



## **HOLIDAY PROVISIONS**

FOR

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

IN

MONTEREY, SAN BENITO, AND SANTA CRUZ COUNTIES

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

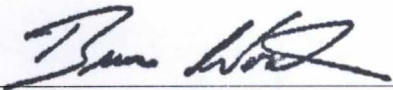
THE INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS,  
SMW LOCAL UNION NO. 104

AND

THE MONTEREY, SAN BENITO AND SANTA CRUZ COUNTIES OF THE MONTEREY BAY AREA SHEET METAL  
CONTRACTORS' ASSOCIATION, INC.

This Memorandum of Understanding extends the current Collective Bargaining Agreement by and between Sheet Metal Workers' Local Union No. 104 and Monterey, San Benito and Santa Cruz Counties of the Monterey Bay Area Sheet Metal Contractors' Association, Inc. (expiring June 30, 2015) through June 30, 2017, ;

All other rules and conditions shall remain the same.



Bruce Word, Business Manager/President  
SMW Local Union No. 104



Jim Conway, Manager  
Monterey Bay Area Sheet Metal Contractors'  
Association, Inc.

Dated: June 27, 2014

Dated: 6/30/14



OD-Research

**MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN  
SMWIA LOCAL UNION NO. 104  
AND  
MONTEREY BAY AREA SHEET METAL CONTRACTORS' ASSOCIATION  
PERTAINING TO MONTEREY, SAN BENITO, AND SANTA CRUZ COUNTIES**

This Memorandum of Understanding (MOU) amends and extends the current Standard Form of Union Agreement and Addenda thereto and any MOUs or amendments in regard to this contract in effect at this time between the parties, and shall be referenced as the Collective Bargaining Agreement (CBA) in this document. Any language specifically not addressed shall remain in effect through the duration of the Agreement.

- 1) The CBA shall be extended as follows: July 1, 2012 through June 30, 2015

166-104-10

**MEMORANDUM OF UNDERSTANDING BY AND BETWEEN SHEET METAL WORKERS'  
INTERNATIONAL ASSOCIATION LOCAL UNION NO. 104 AND MONTEREY, SAN BENITO,  
AND SANTA CRUZ COUNTIES OF THE MONTEREY BAY AREA SHEET METAL  
CONTRACTORS' ASSOCIATION, INC.**

This Memorandum of Understanding extends the current contract between Sheet Metal Workers' International Association Local Union No. 104 and Monterey, San Benito, and Santa Cruz Counties of the Monterey Bay Area Sheet Metal Contractors' Association, Inc. effective July 11, 2006 through June 30, 2010 with the following amendments. All other terms not addressed shall remain the same.

**1. TERM OF THE AGREEMENT: EFFECTIVE JULY 1, 2010 TO JUNE 30, 2013**

**A. EFFECTIVE JULY 1, 2010: The Employer agrees to the following wage and fringe increases:**

Building Trades classification: \$3.00

Sheet Metal Specialist: \$1.90

Material Expediter: \$1.28

NOTE: \$0.15 of the above increase will be deducted from the Management's Industry Promotion Fund (IPF). However, Management has the right to increase the Industry Fund on the following anniversary dates during this Agreement at their discretion: July 1<sup>st</sup> and January 1<sup>st</sup> of each year.

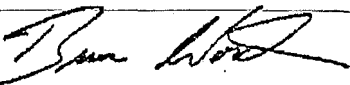
**B. EFFECTIVE JULY 1, 2011: Wages and benefits shall be subject to reopener.**

**C. EFFECTIVE JULY 1, 2012: Wages and benefits shall be subject to reopener.**

**2. SERVICE ON CALL PROVISION - ITEM 19, SECTION E -** Change language of the current Collective Bargaining Agreement to the language in the Collective Bargaining Agreement dated July 1, 1996 to June 30, 2000, Item 17, Section J, substituting thirty-five dollars (\$35.00) per day in place of twenty dollars (\$20.00) per day.

**3. TRAVEL PAY -** Compensation for travel pay as addressed in Item 10 shall be waived for the first twelve (12) months of this Agreement, effective July 1, 2010 through June 30, 2011.

**4. Joint Apprenticeship Training Committee** to explore interviewing applicants for Service Apprenticeship program.



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



Scott Strawbridge, Executive Director  
Monterey Bay Area Sheet Metal Contractors'  
Association, Inc.

DATE: 6-25-10

DATE: 6-25-10

166-104-10

# STANDARD FORM OF UNION AGREEMENT

AND

ADDENDA THERETO

BETWEEN

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

AND

**MONTEREY, SAN BENITO, AND SANTA CRUZ COUNTIES  
OF THE MONTEREY BAY AREA SHEET METAL  
CONTRACTORS' ASSOCIATION, INC.**

EFFECTIVE JULY 1, 2006 THROUGH JUNE 30, 2010



RECEIVED  
Department of Industrial Relations

JUL 25 2007

Div. of Labor Statistics & Research  
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

**ITEM 8. HOLIDAYS**

SECTION A. The following days are recognized holidays:

New Year's Day  
Martin Luther King Day  
President's Day  
Good Friday  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Day  
Day after Christmas

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

SECTION F. SERVICE HOLIDAYS/DDO: Servicepersons are to receive in addition to eleven (11) regular holidays, one additional designated day off (DDO). To meet the needs of the service industry the following days shall be considered designated days off: Good Friday; Friday before Labor Day; and Friday observed as a holiday due to that holiday occurring on a Saturday. A Serviceperson may volunteer to work on a DDO as a normal work day. In the event an employer requests that the DDO be worked, the serviceperson would receive premium pay. Prior to working a DDO as a normal work day, the local Union shall be notified in writing which shall include the alternate DDO to be observed. This alternate date must occur within 30 days of the worked DDO. Not more than one day may accumulate.