



SHIFT PROVISIONS

FOR

SHEET METAL WORKER

IN

MERCED, STANISLAUS AND TUOLUMNE COUNTIES

Note: The shift provisions provided in the following pages provide guidance on the work hours that are applicable to each shift. Shift differential pay is required and will be enforced during each applicable shift where shift differential pay is in the determinations. Any shift provision restricting the work hours for a particular shift for a type of work will not be enforced on public works. However, if work is performed during hours typically associated with a 2nd or 3rd shift the appropriate shift rate of pay is required. Shift differential pay shall not apply to work during traditional shift hour (swing or grave) if the determination includes a footnote that indicates that the non-shift rate may be paid for a special single shift. Please note the exemptions in California Code of Regulations Section 16200 (a)(3)(F) do not waive the shift differential pay. These regulatory exemptions only apply to overtime pay. Overtime shall be required in accordance with the determination and Labor Code Section 1810 through 1815.

166-162-4

Labor Agreement

Between

Sheet Metal Workers Local Union No. 104, District 2



And

Sheet Metal and Air Conditioning Contractors
National Association's

Sacramento Valley Chapter
Northern San Joaquin Chapter
Central Valley Chapter



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SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION

LOCAL UNION No. 162

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August 9, 2010

Regarding: Separate Bargaining Sectors and the Counties Covered

To Whom It May Concern:

The recent consolidation of Collective Bargaining Agreements within the Sheet Metal Workers' Local 162 jurisdiction has created some unintended ambiguity when specific bargaining sectors are called out within the contract. For instance in Addendum 1, Item 16 Parking; there is specific reference to Sacramento and Stockton Only. This reference to a particular area of Northern California represents the Bargaining Unit, not just the specific City and will cover more than one County.

The Counties covered by each Bargaining Unit within Sheet Metal Workers' Local 162 as called out in the Collective Bargaining Agreement are listed below;

Redding – Butte, Glenn, Lassen, Modoc, Plumas, Shasta, Sierra, Siskiyou and Tehama Counties

Sacramento – Amador, Butte, Colusa, Eldorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Yolo and Yuba Counties

Stockton – Alpine, Calaveras and San Joaquin Counties

Modesto – Merced, Stanislaus and Tuolumne Counties

Fresno – Fresno, Madera, and Kings Counties

If you should have any further questions please feel free to contact me.

Sincerely,

Dennis R. Canevari
Business Manager/President

DRC/dlr

Opel#29 Alt-Clo

162 Wage Rates to Agencies/Separate Bargaining Sectors/Counties Info

District Offices

STOCKTON
2441 Station Drive
Stockton, CA 95215
(209) 939-9375

MODESTO
841 Lone Palm Ave., Suite A
Modesto, CA 95351-1532
(209) 523-1323

FRESNO
4585 E. Floradorn, Suite A
Fresno, CA 93703
(559) 255-0454



ITEM 17. SHIFT WORK

The first shift shall be considered the day shift and shall start between 6:00 a.m. and 9:00 a.m. in Sacramento and Modesto, 6:30 a.m. and 9:00 a.m. in Stockton. The second shift shall start immediately following the first shift at the same location. The third shift shall immediately follow the second shift at the same location.

The second shift shall begin no later than 6:00 p.m. in Sacramento, 5:30 p.m. in Stockton and Modesto, and shall receive premium pay (10%-Sacramento, Stockton, 8% Modesto) and eight(8) hours pay for seven and one-half (7 1/2) hours worked.

The third shift shall begin no later than 1:00 a.m. and shall receive premium pay (15%-Sacramento, Stockton, 12% Modesto) and eight (8) hours pay for seven (7) hours worked.

The second and third shift may be instituted only when each shift employs no less than three (3) men in the shop or on the jobsite for five (5) consecutive working days.