



HOLIDAY PROVISIONS

FOR

SHEET METAL WORKER All Classifications EXCEPT Sheet Metal Worker: Metal Deck and Siding

IN

MONTEREY, SAN BENITO, AND SANTA CRUZ COUNTIES



**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
MONTEREY, SAN BENITO, AND SANTA CRUZ COUNTIES OF THE MONTEREY BAY
AREA SHEET METAL CONTRACTORS ASSOCIATION**

This Memorandum of Understanding amends and extends the current Standard Form of Union Agreement by and between Sheet Metal Workers' Local Union No. 104 (Union) and Monterey, San Benito, and Santa Cruz Counties of the Monterey Bay Area Sheet Metal Contractors Association, as well as any Memorandums of Understanding or amendments in regard to this Agreement currently in effect between the parties, and shall be referred to as the Collective Bargaining Agreement (CBA) in this document. Any language not specifically addressed shall remain in effect through the duration of the CBA, unless otherwise modified by mutual agreement of both parties.

Pending ratification by both bargaining parties:

- 1) The current CBA shall be extended and amended through June 30, 2021, as noted.

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

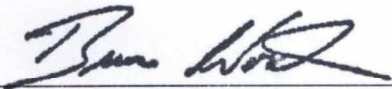
THE INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS,
SMW LOCAL UNION NO. 104

AND


THE MONTEREY, SAN BENITO AND SANTA CRUZ COUNTIES OF THE MONTEREY BAY AREA SHEET METAL
CONTRACTORS' ASSOCIATION, INC.

This Memorandum of Understanding extends the current Collective Bargaining Agreement by and between Sheet Metal Workers' Local Union No. 104 and Monterey, San Benito and Santa Cruz Counties of the Monterey Bay Area Sheet Metal Contractors' Association, Inc. (expiring June 30, 2015) through June 30, 2017, ;

All other rules and conditions shall remain the same.



Bruce Word, Business Manager/President
SMW Local Union No. 104



Jim Conway, Manager
Monterey Bay Area Sheet Metal Contractors'
Association, Inc.

Dated: June 27, 2014

Dated: 6/30/14

166-104-10

RECEIVED
10/29/12

OD-Research

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
SMWIA LOCAL UNION NO. 104
AND
MONTEREY BAY AREA SHEET METAL CONTRACTORS' ASSOCIATION
PERTAINING TO MONTEREY, SAN BENITO, AND SANTA CRUZ 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) The CBA shall be extended as follows: July 1, 2012 through June 30, 2015

166-104-10

MEMORANDUM OF UNDERSTANDING BY AND BETWEEN SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION LOCAL UNION NO. 104 AND MONTEREY, SAN BENITO, AND SANTA CRUZ COUNTIES OF THE MONTEREY BAY AREA SHEET METAL CONTRACTORS' ASSOCIATION, INC.

This Memorandum of Understanding extends the current contract between Sheet Metal Workers' International Association Local Union No. 104 and Monterey, San Benito, and Santa Cruz Counties of the Monterey Bay Area Sheet Metal Contractors' Association, Inc. effective July 11, 2006 through June 30, 2010 with the following amendments. All other terms not addressed shall remain the same.

1. TERM OF THE AGREEMENT: EFFECTIVE JULY 1, 2010 TO JUNE 30, 2013

A. EFFECTIVE JULY 1, 2010: The Employer agrees to the following wage and fringe increases:

Building Trades classification: \$3.00

Sheet Metal Specialist: \$1.90

Material Expediter: \$1.28

NOTE: \$0.15 of the above increase will be deducted from the Management's Industry Promotion Fund (IPF). However, Management has the right to increase the Industry Fund on the following anniversary dates during this Agreement at their discretion: July 1st and January 1st of each year.

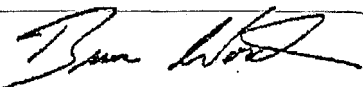
B. EFFECTIVE JULY 1, 2011: Wages and benefits shall be subject to reopener.

C. EFFECTIVE JULY 1, 2012: Wages and benefits shall be subject to reopener.

2. SERVICE ON CALL PROVISION - ITEM 19, SECTION E - Change language of the current Collective Bargaining Agreement to the language in the Collective Bargaining Agreement dated July 1, 1996 to June 30, 2000, Item 17, Section J, substituting thirty-five dollars (\$35.00) per day in place of twenty dollars (\$20.00) per day.

3. TRAVEL PAY - Compensation for travel pay as addressed in Item 10 shall be waived for the first twelve (12) months of this Agreement, effective July 1, 2010 through June 30, 2011.

4. Joint Apprenticeship Training Committee to explore interviewing applicants for Service Apprenticeship program.



Bruce Word, Business Manager/President
SMWIA Local Union No. 104



Scott Strawbridge, Executive Director
Monterey Bay Area Sheet Metal Contractors'
Association, Inc.

DATE: 6-25-10

DATE: 6-25-10

166-104-10

STANDARD FORM OF UNION AGREEMENT

AND

ADDENDA THERETO

BETWEEN

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
LOCAL UNION NO. 104**

AND

**MONTEREY, SAN BENITO, AND SANTA CRUZ COUNTIES
OF THE MONTEREY BAY AREA SHEET METAL
CONTRACTORS' ASSOCIATION, INC.**

EFFECTIVE JULY 1, 2006 THROUGH JUNE 30, 2010



RECEIVED
Department of Industrial Relations
JUL 25 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

ITEM 8. HOLIDAYS

SECTION A. The following days are recognized holidays:

New Year's Day
Martin Luther King Day
President's Day
Good Friday
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day
Day after Christmas

SECTION B. 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 C. When Christmas falls on Friday, Saturday or Sunday, Friday and Monday shall be observed as the contract holidays.

SECTION F. SERVICE HOLIDAYS/DDO: Servicepersons are to receive in addition to eleven (11) regular holidays, one additional designated day off (DDO). To meet the needs of the service industry the following days shall be considered designated days off: Good Friday; Friday before Labor Day; and Friday observed as a holiday due to that holiday occurring on a Saturday. A Serviceperson may volunteer to work on a DDO as a normal work day. In the event an employer requests that the DDO be worked, the serviceperson would receive premium pay. Prior to working a DDO as a normal work day, the local Union shall be notified in writing which shall include the alternate DDO to be observed. This alternate date must occur within 30 days of the worked DDO. Not more than one day may accumulate.