

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

ADDRESS REPLY TO:

San Francisco

*P.O. Box 420603
CA 94142-0603*



HOLIDAY PROVISION

FOR

**SHEET METAL WORKER (HVAC)
All Classifications EXCEPT
Sheet Metal Worker (HVAC): 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**

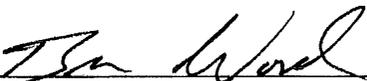
This MOU extends all contractual terms and conditions, with the exception of the wages noted below, of the current (July 1, 2006 – June 30, 2010) SFUA and Addendum One and Two between the parties, effective December 11, 2008 through June 30, 2013.

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

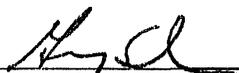
	7.1.09	7.1.10	7.1.11	7.1.12
Building Trades	\$3.50	\$4.00	Wage Reopener	Wage Reopener
Material Expediter	\$1.25	\$1.45	Wage Reopener	Wage Reopener

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

	7.1.09	7.1.10	7.1.11	7.1.12
Light Commercial	\$3.50	\$4.00	Wage Reopener	Wage Reopener
New Residential JP	\$2.20	\$2.50	Wage Reopener	Wage Reopener
AC Specialist	\$1.80	\$2.10	Wage Reopener	Wage Reopener
Service Tech	\$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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**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
LOCAL UNION NO. 104**

2610 CROW CANYON ROAD, SUITE 300
SAN RAMON, CA 94583
925.314.3600

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.