



TRAVEL AND SUBSISTENCE PROVISIONS

FOR

SHEET METAL WORKER METAL DECK AND SIDING

IN

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.



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule

Metal Deck and Siding

All Areas of Local No. 104

July 1, 2011 through June 30, 2012 (Billing Code 111)

A handwritten signature in black ink, appearing to read "Bruce Word".

BRUCE WORD, Business Manager
Sheet Metal Workers' International Association
Local Union No. 104

A handwritten signature in black ink, appearing to read "Richard Boyd".

Richard Boyd, Operation Manager
Anning Johnson

RECEIVED
Department of Industrial Relations

JUL 28 2011

Div. of Labor Statistics & Research
Chief's Office

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
LOCAL UNION No. 104
MAIN ADMINISTRATION OFFICE

PHONE (925) 314-8600



FAX (925) 314-8620

DISTRICT OFFICES

- SAN FRANCISCO
1939 Market Street
San Francisco, CA 94013-1085
(415) 621-2930
- ALAMEDA-CONTRA COSTA COUNTIES
X 1720 Marina Boulevard
San Leandro, CA 94577-4203
(510) 895-8660
- SAN MATEO COUNTY
858 Hinckley Road
Burlingame, CA 94010-1503
(650) 697-0664
- LAKE, MARIN, MENDOCINO, NAPA, SOLANO, SONOMA COUNTIES
610 E. Washington, Suite C
Petaluma, CA 94952-5916
(707) 763-6676
- DEL NORTE, HUMBOLDT, TRINITY COUNTIES
9th & E Streets
Eureka, CA 95501-0430
(707) 443-8158
- SANTA CLARA COUNTY
370 Umbarger Road
San Jose, CA 95111-0033
(408) 225-3939
- MONTEREY-SANTA CRUZ, SAN BENITO COUNTIES
11060 Commercial Parkway
P.O. Box 940
Castroville, CA 95012-0940
(831) 633-3585

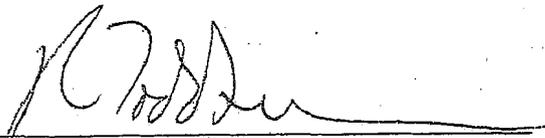
2610 CROW CANYON ROAD, SUITE 300
SAN RAMON, CALIFORNIA 94583-1547

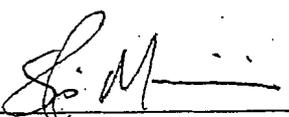
MEMORANDUM OF UNDERSTANDING

The Union Agreement between Sheet Metal Workers' International Association Local Union No. 104 and No. 162 and the Metal Deck and Siding Contractors expiring June 30, 2004, has been extended through June 30, 2007, by mutual agreement of the parties. All current contract language will remain in effect through June 30, 2007, except for Article X, Section 13, (a) Wage and Fringe Schedule, which will be amended to read as follows:

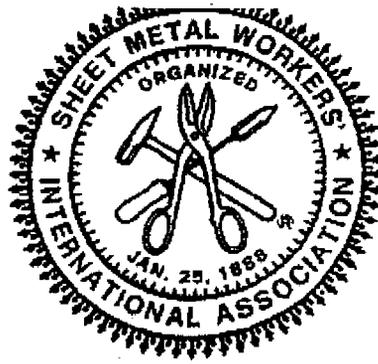
Effective July 1, 2004	\$1.25 per hour increase
Effective July 1, 2005	\$1.50 per hour increase
Effective July 1, 2006	\$2.00 per hour increase

Said wage increase shall be allocated to existing wages or fringe benefits by the employees covered by this Agreement. These amounts are a \$4.75 total hourly package increase for three (3) years.


For ANNING JOHNSON COMPANY


For B.T. MANCINI COMPANY


For SHEET METAL WORKERS'
LOCAL UNION NO. 104



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UNION AGREEMENT

BETWEEN

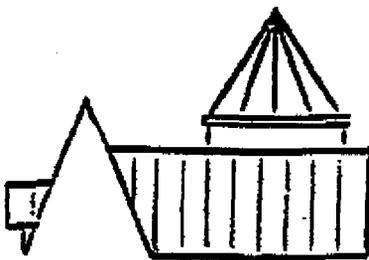
SHEET METAL WORKERS' INTERNATIONAL

ASSOCIATION LOCAL UNION NO. 104 & 162

AND

**METAL DECK AND SIDING CONTRACTORS ASSOCIATION
OF NORTHERN CALIFORNIA**

JULY 1, 2001 to JUNE 30, 2004



**Sheet Metal Workers' International Association Local Union No. 104
1939 Market Street
San Francisco, CA 94103
(415) 621-2930**

**Sheet Metal Workers' International Association Local Union No. 162
2840 El Centro Road, Suite 110
Sacramento, CA 95833
(916) 922-1133**

ARTICLE VIII

SECTION 1. When employed on a job within forty (40) air miles of the dispatch point of the Local Union from which the employee is dispatched, the employee shall be governed by the regular working hours specified herein and shall provide for him/her self necessary transportation within said limits from home to job at starting time and from job to home at quitting time, and the Employer shall provide or pay for all necessary additional transportation during working hours.

SECTION 2. When employing workers outside the limits specified in Section 1., of Article VIII, the Employer shall provide or pay for all transportation from such job back to the limits specified in Section 1., of this Article, which will assure arrival at such limits at quitting time. As an alternative to the foregoing method, the Employer shall pay subsistence and travel expense as define in Article VIII, Section 3. and Section 4., of this Agreement.

SECTION 3. Subsistence: Subsistence shall be determined by the one way air mile distance between the dispatch point from which the employee is hired and the job site where he/she is employed. Subsistence shall be paid for each day worked or partial day worked on all job sites forty (40) or more air miles from the dispatch point.

The following dispatch points shall qualify within this Section as the dispatch points for Sheet Metal Workers' Local Union No. 104 and Sheet Metal Workers' Local Union No. 162.

Sheet Metal Workers' Local Union No. 104:

The San Mateo/Alameda County line on the San Mateo Bridge.

Sheet Metal Workers' Local Union No. 162:

- (a) The City Hall of Sacramento
- (b) The City Hall of Modesto
- (c) The City Hall of Fresno

Subsistence rates per day:

0 - 40 air miles	free zone
40 - 50 air miles	\$13.00
50 - 65 air miles	\$24.00
65 - 90 air miles	\$33.00
Over 90 air miles	\$44.00

SECTION 4. Subsistence: Shall be paid on all job sites over ninety (90) air miles from the point of dispatch with one exception, jobs of one (1) day duration shall be paid at the travel reimbursement rate in lieu of subsistence.

(a) Subsistence shall be paid on a five (5) day basis beginning with the first day of work and ending with the last day of work.

(b) Subsistence on a five (5) day basis will be paid for each day or portion of day worked. The travel reimbursement will be paid once at the beginning of the job and once at the completion of the job. An employee who quits prior to completion of the project will not receive travel reimbursement at completion of the job, only at the beginning of the job.

90 - 140 air miles	\$60.00
For each 50 air miles increment past 140 air miles	\$25.00

SECTION 5. Congestion Zone Fee

"San Francisco (including Yerba Buena Island) - Due to the unique parking and congestion problems common in San Francisco, each Sheet Metal Worker working in the City of San Francisco, as defined below, shall receive \$8.00 per day as a Congestion Zone Fee. The Congestion Zone Fee shall be considered travel pay and shall not be paid on days where show-up expense is paid. The City of San Francisco is defined as the city limits of San Francisco (as described by the San Francisco County Recorder's Office as of July 1, 1998), the Golden Gate Bridge in its entirety, and the west side of the San Francisco Bay Bridge up to and including Treasure Island. Effective January 1, 2002, the following counties shall be added to the Congestion Zone Fee: Santa Clara, Alameda and San Mateo. The Congestion Zone Fee for these counties shall be \$8.00 per day. Jobs bid prior to the effective date shall be excluded. Effective July 1, 2002, the Congestion Zone Fee for the City and County of San Francisco only shall be \$10.00 per day. Jobs bid prior to January 1, 2002, shall be excluded. Effective July 1, 2003, the Congestion Zone Fee for the City and County of San Francisco only shall be \$12.00 per day. Jobs bid prior to January 1, 2002, shall be excluded."

SECTION 10. Parking Fees and Bridge Tolls: The Employer agrees to reimburse the employee for parking fees and bridge tolls incurred upon presentation of receipts. The Union agrees that employees will accept and utilize in lieu thereof, any reasonable parking facility provided at or in the vicinity of the job site by the Employer. Said parking facility shall not exceed one-quarter (¼) mile to the job site or transportation shall be provided by the Employer on the Employer's time.