



## **SCOPE OF WORK 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

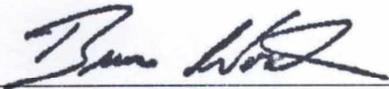
THE INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS,  
SMW LOCAL UNION NO. 104

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

166-104-10

RECEIVED  
10/29/12

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.

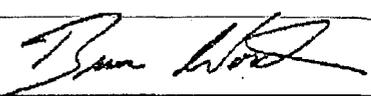
B. EFFECTIVE JULY 1, 2011: Wages and benefits shall be subject to reopener.

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

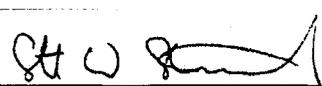
2. SERVICE ON CALL PROVISION - ITEM 19, SECTION E - Change language of the current Collective Bargaining Agreement to the language in the Collective Bargaining Agreement dated July 1, 1996 to June 30, 2000, Item 17, Section J, substituting thirty-five dollars (\$35.00) per day in place of twenty dollars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

DEPARTMENT OF INDUSTRIAL RELATIONS  
Division of Labor Statistics and Research  
455 Golden Gate Avenue, 9<sup>th</sup> Floor  
San Francisco, CA 94102

MAILING ADDRESS:  
P. O. Box 420603  
San Francisco, CA 94142-0603



February 22, 2007

## ADVISORY SCOPE OF WORK

Please note that this advisory scope of work does not apply for metal roofing systems work in the counties where we have issued prevailing wage rates for the Metal Roofing Systems Installer. Please refer to the statewide general prevailing wage determinations for the Metal Roofing Systems Installer on pages 2J to 2J-15.

# **STANDARD FORM OF UNION AGREEMENT**

## **SHEET METAL, ROOFING, VENTILATING AND AIR CONDITIONING CONTRACTING DIVISIONS OF THE CONSTRUCTION INDUSTRY**

### **ARTICLE I – SCOPE OF WORK**

SECTION 1. This Agreement covers the rates of pay and conditions of employment of all employees of the Employer engaged in but not limited to the: (a) Manufacture, fabrication, assembling, handling, erection, installation, dismantling, conditioning, adjustment, alteration, repairing and servicing of all ferrous or nonferrous metal work and all other materials used in lieu thereof and of all HVAC systems, air-veyor systems, exhaust systems, and air-handling systems regardless of material used including the setting of all equipment and all reinforcements in connection therewith; (b) All lagging over insulation and all duct lining; (c) Testing and balancing of all air-handling equipment and ductwork; (d) The preparation of all shop and field sketches whether manually drawn or computer assisted used in fabrication and erection, including those taken from original architectural and engineering drawings or sketches; (e) Metal roofing; and (f) All other work included in the jurisdictional claims of Sheet Metal Workers' International Association.

perform, check, test, start, warranty and other incidental work to provide an operable system on new construction projects.

**ITEM 19. SERVICE WORK**

SECTION A. DEFINITION OF SERVICE – Service is hereby defined as the maintenance, repair, adjustments, alteration, and cleaning necessary to make operative any heating, air conditioning, food service equipment, refrigeration, and/or other types of equipment. Included herein is the replacement of equipment and/or parts deemed necessary and proper to provide an operable system. Service journeypersons or apprentices may