



## HOLIDAY PROVISION

FOR

### **SHEET METAL WORKER METAL DECK AND SIDING**

IN

ALAMEDA, ALPINE, CALAVERAS, COLUSA, CONTRA COSTA,  
DEL NORTE, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE,  
LASSEN, MADERA, MARIN, MENDOCINO, MERCED, MODOC,  
MONTEREY, NAPA, NEVADA, PLACER, PLUMAS,  
SACRAMENTO, SAN BENITO, SAN FRANCISCO, SAN JOAQUIN,  
SAN MATEO, SANTA CLARA, SANTA CRUZ, SHASTA, SIERRA,  
SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER,  
TEHAMA, TRINITY, TUOLUMNE, AND YOLO COUNTIES.

**MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN  
METAL DECK AND SIDING CONTRACTORS ASSOCIATION  
OF NORTHERN CALIFORNIA  
AND  
ANNING-JOHNSON COMPANY**

This Memorandum of Understanding (MOU) amends and extends the current Standard Form of Union Agreement Specialty Contracting Division of the Sheet Metal Industry in regards to this contract in effect at this time July 1, 2013 through June 30, 2017 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. Three (3) year agreement, extending the current CBA between the parties from July 1, 2017 through June 30, 2020.

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Department of Industrial Relations

JUL 30 2018

Office of the Director-Research

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Department of Industrial Relations

JUL 30 2018

Office of the Director-Research



**UNION AGREEMENT**

**BETWEEN THE**

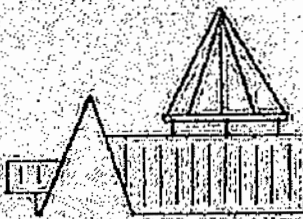
**INTERNATIONAL ASSOCIATION OF  
SHEET METAL, AIR, RAIL and  
TRANSPORTATION WORKERS'**

**LOCAL UNION NO. 104**

**AND**

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

**JULY 1, 2013 to JUNE 30, 2017**



**International Association of Sheet Metal, Air, Rail and Transportation  
Workers' Local Union No. 104  
2610 Crow Canyon Road, Suite 300  
San Ramon, CA 94583-1547 (925) 314-8600**

**SECTION 3. Holidays:** New Year's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Day and Sundays shall be recognized as holidays. All work performed on holidays shall be paid at two (2) times the gross taxable hourly wage rate. All fringe contributions with the exception of vacation pay and Local 104 supplemental pension (see Article X, Section 6), shall be paid at the regular hourly rate. Vacation pay contributions shall be paid at two (2) times the regular hourly rate. The overtime rate for dues check-off is applicable to two (2) times the regular hourly rate but is paid on the

fringe contribution report at the regular hourly rate, the extra one (1) times the regular dues check-off rate shall be added to the employee's base wage. Holidays shall be observed on the date of the occurrence, except that holidays which fall on Saturday shall be observed the previous Friday and holidays which fall on Sunday shall be observed the following Monday.