

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

San Francisco P.O. Box 420603
CA 94142-0603



HOLIDAY PROVISIONS

FOR

**Asbestos Worker, Heat & Frost Insulator:
Hazardous Material Handler Mechanic**

IN

IMPERIAL, INYO, KERN, LOS ANGELES, ORANGE,
RIVERSIDE, SAN BERNARDINO, SAN DIEGO,
SAN LUIS OBISPO, SANTA BARBARA,
AND VENTURA COUNTIES



INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS & ALLIED WORKERS

Local No. 5 City Azusa State California
Address 670 E. Foothill Blvd., Unit 2 91702-2628

June 24, 2009

Re: Collective Bargaining Agreement

Eric Fults,
Western Insulation Contractor Association (WICA)
1375 S. Acacia Ave., Ste A
Fullerton, CA 92831

Dear Eric:

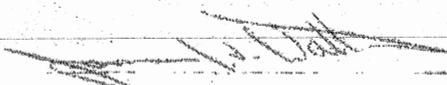
The members of Heat and Frost Insulators Local 5 voted and agreed to extend the Basic Agreement for one additional year. The Agreement originally expired on September 28, 2008, it was extended to June 28, 2009.

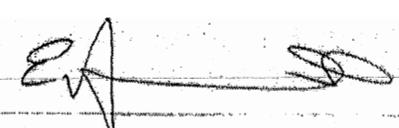
If agreed by WICA, the Basic Agreement will be extended one additional year, changing the expiration date to June 28, 2010.

By signing below, WICA agrees to the extension of the Agreement.

Thank you,

Agreed:


James W. Watkins,
Business Manager, Local 5


Eric Fults,
WICA President

**BASIC
AGREEMENT
BETWEEN
SOUTHERN CALIFORNIA CHAPTER,
WESTERN INSULATION CONTRACTORS ASSOCIATION**

AND

**LOCAL NO. 5,
INTERNATIONAL ASSOCIATION OF
HEAT AND FROST INSULATORS
AND ASBESTOS WORKERS**

**EFFECTIVE AUGUST 2, 2004
TO SEPTEMBER 28, 2008**

R E C E I V E D
Department of Industrial Relations

DEC 07 2004

Div. of Labor Statistics & Research
Chief's Office

**ARTICLE XV
Shipyard Work**

Shipyard work is only referred to by reference and the actual terms and conditions will be found within the Shipyard Addendum See APPENDIX E

**ARTICLE XVI
Maintenance**

Maintenance work is only referred to by reference and the actual terms and conditions will be found within the Maintenance Addendum See APPENDIX F

**ARTICLE XVII
Firestop**

Firestop work is only referred to by reference and the actual terms and conditions will be found within the Firestop Addendum See APPENDIX G

APPENDIX F

3-5-3

MAINTENANCE ADDENDUM AGREEMENT

Southern California Chapter
Western Insulation
Contractors Association
and
Local No.5
International Association of
Heat and Frost Insulators
and Asbestos Workers

August 2, 2004
to
September 28, 2008

**SECTION XI
OVERTIME AND HOLIDAYS**

1. All labor in excess of forty (40) hours per week, or eight (8) hours per work day and observed holidays, shall be known as overtime and shall be paid for at one and one-half (1-1/2) times the rate of wages if ordered by the Employer. The observed holidays are: New Year's Day, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day, and Christmas. Such holidays shall be observed on days to coincide with national observance of the holidays. No work shall be performed on Labor Day, except in special cases of emergency and then only when triple (3) time is paid. When a holiday falls on a Sunday, the following Monday shall be observed as the holiday. When a holiday falls on Saturday, the preceding Friday shall be observed as the holiday.

2. If the observed holidays are not compatible with the customer's holidays, adjustments are possible by mutual agreement between the Employer and the Union.

**AMENDMENT DATED SEPTEMBER 7, 2006
TO SECOND AGREEMENT TO EXTEND MEMORANDA OF
UNDERSTANDING AND AGREEMENT TO INCREASE CONTRIBUTIONS**

The WESTERN INSULATION CONTRACTORS ASSOCIATION CENTRAL LABOR COMMITTEE and WESTERN STATES CONFERENCE OF ASBESTOS WORKERS agree to amend the Second Agreement to Extend Memoranda of Understanding and Agreement to Increase Contributions (the "Agreement", a copy of which is attached and incorporated by reference) as follows:

The contribution to the Define Benefit Pension for the period January 1, 2007 until December 31, 2009 shall be as follows:

Begin Date	Current Hourly Contribution Rate	Wage Reallocation	Employer Contributions	New Hourly Contribution Rate
January 1, 2007	\$2.36	\$0.40	\$0.20	\$2.96
January 1, 2008	\$2.96	\$0.40	\$0.20	\$3.56
January 1, 2009	\$3.56	\$0.40	\$0.20	\$4.16

The increases shall be paid for by a reallocation and deduction from the current wage package and new employer contributions.

WESTERN INSULATION
CONTRACTORS ASSOCIATION
CENTRAL LABOR COMMITTEE

WESTERN STATES CONFERENCE OF
ASBESTOS WORKERS

Grant S. Berg

Don Daniels

[Signature]

[Signature]
