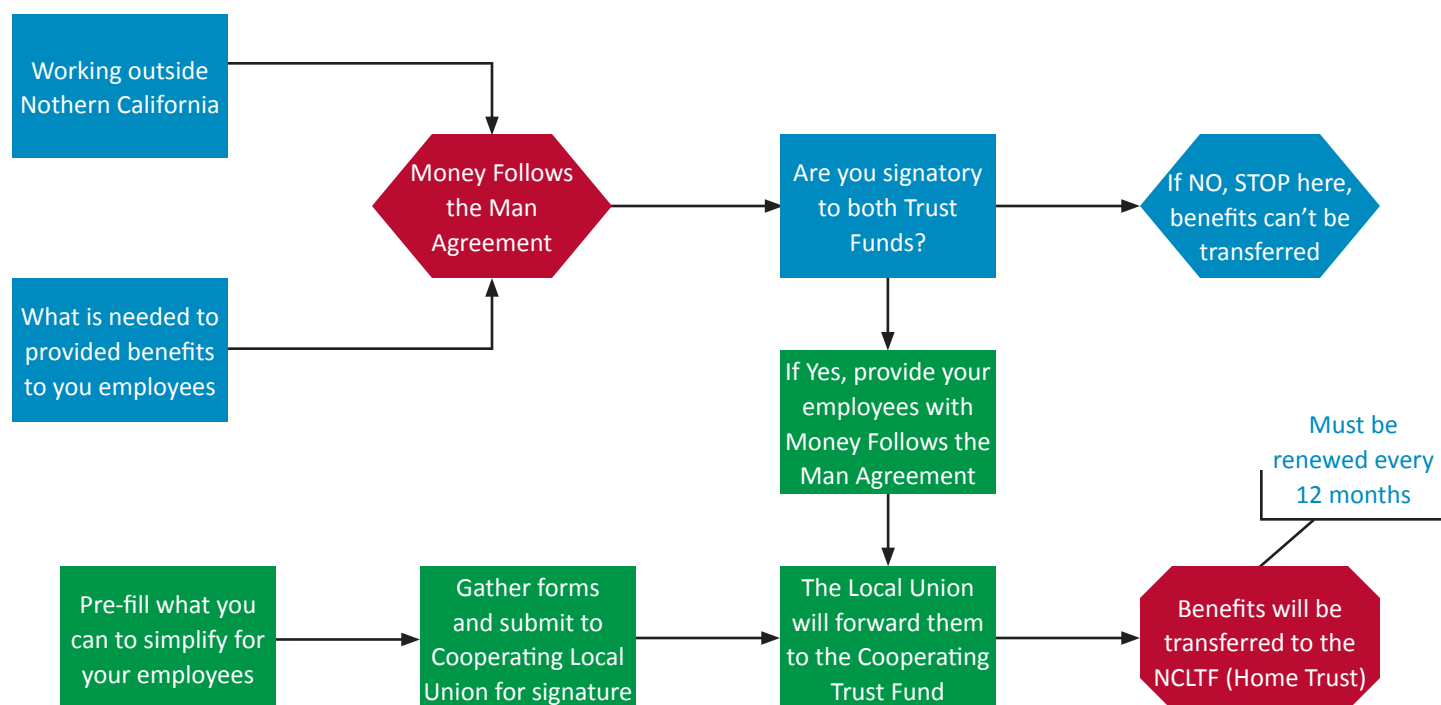
## Merger of Hod Carriers Pension Plans

Effective July 1, 2017 the Hod Carriers Local 166 West Bay Pension Plan will be merging into the Hod Carriers Local 166 Pension Plan (East Bay Pension Plan). This merger allows for the remaining two Northern California Hod Carrier Pension Trusts to be administered as one Northern California Hod Carrier Pension Trust. You will continue to report based on the jurisdiction in which the work was performed and submit the rates appropriate to each of those jurisdictions.

## Money Follows the Man Agreement

As a signatory employer to a collective bargaining agreement in Northern California you are required to report and pay contributions to the Northern California Laborers Trust Funds for all work performed in the Northern California jurisdiction, which term means that portion of the state of California above the Northern boundary of Kern County, the Northern boundary of San Luis Obispo County, and the Western boundaries of Inyo and Mono Counties, regardless of where the employees home Trust Funds are located. If your employees home Trust Funds are outside of Northern California they may request a "Money Follows the Man Agreement."

This process is outlined below:



## Audits of Employer Records

Audits of employer records are performed in order to insure that proper payments are made to the Fund on behalf of all covered employees. If your company is selected for an audit by the Fund, please be advised that the audit will include all Laborers Local Union jurisdictions in which you are required to make Fund contributions.

Under the collective bargaining agreement and Trust Agreement, the employer must provide the auditor with any payroll information and other required data which will assist them in determining that the proper fringe benefit payments were made for all employees whose wages were covered by the collective bargaining agreement.

By clearly identifying and/or categorizing your employees by either trade or duties performed and listing their corresponding hours with the areas worked, we can clearly see how work hours are assigned and easily determine what is or is not covered work. Your cooperation and transparent payroll records will enable us to complete the audit as soon as possible and take no more of your time than is absolutely necessary. Our goal is to assist the member and employer by making sure all contributions are submitted correctly.

If you are unable to keep your scheduled appointment and must cancel without a timely notification, you may be responsible for any/all audit costs, so please make every attempt to keep you scheduled audit date.

## Trust Fund Mailing Calendar

### Discrepancy and Liquidated Damages Statements

10th- 12th of each month

### Employer Reporting Forms

23rd- 25th of each month

### Delinquency Notices

22nd- 25th of each month