May 5, 2021

NOTICE TO CONTRACTORS

Under the terms of the ADDENDUM TO THE 2018-2022 MASTER LABOR AGREEMENT REGARDING FRINGE BENEFIT CONTRIBUTIONS AND SUBSISTENCE APPLICABLE TO SOLAR ENERGY FACILITIES, the Subsistence rate of Ninety Dollars ($90.00) per scheduled workday applies effective July 1, 2021.

Additionally, the Union is allocating the $0.10 per hour Fringe Benefit increase which shall apply to each hour worked or paid to employees performing Solar Work performed in the Subsistence Area as follows:

Health & Welfare $0.10

Based upon the above allocation, the following Wage and Fringe Benefit Schedule becomes effective July 1, 2021.

### Hourly Fringe Benefit Rates

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pension</td>
<td>$3.00</td>
</tr>
<tr>
<td>Annuity Fund</td>
<td>$0.25</td>
</tr>
<tr>
<td>Health &amp; Welfare</td>
<td>$4.60*</td>
</tr>
<tr>
<td>Vacation (Supplemental Dues of $1.84)</td>
<td>$4.87**</td>
</tr>
<tr>
<td>Training &amp; Retraining</td>
<td>$0.25</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td>$12.97</td>
</tr>
</tbody>
</table>

* Subject to $0.10 per hour annual increases on each July 1 during the term of the Master Labor Agreement

** Subject to increases pursuant to the Master Labor Agreement

### Subsistence Rate:

Per scheduled workday $90.00

An employee or workman who is required to report or perform any Solar Work on a solar energy project located in the Subsistence Area for any portion of the day or shift shall receive the subsistence rate for the entire day or shift. Subsistence shall apply to workmen and/or employees who report to work and for whom no work is provided. There shall be no prorating of subsistence:
Subsistence Area:

In addition to the subsistence provisions contained in Article XVII of the MLA, the following subsistence areas shall apply to construction of Solar Energy Facilities:

A. 75 miles from the Nevada and Arizona borders.

B. In Kern County on projects that are more than 60 miles from the City Hall of the City of Bakersfield.

C. In San Luis Obispo County on projects that are more than 60 miles from the City Hall of the City of San Luis Obispo.

D. In Santa Barbara County on projects that are more than 60 miles from the City Hall of the City of Santa Barbara.

E. If any portion of a job is in the Subsistence Area, all work on the job, whether in the Subsistence Area or not, shall be paid subsistence. However, subsistence shall not be required to be furnished or paid when the home of the employee is located within fifty (50) road miles over the most direct route to the designated parking area of the job or project which is located in the subsistence area.

All other terms and conditions of the Master Labor Agreement shall apply to Solar Work.

Sincerely,

SOUTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS

Jon P. Preciado
Business Manager