

Russell & Sons Plumbing, Inc.

P.O. Box 192

Battle Ground, WA 98604

P: (360) 263-3377 • F: (360) 263-3378

WA. Reg.: RUSSESPO38PA • OR. CCB#: 148999



ANNUAL AUTHORIZATION OF THE VOLUNTARY AGREEMENT BETWEEN INDIVIDUAL EMPLOYEE AND EMPLOYER "4-10 AGREEMENT"

This agreement is made between (Employee-print name): Matt Muonio

AND

RUSSELL AND SONS PLUMBING, INC.

(Employer)

Pursuant to WAC 296-127-022 Overtime according to RCW 49.28.065, work performed for each and every Public works project we are awarded by, Washington, will not require the payment of overtime rates for the first two hours worked in excess of eight hours per day wherein the employee will work up to ten hours per day in a four-day week to accomplish forty hours of work.

Recognizing that there may be days when a full ten hours of work is not available, the remainder of the forty hours may be made up on another work day or days with the same work week, except work performed on Saturdays, Sundays, and holidays is subject to the established prevailing overtime provisions for a given trade or occupation, as provided in Chapter 39.12 RCW.

It is prohibited to work more than ten hours in any calendar day on a public works project except in cases of extraordinary emergency, such as danger to life or property.

Notwithstanding the above provisions, overtime rates must be paid for all hours in excess of forty hours per week.

This agreement provided a minimum public works overtime standard, and does not supersede prevailing overtime wage rates established under the authority of chapter 39.12 RCW.

Employee Signature: Matt Muonio Date: 01/01/2010

Employer Signature: Russell Muonio Date: 01/01/2010

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Employee Signature: Mark Muonio **Date:** 01/01/2010

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