



SHIFT PROVISIONS  
FOR  
**SHEET METAL WORKER**  
IN  
AMADOR, BUTTE, COLUSA, EL DORADO, GLENN, LASSEN, MODOC,  
NEVADA, PLACER, PLUMAS, SACRAMENTO, SHASTA, SIERRA,  
SISKIYOU, SUTTER, TEHAMA, YOLO, AND YUBA COUNTIES  
&  
**SHEET METAL WORKER**  
MECHANICAL JOB WHERE COST OF PROJECT IS \$500,000 OR UNDER  
IN  
BUTTE, GLENN, LASSEN, MODOC, PLUMAS, SHASTA,  
SIERRA, SISKIYOU, AND TEHAMA 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 2<sup>nd</sup> or 3<sup>rd</sup> 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.

166-162-1

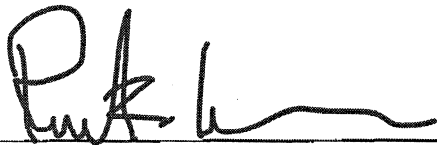
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Department of Industrial Relations

JUL 12 2016

MEMORANDUM OF UNDERSTANDING  
 BY AND BETWEEN  
 THE INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL, AND TRANSPORTATION WORKERS,  
 SHEET METAL WORKERS' LOCAL UNION NO. 104  
 AND  
 SMACNA SACRAMENTO VALLEY CHAPTER

Office of the Director-Research

This Memorandum of Understanding by and between Sheet Metal Workers' Local Union No. 104 and SMACNA Sacramento Valley Chapter hereby extends the current Standard Form of Union Agreement (expiring June 30, 2018) through June 30, 2022, with the following modifications:



Rick Werner  
President/Business Manager  
SMW Local Union No. 104



David Lawson  
President  
SMACNA Sacramento Valley Chapter

DATED: June 15, 2016

DATED: June 15, 2016

**MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN  
THE INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND  
TRANSPORTATION WORKERS,  
SHEET METAL WORKERS' LOCAL UNION NO. 104  
AND  
SMACNA SACRAMENTO VALLEY CHAPTER**

*(Pertaining to Amador, Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento,  
Shasta, Sierra, Siskiyou, Sutter, Tehama, Yolo and Yuba 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 regards 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, unless otherwise modified by mutual agreement of both parties.

- 1) The CBA shall be extended as follows: July 1, 2015 through June 30, 2018.



Bruce Word  
Business Manager/ President  
SMART, Sheet Metal Workers' Local Union No. 104

Dated: 3/19/15



Cheryl Sprague  
Executive Vice President  
SMACNA Sacramento Valley Chapter

Dated: 4/6/2015

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# Labor Agreement

Between

Sheet Metal Workers International Association Local 162



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Div. of \_\_\_\_\_ or research  
Chief's Office

And

Sheet Metal and Air Conditioning Contractors  
National Association's

Sacramento Valley Chapter  
Northern San Joaquin Chapter  
Central Valley Chapter



**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. . 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. and shall receive premium pay 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 ( ) 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.