



**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, SONOMA, AND TRINITY COUNTIES**

# CONTRACT EXTENSION

**BUILDING TRADES COLLECTIVE BARGAINING AGREEMENT NEGOTIATIONS  
BY AND BETWEEN  
SMW LOCAL UNION NO. 104  
AND BAY AREA ASSOCIATION OF SMACNA CHAPTERS  
PERTAINING TO ALAMEDA, CONTRA COSTA, DEL NORTE, HUMBOLDT, LAKE, MARIN,  
MENDOCINO, NAPA, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SOLANO, SONOMA AND  
TRINITY COUNTIES**

Pending ratification by both parties, these negotiations amend and extend the current Standard Form of Union Agreement and Addenda thereto and any Memorandums of Understanding or amendments in regard to the current Agreement effective July 1, 2006 through June 30, 2019. Any language not specifically addressed shall remain in effect through the duration of the Agreement.

**ITEM 1: WAGE INCREASES/CONTRACT EXTENSION – (If the contract is accepted, Options A and B are to be voted on by Local 104 members.) OPTION (A) WAS SELECTED**

**OPTION A:**

July 2, 2018 through June 28, 2026

JUL 30 2018

166-104-1

**MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN  
BAY AREA ASSOCIATION OF SMACNA CHAPTERS  
AND**

**SMART, SMW LOCAL UNION NO. 104**

**PERTAINING TO ALAMEDA, CONTRA COSTA, DEL NORTE, HUMBOLDT, LAKE, MARIN, MENDOCINO,  
NAPA, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SOLANO, SONOMA AND TRINITY 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) Extend the current CBA between the parties through June 30, 2019.

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



RECEIVED  
Department of Industrial Relations

JUL 17 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

**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.