

DEPARTMENT OF INDUSTRIAL RELATIONS  
DIVISION OF LABOR STATISTICS & RESEARCH  
455 Golden Gate Avenue, 9<sup>th</sup> Floor  
San Francisco, CA 94102

ADDRESS REPLY TO:

P.O. Box 420603  
CA 94142-0603

San Francisco



## **HOLIDAY PROVISION**

FOR

**SHEET METAL WORKER**  
**All Classifications EXCEPT**  
**Sheet Metal Worker: Metal Deck and Siding**

IN

ALAMEDA, CONTRA COSTA, DEL NORTE, HUMBOLDT,  
LAKE, MARIN, MENDOCINO, NAPA, SAN FRANCISCO,  
SAN MATEO, SANTA CLARA, SOLANO, AND SONOMA  
COUNTIES.

**MEMORANDUM OF UNDERSTANDING ("MOU")  
 BY AND BETWEEN  
 SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION  
 LOCAL UNION NO. 104  
 AND  
 BAY AREA SMACNA**

**STANDARD FORM OF UNION AGREEMENT ("SFUA") ADDENDUM ONE AND TWO  
 EXTENSION**

This MOU extends all contractual terms and conditions, with the exception of the wages noted below, of the current (July 1, 2006 – June 30, 2010) SFUA and Addendum One and Two between the parties, effective December 11, 2008 through June 30, 2013.

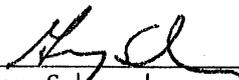
**ADDENDUM NUMBER ONE TO THE SFUA ITEM 1. WAGE AND FRINGE  
 SCHEDULE, SECTION A**

	7.1.09	7.1.10	7.1.11	7.1.12
<b>Building Trades</b>	\$3.50	\$4.00	Wage Reopener	Wage Reopener
<b>Material Expediter</b>	\$1.25	\$1.45	Wage Reopener	Wage Reopener

**LIGHT COMMERCIAL ADDENDUM NUMBER TWO TO THE SFUA ITEM 5.  
 WAGES**

	7.1.09	7.1.10	7.1.11	7.1.12
<b>Light Commercial</b>	\$3.50	\$4.00	Wage Reopener	Wage Reopener
<b>New Residential JP</b>	\$2.20	\$2.50	Wage Reopener	Wage Reopener
<b>AC Specialist</b>	\$1.80	\$2.10	Wage Reopener	Wage Reopener
<b>Service Tech</b>	\$2.15	\$2.45	Wage Reopener	Wage Reopener

  
 \_\_\_\_\_  
 Bruce Word  
 Business Manager/President  
 SMWIA Local Union No. 104

  
 \_\_\_\_\_  
 Gary Schwenk  
 Executive Vice President  
 Bay Area Association of SMACNA Chapters

DATED: 12/11/08

DATED: 12/11/08

bw:jm opeiu #3

**RECEIVED**  
 Department of Industrial Relations  
 DEC 19 2008  
 Div. of Labor Statistics & Research  
 Chief's Office

166-104-1

# STANDARD FORM OF UNION AGREEMENT

AND  
ADDENDA THERETO

BETWEEN

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION**  
**LOCAL UNION NO. 104**

AND

**BAY AREA ASSOCIATION OF SMACNA CHAPTERS**

EFFECTIVE JULY 1, 2006 THROUGH JUNE 30, 2010



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Chief's Office

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION**  
**LOCAL UNION NO. 104**

2610 CROW CANYON ROAD, SUITE 300  
SAN RAMON, CA 94583  
925 314 8600

**BUILDING TRADES**  
**STANDARD FORM OF UNION AGREEMENT**  
**SHEET METAL, ROOFING, VENTILATING AND**  
**AIR CONDITIONING CONTRACTING DIVISIONS**  
**OF THE CONSTRUCTION INDUSTRY**

This Agreement (SFUA Form A-01-05), hereinafter, "SFUA," and applicable Addenda amending the July 1994 Agreement and subsequent modifications negotiated between the Sheet Metal Workers' International Association Local 104, hereinafter referred to as the "Union," and the Bay Area Association of SMACNA Chapters, and the applicable local chapters for Greater Oakland, Redwood Empire, San Francisco, San Mateo and Santa Clara, for and on behalf of its members and individual signatory contractors, hereinafter referred to as "Employer," covers all work for Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma and Trinity Counties of California. The parties agree that the terms and conditions contained in this Agreement and applicable Addenda shall apply as the minimum conditions for all work performed hereunder, for and within this contract jurisdiction. All signatory contractors must comply with the terms and conditions applicable to all work performed in given geographical areas as will be noted by area and contained in brackets [ ] below.

## **ITEM 8. HOLIDAYS**

SECTION A. The following days are recognized holidays:

New Year's Day, Presidents' Day, Martin Luther King, Jr. Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, day after Thanksgiving, Christmas Day and day after Christmas or days locally observed as such. Any holiday falling on Saturday shall be observed on the previous Friday. Any holiday falling on a Sunday shall be observed on the following Monday.

SECTION B. When Christmas falls on Friday, Saturday or Sunday, Friday and Monday shall be observed as the contract holidays.