



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

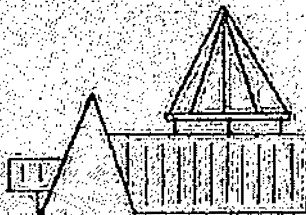
INTERNATIONAL ASSOCIATION OF
SHEET METAL, AIR, RAIL and
TRANSPORTATION WORKERS'

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.