## SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS BUILDING TRADES - JOURNEYPERSON Special Shift Pay at 12%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Building Trades Journeyperson**

| Straight Time: | \$<br>7.96  |
|----------------|-------------|
| Overtime:      | \$<br>11.94 |
| Doubletime:    | \$<br>15.92 |

#### **Building Trades Foreperson**

| Straight Time: | \$<br>9.15  |
|----------------|-------------|
| Overtime:      | \$<br>13.73 |
| Doubletime:    | \$<br>18.30 |

#### **Building Trades General Foreperson**

 Straight Time:
 \$ 9.95

 Overtime:
 \$ 14.93

 Doubletime:
 \$ 19.90

| Example of the 12% rate is calculated for a member with a wage & fringe |
|---|
| election number (WFF#) of 1:  |

|                               | Α         |        | В              |        | С            |       | D              |         |                | 0      |
|-------------------------------|-----------|--------|----------------|--------|--------------|-------|----------------|---------|----------------|--------|
|                               |           |        |                |        |              |       |                |         |                |        |
| Building Trades Journeyperson |           |        | Vac            | ation/ | Due          | s SVC | Tota           | l Gross | <u>Total</u>   |        |
| <u>0 - 10 years</u>           | Base Wage |        | <u>Holiday</u> |        | Fee Init Fee |       | <u>Taxable</u> |         | <u>Package</u> |        |
| Straight Time                 | \$        | 59.28  | \$             | 10.00  | \$           | 4.99  | \$             | 74.27   | \$             | 122.35 |
| Overtime                      | \$        | 91.41  | \$             | 15.00  | \$           | 4.99  | \$             | 111.40  | \$             | 163.17 |
| Double Time                   | \$        | 123.55 | \$             | 20.00  | \$           | 4.99  | \$             | 148.54  | \$             | 203.99 |

|                            | А   |        | В   |             | С     |         | D           |            |                | 0      |
|----------------------------|-----|--------|-----|-------------|-------|---------|-------------|------------|----------------|--------|
|                            |     |        |     |             |       |         |             |            |                |        |
| Building Trades Foreperson |     |        | Vac | ation/      | Dues  | SVC_    | <u>Tota</u> | l Gross    | <u>Total</u>   |        |
| <u>0 - 10 years</u>        | Bas | e Wage | Hol | <u>iday</u> | Fee I | nit Fee | Taxa        | <u>ble</u> | <u>Package</u> |        |
| Straight Time              | \$  | 70.42  | \$  | 10.00       | \$    | 4.99    | \$          | 85.41      | \$             | 134.59 |
| Overtime                   | \$  | 108.13 | \$  | 15.00       | \$    | 4.99    | \$          | 128.12     | \$             | 181.54 |
| Double Time                | \$  | 145.83 | \$  | 20.00       | \$    | 4.99    | \$          | 170.82     | \$             | 228.47 |

|   |     | Α      | В   |             | С   |                      |     | D           | 0            |              |
|---|-----|--------|-----|-------------|-----|----------------------|-----|-------------|--------------|--------------|
|   |     |        |     |             |     |                      |     |             |              |              |
| <b>Building Trades General Foreperson</b> |     |        | Vac | Vacation/   |     | Oues SVC Total Gross |     | al Gross    | <u>Total</u> |              |
| <u>0-10 years</u>                         | Bas | e Wage | Hol | <u>iday</u> | Fee | Init Fee             | Tax | <u>able</u> | Pac          | <u>ckage</u> |
| Straight Time                             | \$  | 77.85  | \$  | 10.00       | \$  | 4.99                 | \$  | 92.84       | \$           | 142.76       |
| Overtime                                  | \$  | 119.27 | \$  | 15.00       | \$  | 4.99                 | \$  | 139.26      | \$           | 193.79       |
| Double Time                               | Ċ   | 160.69 | Ą   | 20.00       | ç   | 4.99                 | Ċ   | 185.68      | Ą            | 244.81       |

SMW Local 104



#### **SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS BUILDING TRADES - JOURNEYPERSON** Second Shift Pay at 10%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half (7 1/2) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Building Trades Journeyperson**

Straight Time: \$ 6.63 Overtime: \$ 9.95 Doubletime: 13.26

#### **Building Trades Foreperson**

Straight Time: \$ 7.63 Overtime: 11.45 Doubletime: 15.26

#### **Building Trades General Foreperson**

Straight Time: \$ 8.29 Overtime: \$ 12.44 Doubletime: 16.58

| Example of the 10% rate is calculated for a member with a wage & fringe |
|---|
| election number (WFE#) of 1:  |

|                               | Α   |        | В   |           | С     |          | D    |         |              | 0      |
|-------------------------------|-----|--------|-----|-----------|-------|----------|------|---------|--------------|--------|
|                               |     |        |     |           |       |          |      |         |              |        |
| Building Trades Journeyperson |     |        | Vac | Vacation/ |       | Dues SVC |      | l Gross | <u>Total</u> |        |
| <u>0 - 10 years</u>           | Bas | e Wage | Hol | iday      | Fee I | nit Fee  | Таха | ble     | Package      |        |
| Straight Time                 | \$  | 57.95  | \$  | 10.00     | \$    | 4.99     | \$   | 72.94   | \$           | 121.02 |
| Overtime                      | \$  | 89.42  | \$  | 15.00     | \$    | 4.99     | \$   | 109.41  | \$           | 161.18 |
| Double Time                   | \$  | 120.89 | \$  | 20.00     | \$    | 4.99     | \$   | 145.88  | \$           | 201.33 |

|                                   | Α   |        | В   |             | С     |         | D           |            |     | 0      |
|-----------------------------------|-----|--------|-----|-------------|-------|---------|-------------|------------|-----|--------|
|                                   |     |        |     |             |       |         |             |            |     |        |
| <b>Building Trades Foreperson</b> |     |        | Vac | ation/      | Dues  | SVC     | <u>Tota</u> | l Gross    | Tot | al_    |
| <u>0 - 10 years</u>               | Bas | e Wage | Hol | <u>iday</u> | Fee I | nit Fee | Taxa        | <u>ble</u> | Pac | kage   |
| Straight Time                     | \$  | 68.90  | \$  | 10.00       | \$    | 4.99    | \$          | 83.89      | \$  | 133.07 |
| Overtime                          | \$  | 105.85 | \$  | 15.00       | \$    | 4.99    | \$          | 125.84     | \$  | 179.26 |
| Double Time                       | \$  | 142.79 | \$  | 20.00       | \$    | 4.99    | \$          | 167.78     | \$  | 225.43 |

|   | Α   |        | В              |        | С            |       | D              |          |                | 0            |  |
|---|-----|--------|----------------|--------|--------------|-------|----------------|----------|----------------|--------------|--|
|   |     |        |                |        |              |       |                |          |                |              |  |
| <b>Building Trades General Foreperson</b> |     |        | Vac            | ation/ | Due          | s SVC | Tota           | al Gross | Tot            | <u>Total</u> |  |
| 0-10 years                                | Bas | e Wage | <b>Holiday</b> |        | Fee Init Fee |       | <u>Taxable</u> |          | <u>Package</u> |              |  |
| Straight Time                             | \$  | 76.19  | \$             | 10.00  | \$           | 4.99  | \$             | 91.18    | \$             | 141.10       |  |
| Overtime                                  | \$  | 116.78 | \$             | 15.00  | \$           | 4.99  | \$             | 136.77   | \$             | 191.30       |  |
| Double Time                               | \$  | 157.37 | \$             | 20.00  | \$           | 4.99  | \$             | 182.36   | \$             | 241.49       |  |

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## SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS BUILDING TRADES - JOURNEYPERSON Third Shift Pay at 15%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### **Amount to Add to Base Wage and Total Gross Taxable:**

#### **Building Trades Journeyperson**

 Straight Time:
 \$ 9.95

 Overtime:
 \$ 14.93

 Doubletime:
 \$ 19.90

#### **Building Trades Foreperson**

 Straight Time:
 \$ 11.44

 Overtime:
 \$ 17.16

 Doubletime:
 \$ 22.88

#### **Building Trades General Foreperson**

 Straight Time:
 \$ 12.43

 Overtime:
 \$ 18.65

 Doubletime:
 \$ 24.86

| Example of the 15% rate is calculated for a member with a wage & fringe |
|---|
| election number (WFE#) of 1:  |

|                               | Α   |        | В   |             | С   |                 | D    |             |                | 0      |
|-------------------------------|-----|--------|-----|-------------|-----|-----------------|------|-------------|----------------|--------|
|                               |     |        |     |             |     |                 |      |             |                |        |
| Building Trades Journeyperson |     |        | Vac | ation/      | Due | s SVC           | Tota | al Gross    | <u>Total</u>   |        |
| <u>0 - 10 years</u>           | Bas | e Wage | Hol | <u>iday</u> | Fee | <u>Init Fee</u> | Taxa | <u>able</u> | <u>Package</u> |        |
| Straight Time                 | \$  | 61.27  | \$  | 10.00       | \$  | 4.99            | \$   | 76.26       | \$             | 124.34 |
| Overtime                      | \$  | 94.40  | \$  | 15.00       | \$  | 4.99            | \$   | 114.39      | \$             | 166.16 |
| Double Time                   | \$  | 127.53 | \$  | 20.00       | \$  | 4.99            | \$   | 152.52      | \$             | 207.97 |

|                            | Α         |        |                | В      | С            |       | D              |         |                | 0      |
|----------------------------|-----------|--------|----------------|--------|--------------|-------|----------------|---------|----------------|--------|
|                            |           |        |                |        |              |       |                |         |                |        |
| Building Trades Foreperson |           |        | Vac            | ation/ | Due          | s SVC | Tota           | l Gross | Tot            | al_    |
| <u>0 - 10 years</u>        | Base Wage |        | <b>Holiday</b> |        | Fee Init Fee |       | <u>Taxable</u> |         | <b>Package</b> |        |
| Straight Time              | \$        | 72.71  | \$             | 10.00  | \$           | 4.99  | \$             | 87.70   | \$             | 136.88 |
| Overtime                   | \$        | 111.56 | \$             | 15.00  | \$           | 4.99  | \$             | 131.55  | \$             | 184.97 |
| Double Time                | \$        | 150.41 | \$             | 20.00  | \$           | 4.99  | \$             | 175.40  | \$             | 233.05 |

|   | Α                 |        |                          | В             | С                        |                | D                      |             |                        | 0      |
|---|-------------------|--------|--------------------------|---------------|--------------------------|----------------|------------------------|-------------|------------------------|--------|
|   |                   |        |                          |               |                          |                |                        |             |                        |        |
| <b>Building Trades General Foreperson</b> |                   |        | Vac                      | ation/        | Dues                     | SVC            | Tota                   | al Gross    | <u>Total</u>           |        |
|   | Base Wage         |        |                          |               |                          |                |                        |             |                        |        |
| <u>0-10 years</u>                         | Base              | e Wage | Holi                     | <u>iday</u>   | Fee I                    | <u>nit Fee</u> | Tax                    | <u>able</u> | Pac                    | kage   |
| <u>0-10 years</u><br>Straight Time        | <b>Base</b><br>\$ | 80.33  | Holi<br>\$               | iday<br>10.00 | <b>Fee I</b><br>\$       | 4.99           | Tax<br>\$              | 95.32       | <b>Pac</b><br>\$       | 145.24 |
| <del></del>                               | \$<br>\$          |        | <b>Hol</b> i<br>\$<br>\$ |               | <b>Fee I</b><br>\$<br>\$ |                | <b>Tax</b><br>\$<br>\$ |             | <b>Pac</b><br>\$<br>\$ | _      |

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### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS APPRENTICE-BUILDING TRADES, LIGHT COMMERCIAL, RESIDENTIAL Special Shift Pay at 12%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

#### **Amount to Add to Base Wage and Total Gross Taxable:**

| Apprentice 40% |            |
|----------------|------------|
| Straight Time: | \$<br>3.43 |
| Overtime:      | \$<br>5.15 |
| Doubletime:    | \$<br>6.86 |

| Apprentice 45% |            |
|----------------|------------|
| Straight Time: | \$<br>3.86 |
| Overtime:      | \$<br>5.79 |
| Doubletime:    | \$<br>7.72 |

| Apprentice 50% |            |
|----------------|------------|
| Straight Time: | \$<br>4.29 |
| Overtime:      | \$<br>6.44 |
| Doubletime:    | \$<br>8.58 |

| Apprentice 55% |            |
|----------------|------------|
| Straight Time: | \$<br>4.72 |
| Overtime:      | \$<br>7.08 |
| Doubletime:    | \$<br>9.44 |

| Apprentice 60% |             |
|----------------|-------------|
| Straight Time: | \$<br>5.15  |
| Overtime:      | \$<br>7.73  |
| Doubletime:    | \$<br>10.30 |

| Apprentice 65% |             |
|----------------|-------------|
| Straight Time: | \$<br>5.57  |
| Overtime:      | \$<br>8.36  |
| Doubletime:    | \$<br>11.14 |

| Apprentice 70% |             |
|----------------|-------------|
| Straight Time: | \$<br>6.00  |
| Overtime:      | \$<br>9.00  |
| Doubletime:    | \$<br>12.00 |

| Apprentice 75% |             |
|----------------|-------------|
| Straight Time: | \$<br>6.43  |
| Overtime:      | \$<br>9.65  |
| Doubletime:    | \$<br>12.86 |

| Apprentice 80% |             |
|----------------|-------------|
| Straight Time: | \$<br>6.86  |
| Overtime:      | \$<br>10.29 |
| Doubletime:    | \$<br>13.72 |

### Example of the 12% rate is calculated for a member with a wage & fringe election number (WFE#) of 1:

|                | Α    |       | В     |            | С                          |           | D                 |          | 0    |          |
|----------------|------|-------|-------|------------|----------------------------|-----------|-------------------|----------|------|----------|
|                |      |       |       |            |                            |           |                   |          |      |          |
|                |      |       | Vaca  | tion/      |                            |           | <b>Total Gros</b> | <u>s</u> | Tota | <u>1</u> |
| Apprentice 40% | Base | Wage  | Holic | <u>lay</u> | <b>Dues SVC Fee Init F</b> | <u>ee</u> | <u>Taxable</u>    |          | Pack | rage_    |
| Straight Time  | \$   | 25.95 | \$    | 3.00       | \$                         | 3.07      | \$                | 32.02    | \$   | 59.80    |
| Overtime       | \$   | 40.47 | \$    | 4.50       | \$                         | 3.07      | \$                | 48.04    | \$   | 76.26    |
| Double Time    | \$   | 54.97 | \$    | 6.00       | \$                         | 3.07      | \$                | 64.04    | \$   | 92.70    |

### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS APPRENTICE-BUILDING TRADES, LIGHT COMMERCIAL, RESIDENTIAL Special Shift Pay at 12%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

| less than two consecutive days. Eight h  | nours  | (8) per o  | lay.   | See app  | licable v  | wage sheet for fringe  | e informatio  | on.   |  |  |
|--|--|--|--|--|--|--|---|---|--|--|
|  |  | Α  |  | В  |  | С  | D   |   |  | 0  |
| Appropries 45%   | Paca   | Wage   |  | ation/<br>iday   | Duos S   | VC Fee Init Fee  | Total Gros  | <u>s</u>  | Tot  | <u>al</u><br>kage  |
| Apprentice 45%<br>Straight Time  | \$   | 29.96  | \$   | 3.00   | \$   | 3.07   | \$  | 36.03   | \$   | 63.92  |
| Overtime   | \$   | 46.47  | \$   | 4.50   | \$   | 3.07   | \$  | 54.04   | \$   | 82.43  |
| Double Time  | \$   | 62.99  | \$   | 6.00   | \$   | 3.07   | \$  | 72.06   | \$   | 100.94   |
| bodble filme   | 7  | 02.55  | Y  | 0.00   | 7  | 3.07   | , Y   | 72.00   | Y  | 100.54   |
|  |  | A  |  | В  |  | С  | D   |   |  | 0  |
|  |  |  |  |  |  |  |   |   |  | 0  |
|  |  |  | Vac  | ation/   |  |  | Total Gros  | ς.  | Tot  | al   |
| Apprentice 50%   | Base   | Wage   |  | iday   | Dues S   | VC Fee Init Fee  | Taxable   | <u>-</u>  |  | kage   |
| Straight Time  | \$   | 33.95  | \$   | 3.00   | \$   | 3.07   | \$  | 40.02   | \$   | 68.03  |
| Overtime   | \$   | 52.46  | \$   | 4.50   |  | 3.07   | \$  | 60.03   | \$   | 88.60  |
| Double Time  | \$   | 70.97  | \$   | 6.00   | \$   | 3.07   | \$  | 80.04   | \$   | 109.16   |
|  |  |  | <u> </u>   |  |  |  | <u>  '                                   </u>                   |   | -  |  |
|  |  | Α  |  | В  |  | С  | D   |   |  | 0  |
|  |  |  |  |  |  |  |   |   |  |  |
|  |  |  | Vac  | ation/   |  |  | <b>Total Gros</b>   | <u>s_</u>   | Tot  | al_  |
|  |  |  |  |  |  |  |   |   |  |  |
| Apprentice 55%   | Base   | Wage   | Hol  | <u>iday</u>  | Dues S   | VC Fee Init Fee  | <u>Taxable</u>  |   | Pac  | kage   |
| Apprentice 55%<br>Straight Time  | Base<br>\$   | <b>Wage</b> 37.95  | Hol<br>\$  | <u>iday</u><br>3.00  | Dues S   | VC Fee Init Fee 3.07   | Taxable<br>\$   | 44.02   | <u>Pac</u><br>\$   | 72.14  |
|  | \$   |  |  |  |  |  |   | 44.02<br>66.03  |  |  |
| Straight Time  | \$   | 37.95  | \$   | 3.00   | \$   | 3.07   | \$  |   | \$   | 72.14  |
| Straight Time<br>Overtime  | \$   | 37.95<br>58.46   | \$<br>\$   | 3.00<br>4.50   | \$   | 3.07<br>3.07   | \$  | 66.03   | \$   | 72.14<br>94.76   |
| Straight Time<br>Overtime  | \$   | 37.95<br>58.46   | \$<br>\$   | 3.00<br>4.50   | \$   | 3.07<br>3.07   | \$  | 66.03   | \$   | 72.14<br>94.76   |
| Straight Time<br>Overtime  | \$   | 37.95<br>58.46<br>78.97  | \$<br>\$   | 3.00<br>4.50<br>6.00   | \$   | 3.07<br>3.07<br>3.07   | \$ \$   | 66.03   | \$   | 72.14<br>94.76<br>117.38   |
| Straight Time<br>Overtime  | \$   | 37.95<br>58.46<br>78.97  | \$<br>\$<br>\$<br><b>Vac</b>                             | 3.00<br>4.50<br>6.00<br>B  | \$   | 3.07<br>3.07<br>3.07   | \$ \$   | 66.03<br>88.04  | \$<br>\$<br>\$   | 72.14<br>94.76<br>117.38<br>O  |
| Straight Time Overtime Double Time  Apprentice 60%   | \$ \$ \$ \$ Base   | 37.95<br>58.46<br>78.97<br>A   | \$<br>\$<br>\$<br><b>Vac</b><br><b>Hol</b>               | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday  | \$<br>\$<br>\$<br>Dues S                           | 3.07<br>3.07<br>3.07<br>C  | \$<br>\$<br>D<br>Total Gros                                     | 66.03<br>88.04<br><b>s</b>                            | \$<br>\$<br>\$<br><u>Tot</u>                             | 72.14<br>94.76<br>117.38<br>O  |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time   | \$ \$ \$ \$ <b>Base</b> \$                               | 37.95<br>58.46<br>78.97<br>A<br>Wage<br>41.96                        | \$<br>\$<br>\$<br><b>Vac</b><br><b>Hol</b><br>\$         | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00  | \$<br>\$<br>\$<br><b>Dues S</b>                    | 3.07<br>3.07<br>3.07<br>C<br>VC Fee Init Fee<br>3.07                   | \$ \$ \$ D Total Gros Taxable \$                                | 66.03<br>88.04<br><b>s</b>                            | \$<br>\$<br>\$<br><u>Tot</u><br><u>Pac</u>               | 72.14<br>94.76<br>117.38<br>O<br>al<br>kage<br>76.26                     |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime  | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$             | 37.95<br>58.46<br>78.97<br>A<br>Wage<br>41.96<br>64.48               | \$<br>\$<br><b>Vac</b><br><b>Hol</b><br>\$               | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50  | \$<br>\$<br>\$<br><b>Dues S'</b><br>\$             | 3.07<br>3.07<br>3.07<br>C<br>VC Fee Init Fee<br>3.07<br>3.07           | \$ \$ \$ D  Total Gros  Taxable \$                              | 66.03<br>88.04<br><b>s</b><br>48.03<br>72.05          | \$<br>\$<br>Tot<br>Pac<br>\$                             | 72.14<br>94.76<br>117.38<br>O<br>al<br>kage<br>76.26<br>100.95           |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time   | \$ \$ \$ \$ <b>Base</b> \$                               | 37.95<br>58.46<br>78.97<br>A<br>Wage<br>41.96                        | \$<br>\$<br>\$<br><b>Vac</b><br><b>Hol</b><br>\$         | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00  | \$<br>\$<br>\$<br><b>Dues S</b>                    | 3.07<br>3.07<br>3.07<br>C<br>VC Fee Init Fee<br>3.07                   | \$ \$ \$ D Total Gros Taxable \$                                | 66.03<br>88.04<br><b>s</b>                            | \$<br>\$<br>\$<br><u>Tot</u><br><u>Pac</u>               | 72.14<br>94.76<br>117.38<br>O<br>al<br>kage<br>76.26                     |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime  | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$             | 37.95<br>58.46<br>78.97<br>A<br>Wage<br>41.96<br>64.48<br>86.99      | \$<br>\$<br><b>Vac</b><br><b>Hol</b><br>\$               | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00                                | \$<br>\$<br>\$<br><b>Dues S'</b><br>\$             | 3.07<br>3.07<br>3.07<br>C<br>VC Fee Init Fee<br>3.07<br>3.07           | \$ \$ \$  Total Gros Taxable \$ \$ \$                           | 66.03<br>88.04<br><b>s</b><br>48.03<br>72.05          | \$<br>\$<br>Tot<br>Pac<br>\$                             | 72.14<br>94.76<br>117.38<br>O<br>al<br>kage<br>76.26<br>100.95<br>125.62 |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime  | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$             | 37.95<br>58.46<br>78.97<br>A<br>Wage<br>41.96<br>64.48               | \$<br>\$<br><b>Vac</b><br><b>Hol</b><br>\$               | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50  | \$<br>\$<br>\$<br><b>Dues S'</b><br>\$             | 3.07<br>3.07<br>3.07<br>C<br>VC Fee Init Fee<br>3.07<br>3.07           | \$ \$ \$ D  Total Gros  Taxable \$                              | 66.03<br>88.04<br><b>s</b><br>48.03<br>72.05          | \$<br>\$<br>Tot<br>Pac<br>\$                             | 72.14<br>94.76<br>117.38<br>O<br>al<br>kage<br>76.26<br>100.95           |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime  | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$             | 37.95<br>58.46<br>78.97<br>A<br>Wage<br>41.96<br>64.48<br>86.99      | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00                                | \$<br>\$<br>\$<br><b>Dues S'</b><br>\$             | 3.07<br>3.07<br>3.07<br>C<br>VC Fee Init Fee<br>3.07<br>3.07           | \$ \$ \$  Total Gros Taxable \$ \$ \$                           | 66.03<br>88.04<br><b>s</b><br>48.03<br>72.05<br>96.06 | \$ \$ \$ \$ <b>Tot Pac</b> \$ \$ \$ \$                   | 72.14<br>94.76<br>117.38<br>O<br>al<br>kage<br>76.26<br>100.95<br>125.62 |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime Double Time                                | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$                      | 37.95<br>58.46<br>78.97<br>A<br>Wage<br>41.96<br>64.48<br>86.99      | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00<br>B                           | \$<br>\$<br>\$<br>\$<br><b>Dues SY</b><br>\$<br>\$ | 3.07<br>3.07<br>3.07<br>C  VC Fee Init Fee  3.07 3.07 C                | \$ \$ \$ Total Gros Taxable \$ \$ D Total Gros Taxable          | 66.03<br>88.04<br><b>s</b><br>48.03<br>72.05<br>96.06 | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 72.14<br>94.76<br>117.38<br>O  al kage 76.26 100.95 125.62 O             |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime Double Time  Apprentice 65%                | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 37.95<br>58.46<br>78.97<br>A<br>Wage<br>41.96<br>64.48<br>86.99<br>A | Vac<br>Hol   | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00<br>B                           | \$<br>\$<br>\$<br><b>Dues S</b><br>\$<br>\$        | 3.07 3.07 C  VC Fee Init Fee 3.07 3.07 C  VC Fee Init Fee              | \$ \$ \$ Total Gros Taxable \$ \$ D Total Gros Taxable          | 66.03<br>88.04<br>s<br>48.03<br>72.05<br>96.06        | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 72.14 94.76 117.38  O  al kage 76.26 100.95 125.62  O  al kage           |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime Double Time  Apprentice 65%  Straight Time | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 37.95<br>58.46<br>78.97<br>A  Wage  41.96 64.48 86.99 A  Wage 45.95  | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00 | \$<br>\$<br>\$<br><b>Dues SY</b><br>\$<br>\$<br>\$ | 3.07 3.07 C  VC Fee Init Fee 3.07 3.07 C  C  VC Fee Init Fee 3.07 3.07 | \$ \$ \$ Total Gros Taxable \$ \$  D Total Gros Taxable \$ \$   | 66.03<br>88.04<br>s<br>48.03<br>72.05<br>96.06        | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 72.14 94.76 117.38  O  al kage 76.26 100.95 125.62  O  al kage 80.36     |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime Double Time  Apprentice 65%                | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 37.95<br>58.46<br>78.97<br>A<br>Wage<br>41.96<br>64.48<br>86.99<br>A | Vac<br>Hol   | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00<br>B                           | \$<br>\$<br>\$<br><b>Dues S</b><br>\$<br>\$        | 3.07 3.07 C  VC Fee Init Fee 3.07 3.07 C  VC Fee Init Fee              | \$ \$ \$ D Total Gros Taxable \$ \$ Total Gros Taxable \$ \$ \$ | 66.03<br>88.04<br>s<br>48.03<br>72.05<br>96.06        | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 72.14 94.76 117.38  O  al kage 76.26 100.95 125.62  O  al kage           |

### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS APPRENTICE-BUILDING TRADES, LIGHT COMMERCIAL, RESIDENTIAL Special Shift Pay at 12%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

|                |      | Α      |       | В          |                   | С           |                | )         |     | 0      |
|----------------|------|--------|-------|------------|-------------------|-------------|----------------|-----------|-----|--------|
|                |      |        |       |            |                   |             |                |           |     |        |
|                |      |        | Vaca  | tion/      |                   |             | Total Gro      | <u>ss</u> | Tot | al_    |
| Apprentice 70% | Base | Wage   | Holid | <u>day</u> | <b>Dues SVC F</b> | ee Init Fee | <u>Taxable</u> |           | Pac | kage_  |
| Straight Time  | \$   | 49.96  | \$    | 3.00       | \$                | 3.07        | \$             | 56.03     | \$  | 84.48  |
| Overtime       | \$   | 76.47  | \$    | 4.50       | \$                | 3.07        | \$             | 84.04     | \$  | 113.27 |
| Double Time    | \$   | 102.99 | \$    | 6.00       | \$                | 3.07        | \$             | 112.06    | \$  | 142.06 |

|                |      | Α      |       | В     |          | С            |                | )      |     | 0      |
|----------------|------|--------|-------|-------|----------|--------------|----------------|--------|-----|--------|
|                |      |        | Vaca  | tion/ |          |              | Total Gro      | cc     | Tot | al     |
| Apprentice 75% | Base |        | Holic |       | Dues SVC | Fee Init Fee | <u>Taxable</u> |        |     | kage   |
| Straight Time  | \$   | 53.96  | \$    | 3.00  | \$       | 3.07         | \$             | 60.03  | \$  | 88.59  |
| Overtime       | \$   | 82.48  | \$    | 4.50  | \$       | 3.07         | \$             | 90.05  | \$  | 119.44 |
| Double Time    | \$   | 110.99 | \$    | 6.00  | \$       | 3.07         | \$             | 120.06 | \$  | 150.28 |

|                |      | Α      |      | В      | С                   |           | С              | )      |     | 0      |
|----------------|------|--------|------|--------|---------------------|-----------|----------------|--------|-----|--------|
|                |      |        | Vaca | ition/ |                     |           | Total Gro      | ss     | Tot | al     |
| Apprentice 80% | Base | e Wage | Holi | day    | Dues SVC Fee Init F | <u>ee</u> | <u>Taxable</u> |        |     | kage   |
| Straight Time  | \$   | 57.96  | \$   | 3.00   | \$                  | 3.07      | \$             | 64.03  | \$  | 92.70  |
| Overtime       | \$   | 88.47  | \$   | 4.50   | \$                  | 3.07      | \$             | 96.04  | \$  | 125.60 |
| Double Time    | \$   | 118.99 | \$   | 6.00   | \$                  | 3.07      | \$             | 128.06 | \$  | 158.50 |

RutsNL

SMW Local 104

### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS APPRENTICE-BUILDING TRADES, LIGHT COMMERCIAL, RESIDENTIAL Second Shift Pay at 10%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half (7 1/2) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

| Apprentice 40% |            |
|----------------|------------|
| Straight Time: | \$<br>2.86 |
| Overtime:      | \$<br>4.29 |
| Doubletime:    | \$<br>5.72 |

| Apprentice 45% |            |
|----------------|------------|
| Straight Time: | \$<br>3.22 |
| Overtime:      | \$<br>4.83 |
| Doubletime:    | \$<br>6.44 |

| Apprentice 50% |            |
|----------------|------------|
| Straight Time: | \$<br>3.57 |
| Overtime:      | \$<br>5.36 |
| Doubletime:    | \$<br>7.14 |

| Apprentice 55% |            |
|----------------|------------|
| Straight Time: | \$<br>3.93 |
| Overtime:      | \$<br>5.90 |
| Doubletime:    | \$<br>7.86 |

| Apprentice 60% |            |
|----------------|------------|
| Straight Time: | \$<br>4.29 |
| Overtime:      | \$<br>6.44 |
| Doubletime:    | \$<br>8.58 |

| Apprentice 65% |            |
|----------------|------------|
| Straight Time: | \$<br>4.65 |
| Overtime:      | \$<br>6.98 |
| Doubletime:    | \$<br>9.30 |

| Apprentice 70% |             |
|----------------|-------------|
| Straight Time: | \$<br>5.00  |
| Overtime:      | \$<br>7.50  |
| Doubletime:    | \$<br>10.00 |

| Apprentice 75% |             |
|----------------|-------------|
| Straight Time: | \$<br>5.36  |
| Overtime:      | \$<br>8.04  |
| Doubletime:    | \$<br>10.72 |

| Apprentice 80% |             |
|----------------|-------------|
| Straight Time: | \$<br>5.72  |
| Overtime:      | \$<br>8.58  |
| Doubletime:    | \$<br>11.44 |

### Example of the 10% rate is calculated for a member with a wage & fringe election number (WFE#) of 1:

| (**** En / O1 1. |        |       |         |      |            |             |            |       |      |       |
|------------------|--------|-------|---------|------|------------|-------------|------------|-------|------|-------|
|                  | А      | 1     | В       |      |            | С           | D          |       |      | 0     |
|                  |        |       | Vacatio | on/  |            |             | Total Gros | s     | Tota | al    |
| Apprentice 40%   | Base W | /age  | Holida  | y    | Dues SVC F | ee Init Fee | Taxable    |       |      | kage  |
| Straight Time    | \$ 2   | 25.38 | \$ 3    | 3.00 | \$         | 3.07        | \$         | 31.45 | \$   | 59.23 |
| Overtime         | \$ 3   | 39.61 | \$ 4    | 1.50 | \$         | 3.07        | \$         | 47.18 | \$   | 75.40 |
| Double Time      | \$ 5   | 53.83 | \$ 6    | 6.00 | \$         | 3.07        | \$         | 62.90 | \$   | 91.56 |

### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS APPRENTICE-BUILDING TRADES, LIGHT COMMERCIAL, RESIDENTIAL Second Shift Pay at 10%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half  $(7 \ 1/2)$  hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

|   |  | Α  |  | В  |                               | С   | D  |   |  | 0  |
|---|--|--|--|--|-------------------------------|---|--|---|--|--|
| Apprentice 45%  | Base   | Wage   | <u>Vac</u><br>Holi   | ation/<br>iday   | Dues SVC Fe                   | ee Init Fee   | Total Gros   | <u>s</u>  | <u>Tot</u><br>Pac  | al<br>:kage  |
| Straight Time   | \$   | 29.32  | \$   | 3.00   | \$                            | 3.07  | \$   | 35.39   | \$   | 63.28  |
| Overtime  | \$   | 45.51  | \$   | 4.50   | \$                            | 3.07  | \$   | 53.08   | \$   | 81.47  |
| Double Time   | \$   | 61.71  | \$   | 6.00   | \$                            | 3.07  | \$   | 70.78   | \$   | 99.66  |
|   |  |  |  |  |                               |   |  |   |  |  |
|   |  | Α  |  | В  |                               | С   | D  |   |  | 0  |
|   |  |  |  | ation/   |                               |   | Total Gros   | <u>s</u> _  | <u>Tot</u>   |  |
| Apprentice 50%  | _  | Wage   |  | <u>iday</u>  | Dues SVC Fe                   |   | <u>Taxable</u>   |   |  | kage   |
| Straight Time   | \$   | 33.23  | \$   | 3.00   | \$                            | 3.07  | \$   | 39.30   | \$   | 67.31  |
| Overtime  | \$   | 51.38  | \$   | 4.50   | \$                            | 3.07  | \$   | 58.95   | \$   | 87.52  |
| Double Time   | \$   | 69.53  | \$   | 6.00   | \$                            | 3.07  | \$   | 78.60   | \$   | 107.72   |
|   |  | ^  |  | <u> </u>   |                               |   |  |   |  | 0  |
|   |  | Α  |  | В  |                               | С   | D  |   |  | 0  |
|   |  |  |  | ation/   |                               |   | Total Gros   | <u>s</u>  | <u>Tot</u>   |  |
| Apprentice 55%  | Base   | 14/000   | LIAI   |  |                               |   |  |   |  | 1.000  |
| 1   | _  | Wage   | -  | <u>iday</u>  |                               | ee Init Fee   | <u>Taxable</u>   |   | Pac  |  |
| Straight Time   | \$   | 37.16  | \$   | 3.00   | \$                            | 3.07  | \$   | 43.23   | \$   | 71.35  |
| Overtime  | \$   | 37.16<br>57.28   | \$<br>\$   | 3.00<br>4.50   | \$                            | 3.07<br>3.07  | \$   | 64.85   | \$<br>\$   | 71.35<br>93.58   |
|   | \$   | 37.16  | \$   | 3.00   | \$                            | 3.07  | \$   |   | \$   | 71.35  |
| Overtime  | \$   | 37.16<br>57.28<br>77.39  | \$<br>\$   | 3.00<br>4.50<br>6.00   | \$                            | 3.07<br>3.07<br>3.07  | \$<br>\$<br>\$   | 64.85   | \$<br>\$   | 71.35<br>93.58<br>115.80   |
| Overtime  | \$   | 37.16<br>57.28   | \$<br>\$   | 3.00<br>4.50   | \$                            | 3.07<br>3.07  | \$   | 64.85   | \$<br>\$   | 71.35<br>93.58   |
| Overtime  | \$   | 37.16<br>57.28<br>77.39  | \$ \$  | 3.00<br>4.50<br>6.00   | \$                            | 3.07<br>3.07<br>3.07  | \$<br>\$<br>\$   | 64.85<br>86.46  | \$ \$  | 71.35<br>93.58<br>115.80   |
| Overtime Double Time  | \$ \$  | 37.16<br>57.28<br>77.39  | \$<br>\$<br>\$<br><b>Vac</b>   | 3.00<br>4.50<br>6.00<br>B  | \$ \$                         | 3.07<br>3.07<br>3.07  | \$<br>\$<br>\$<br>D                                    | 64.85<br>86.46  | \$<br>\$<br>\$<br><b>Tot</b>                             | 71.35<br>93.58<br>115.80<br>O  |
| Overtime Double Time  Apprentice 60%  | \$<br>\$<br>\$<br><b>Base</b>                            | 37.16<br>57.28<br>77.39<br>A   | \$<br>\$<br>\$<br>Vac<br>Holi  | 3.00<br>4.50<br>6.00<br>B<br>ation/                                      | \$<br>\$<br>\$<br>Dues SVC Fe | 3.07<br>3.07<br>3.07<br>C                                     | \$<br>\$<br>D<br>Total Gros                            | 64.85<br>86.46<br><b>s</b>                            | \$<br>\$<br>\$<br><u>Tot</u>                             | 71.35<br>93.58<br>115.80<br>O  |
| Overtime Double Time  Apprentice 60%  Straight Time                                     | \$<br>\$<br>\$<br><b>Base</b><br>\$                      | 37.16<br>57.28<br>77.39<br>A<br>Wage<br>41.10                          | \$<br>\$<br><b>Vac</b><br><b>Holi</b>  | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00                      | \$<br>\$<br>\$<br>Dues SVC Fe | 3.07<br>3.07<br>3.07<br>C<br>C<br>ee Init Fee<br>3.07         | \$ \$ \$ D  Total Gros  Taxable \$                     | 64.85<br>86.46<br><b>s</b>                            | \$<br>\$<br>\$<br><u>Tot</u><br><u>Pac</u><br>\$         | 71.35<br>93.58<br>115.80<br>O<br>al<br>kage<br>75.40                         |
| Overtime Double Time  Apprentice 60% Straight Time Overtime                             | \$<br>\$<br>\$<br><b>Base</b><br>\$                      | 37.16<br>57.28<br>77.39<br>A<br>A<br>Wage<br>41.10<br>63.19            | \$ \$ Vac Holi \$  | 3.00<br>4.50<br>6.00<br>B<br>ation/iday<br>3.00<br>4.50                  | \$<br>\$<br>\$<br>Dues SVC Fe | 3.07<br>3.07<br>3.07<br>C<br>C<br>ee Init Fee<br>3.07<br>3.07 | \$ \$ \$ D  Total Gros  Taxable \$ \$                  | 64.85<br>86.46<br><b>s</b><br>47.17<br>70.76          | \$<br>\$<br><b>Tot</b><br><b>Pac</b><br>\$               | 71.35<br>93.58<br>115.80<br>O<br>al<br>:kage<br>75.40<br>99.66               |
| Overtime Double Time  Apprentice 60%  Straight Time                                     | \$<br>\$<br>\$<br><b>Base</b><br>\$                      | 37.16<br>57.28<br>77.39<br>A<br>Wage<br>41.10                          | \$<br>\$<br><b>Vac</b><br><b>Holi</b>  | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00                      | \$<br>\$<br>\$<br>Dues SVC Fe | 3.07<br>3.07<br>3.07<br>C<br>C<br>ee Init Fee<br>3.07         | \$ \$ \$ D  Total Gros  Taxable \$                     | 64.85<br>86.46<br><b>s</b>                            | \$<br>\$<br>\$<br><u>Tot</u><br><u>Pac</u><br>\$         | 71.35<br>93.58<br>115.80<br>O<br>al<br>kage<br>75.40                         |
| Overtime Double Time  Apprentice 60% Straight Time Overtime                             | \$<br>\$<br>\$<br><b>Base</b><br>\$                      | 37.16<br>57.28<br>77.39<br>A<br>A<br>Wage<br>41.10<br>63.19            | \$ \$ Vac Holi \$  | 3.00<br>4.50<br>6.00<br>B<br>ation/iday<br>3.00<br>4.50                  | \$<br>\$<br>\$<br>Dues SVC Fe | 3.07<br>3.07<br>3.07<br>C<br>C<br>ee Init Fee<br>3.07<br>3.07 | \$ \$ \$ D  Total Gros  Taxable \$ \$                  | 64.85<br>86.46<br><b>s</b><br>47.17<br>70.76          | \$<br>\$<br><b>Tot</b><br><b>Pac</b><br>\$               | 71.35<br>93.58<br>115.80<br>O<br>al<br>:kage<br>75.40<br>99.66               |
| Overtime Double Time  Apprentice 60% Straight Time Overtime                             | \$<br>\$<br>\$<br><b>Base</b><br>\$                      | 37.16<br>57.28<br>77.39<br>A<br><b>Wage</b><br>41.10<br>63.19<br>85.27 | \$ \$ Vac Holi \$  | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00      | \$<br>\$<br>\$<br>Dues SVC Fe | 3.07<br>3.07<br>3.07<br>C<br>ee Init Fee<br>3.07<br>3.07      | \$ \$ \$  Total Gros Taxable \$ \$ \$                  | 64.85<br>86.46<br><b>s</b><br>47.17<br>70.76          | \$<br>\$<br><b>Tot</b><br><b>Pac</b><br>\$               | 71.35<br>93.58<br>115.80<br>O<br>al<br>kage<br>75.40<br>99.66<br>123.90      |
| Overtime Double Time  Apprentice 60% Straight Time Overtime                             | \$<br>\$<br>\$<br><b>Base</b><br>\$                      | 37.16<br>57.28<br>77.39<br>A<br><b>Wage</b><br>41.10<br>63.19<br>85.27 | \$ \$ Vac Holi \$ \$   | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00      | \$<br>\$<br>\$<br>Dues SVC Fe | 3.07<br>3.07<br>3.07<br>C<br>ee Init Fee<br>3.07<br>3.07      | \$ \$ \$  Total Gros Taxable \$ \$ \$                  | 64.85<br>86.46<br><b>s</b><br>47.17<br>70.76<br>94.34 | \$<br>\$<br><b>Tot</b><br><b>Pac</b><br>\$               | 71.35<br>93.58<br>115.80<br>O<br>al<br>kage<br>75.40<br>99.66<br>123.90      |
| Overtime Double Time  Apprentice 60% Straight Time Overtime                             | \$<br>\$<br>\$<br><b>Base</b><br>\$<br>\$                | 37.16<br>57.28<br>77.39<br>A<br><b>Wage</b><br>41.10<br>63.19<br>85.27 | \$ \$ Vac Holi \$ \$   | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00<br>B | \$<br>\$<br>\$<br>Dues SVC Fe | 3.07<br>3.07<br>3.07<br>C  ee Init Fee  3.07 3.07 C           | \$ \$ \$  Total Gros Taxable \$ \$  D                  | 64.85<br>86.46<br><b>s</b><br>47.17<br>70.76<br>94.34 | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 71.35<br>93.58<br>115.80<br>O<br>al<br>kage<br>75.40<br>99.66<br>123.90      |
| Overtime Double Time  Apprentice 60% Straight Time Overtime Double Time                 | \$<br>\$<br>\$<br><b>Base</b><br>\$<br>\$                | 37.16<br>57.28<br>77.39<br>A<br>Wage<br>41.10<br>63.19<br>85.27        | \$ \$ \$ Vac Holi \$ \$ \$   | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00<br>B | \$ \$ \$ Dues SVC Fe          | 3.07<br>3.07<br>3.07<br>C  ee Init Fee  3.07 3.07 C           | \$ \$ \$ D Total Gros Taxable \$ \$ D Total Gros       | 64.85<br>86.46<br><b>s</b><br>47.17<br>70.76<br>94.34 | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 71.35<br>93.58<br>115.80<br>O<br>al<br>kage<br>75.40<br>99.66<br>123.90<br>O |
| Overtime Double Time  Apprentice 60% Straight Time Overtime Double Time  Apprentice 65% | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 37.16<br>57.28<br>77.39<br>A<br>Wage<br>41.10<br>63.19<br>85.27<br>A   | \$ \$ Vaccentric Section | 3.00<br>4.50<br>6.00<br>B<br>ation/iday<br>3.00<br>4.50<br>6.00<br>B     | \$ \$ Dues SVC Fe             | 3.07 3.07 C  ee Init Fee 3.07 3.07 3.07 C  cee Init Fee       | \$ \$ \$ Total Gros Taxable \$ \$ D Total Gros Taxable | 64.85<br>86.46<br>s<br>47.17<br>70.76<br>94.34        | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 71.35 93.58 115.80  O  al :kage 75.40 99.66 123.90  O  al :kage              |

### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS APPRENTICE-BUILDING TRADES, LIGHT COMMERCIAL, RESIDENTIAL Second Shift Pay at 10%

### Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half (7 1/2) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

|                |      | Α      |       | В          |             | С          |                | )      |          | 0      |
|----------------|------|--------|-------|------------|-------------|------------|----------------|--------|----------|--------|
|                |      |        | .,    | .:/        |             |            | Tatal Cua      |        | <b>.</b> | _1     |
|                |      |        | Vaca  |            |             |            | Total Gro      |        | Tot      |        |
| Apprentice 70% | Base | Wage   | Holic | <u>lay</u> | Dues SVC Fe | e Init Fee | <u>Taxable</u> |        | Pac      | kage_  |
| Straight Time  | \$   | 48.96  | \$    | 3.00       | \$          | 3.07       | \$             | 55.03  | \$       | 83.48  |
| Overtime       | \$   | 74.97  | \$    | 4.50       | \$          | 3.07       | \$             | 82.54  | \$       | 111.77 |
| Double Time    | \$   | 100.99 | \$    | 6.00       | \$          | 3.07       | \$             | 110.06 | \$       | 140.06 |

|                |      | Α      |       | В     |          | С            | [              | )      |     | 0      |
|----------------|------|--------|-------|-------|----------|--------------|----------------|--------|-----|--------|
|                |      |        |       |       |          |              |                |        |     |        |
|                |      |        | Vaca  | tion/ |          |              | Total Gro      | SS     | Tot | al_    |
| Apprentice 75% | Base | e Wage | Holid | day   | Dues SVC | Fee Init Fee | <u>Taxable</u> |        | Pac | kage   |
| Straight Time  | \$   | 52.89  | \$    | 3.00  | \$       | 3.07         | \$             | 58.96  | \$  | 87.52  |
| Overtime       | \$   | 80.87  | \$    | 4.50  | \$       | 3.07         | \$             | 88.44  | \$  | 117.83 |
| Double Time    | \$   | 108.85 | \$    | 6.00  | \$       | 3.07         | \$             | 117.92 | \$  | 148.14 |

|                |      | Α      |       | В          | С                     |          | D              | )      |     | 0      |
|----------------|------|--------|-------|------------|-----------------------|----------|----------------|--------|-----|--------|
|                |      |        | \/a   |            |                       |          | Total Cuo      |        | T-1 | -1     |
|                |      |        |       | tion/      |                       |          | Total Gro      |        | Tot |        |
| Apprentice 80% | Base | e Wage | Holic | <u>day</u> | Dues SVC Fee Init Fee | <u>e</u> | <u>Taxable</u> |        | Pac | kage   |
| Straight Time  | \$   | 56.82  | \$    | 3.00       | \$                    | 3.07     | \$             | 62.89  | \$  | 91.56  |
| Overtime       | \$   | 86.76  | \$    | 4.50       | \$                    | 3.07     | \$             | 94.33  | \$  | 123.89 |
| Double Time    | \$   | 116.71 | \$    | 6.00       | \$                    | 3.07     | \$             | 125.78 | \$  | 156.22 |

SMW Local 104

### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS APPRENTICE-BUILDING TRADES, LIGHT COMMERCIAL, RESIDENTIAL Third Shift Pay at 15%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

| Apprentice 40% |            |
|----------------|------------|
| Straight Time: | \$<br>4.29 |
| Overtime:      | \$<br>6.44 |
| Doubletime:    | \$<br>8.58 |

| Apprentice 45% |            |
|----------------|------------|
| Straight Time: | \$<br>4.83 |
| Overtime:      | \$<br>7.25 |
| Doubletime:    | \$<br>9.66 |

| Apprentice 50% |             |
|----------------|-------------|
| Straight Time: | \$<br>5.36  |
| Overtime:      | \$<br>8.04  |
| Doubletime:    | \$<br>10.72 |

| Apprentice 55% |   |       |
|----------------|---|-------|
| Straight Time: | Ş | 5.90  |
| Overtime:      | Ş | 8.85  |
| Doubletime:    | Ç | 11.80 |

| Apprentice 60% |             |
|----------------|-------------|
| Straight Time: | \$<br>6.43  |
| Overtime:      | \$<br>9.65  |
| Doubletime:    | \$<br>12.86 |

| Apprentice 65% |             |
|----------------|-------------|
| Straight Time: | \$<br>6.97  |
| Overtime:      | \$<br>10.46 |
| Doubletime:    | \$<br>13.94 |

| Apprentice 70% |             |
|----------------|-------------|
| Straight Time: | \$<br>7.50  |
| Overtime:      | \$<br>11.25 |
| Doubletime:    | \$<br>15.00 |

| Apprentice 75% |             |
|----------------|-------------|
| Straight Time: | \$<br>8.04  |
| Overtime:      | \$<br>12.06 |
| Doubletime:    | \$<br>16.08 |

| Apprentice 80% |             |
|----------------|-------------|
| Straight Time: | \$<br>8.58  |
| Overtime:      | \$<br>12.87 |
| Doubletime:    | \$<br>17.16 |

### Example of the 15% rate is calculated for a member with a wage & fringe election number (WFE#) of 1:

| ( ** * E       |      |        |       |       |          |              |            |       |      | _     |
|----------------|------|--------|-------|-------|----------|--------------|------------|-------|------|-------|
|                |      | Α      |       | В     |          | С            | D          |       |      | 0     |
|                |      |        | Vaca  | tion/ |          |              | Total Gros | is    | Tota | al    |
| Apprentice 40% | Base | e Wage | Holid | lay   | Dues SVC | Fee Init Fee | Taxable    | _     | Pacl |       |
| Straight Time  | \$   | 26.81  | \$    | 3.00  | \$       | 3.07         | \$         | 32.88 | \$   | 60.66 |
| Overtime       | \$   | 41.76  | \$    | 4.50  | \$       | 3.07         | \$         | 49.33 | \$   | 77.55 |
| Double Time    | \$   | 56.69  | \$    | 6.00  | \$       | 3.07         | \$         | 65.76 | \$   | 94.42 |

### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS APPRENTICE-BUILDING TRADES, LIGHT COMMERCIAL, RESIDENTIAL Third Shift Pay at 15%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

| pay. See applicable wage sheet fo   | I IIII   | ige iiiio   | ı IIIa  |  |   |   |   |  |  |  |
|---|--|---|---|--|---|---|---|--|--|--|
|   |  | A   |   | В  |   | C   | D   |  |  | 0  |
|   |  |   |   |  |   | <del>-</del>  |   |  |  |  |
|   |  |   | Vac   | ation/   |   |   | <b>Total Gros</b>   | <u>s</u>   | Tot  | al   |
| Apprentice 45%  | Base   | Wage  | Holi  | <u>iday</u>  | Dues                                      | SVC Fee Init Fee  | <u>Taxable</u>  |  | Pac  | kage   |
| Straight Time   | \$   | 30.93   | \$  | 3.00   | \$  | 3.07  | \$  | 37.00  | \$   | 64.89  |
| Overtime  | \$   | 47.93   | \$  | 4.50   | \$  | 3.07  | \$  | 55.50  | \$   | 83.89  |
| Double Time   | \$   | 64.93   | \$  | 6.00   | \$  | 3.07  | \$  | 74.00  | \$   | 102.88   |
|   |  |   |   |  |   |   |   |  |  |  |
|   |  | Α   |   | В  |   | С   | D   |  |  | 0  |
|   |  |   |   |  |   |   |   |  |  |  |
|   |  |   |   | ation/   |   |   | Total Gros  | <u>s_</u>  | Tot  |  |
| Apprentice 50%  |  | : Wage  |   | <u>iday</u>  |   | SVC Fee Init Fee  | <u>Taxable</u>  |  |  | kage_  |
| Straight Time   | \$   | 35.02   | \$  | 3.00   | \$  | 3.07  | \$  | 41.09  | \$   | 69.10  |
| Overtime  | \$   | 54.06   | \$  | 4.50   | \$  | 3.07  | \$  | 61.63  | \$   | 90.20  |
| Double Time   | \$   | 73.11   | \$  | 6.00   | \$  | 3.07  | \$  | 82.18  | \$   | 111.30   |
|   |  |   |   |  | 1   |   | Г   |  |  |  |
|   |  | Α   |   | В  |   | С   | D   |  |  | 0  |
|   |  |   |   |  |   |   |   |  |  |  |
|   |  |   |   |  |   |   |   |  |  |  |
|   | _  |   |   | ation/   | _   |   | Total Gros  | <u>s</u>   | Tot  |  |
| Apprentice 55%  |  | Wage  | Holi  | <u>iday</u>  |   | SSVC Fee Init Fee   | <u>Taxable</u>  |  | Pac  | kage   |
| Straight Time   | \$   | 39.13   | <u>Hol</u> i<br>\$  | ida <u>y</u><br>3.00   | \$  | 3.07  | Taxable<br>\$   | 45.20  | <b>Pac</b><br>\$                                 | 73.32  |
| Straight Time<br>Overtime   | \$   | 39.13<br>60.23  | <b>Hol</b> i<br>\$<br>\$  | 3.00<br>4.50   | \$<br>\$                                  | 3.07<br>3.07  | Taxable<br>\$<br>\$   | 45.20<br>67.80   | <b>Pac</b><br>\$                                 | 73.32<br>96.53   |
| Straight Time   | \$   | 39.13   | <u>Hol</u> i<br>\$  | ida <u>y</u><br>3.00   | \$  | 3.07  | Taxable<br>\$   | 45.20  | <b>Pac</b><br>\$                                 | 73.32  |
| Straight Time<br>Overtime   | \$   | 39.13<br>60.23<br>81.33   | <b>Hol</b> i<br>\$<br>\$  | 3.00<br>4.50<br>6.00   | \$<br>\$                                  | 3.07<br>3.07<br>3.07  | Taxable<br>\$<br>\$<br>\$<br>\$                                   | 45.20<br>67.80   | <b>Pac</b><br>\$                                 | 73.32<br>96.53<br>119.74   |
| Straight Time<br>Overtime   | \$   | 39.13<br>60.23  | <b>Hol</b> i<br>\$<br>\$  | 3.00<br>4.50   | \$<br>\$                                  | 3.07<br>3.07  | Taxable<br>\$<br>\$   | 45.20<br>67.80   | <b>Pac</b><br>\$                                 | 73.32<br>96.53   |
| Straight Time<br>Overtime   | \$   | 39.13<br>60.23<br>81.33   | # <b>Holi</b>   | 3.00<br>4.50<br>6.00   | \$<br>\$                                  | 3.07<br>3.07<br>3.07  | \$<br>\$<br>\$<br>D   | 45.20<br>67.80<br>90.40  | \$<br>\$<br>\$                                   | 73.32<br>96.53<br>119.74   |
| Straight Time Overtime Double Time  | \$ \$  | 39.13<br>60.23<br>81.33   | \$<br>\$<br>\$<br>Vac   | 3.00<br>4.50<br>6.00<br>B  | \$<br>\$<br>\$                            | 3.07<br>3.07<br>3.07  | Taxable \$ \$ \$ D  | 45.20<br>67.80<br>90.40  | Pac   \$   \$   \$   \$   \$   \$   \$   \$   \$ | 73.32<br>96.53<br>119.74<br>O  |
| Straight Time Overtime Double Time  Apprentice 60%  | \$ \$ \$ \$ Base   | 39.13<br>60.23<br>81.33<br>A  | Holi<br>\$<br>\$<br>Vac<br>Holi                                   | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday                              | \$<br>\$<br>\$                            | 3.07<br>3.07<br>3.07<br>C                                       | Taxable  \$ \$ D  Total Gros  Taxable                             | 45.20<br>67.80<br>90.40  | \$ \$ \$ Tot Pac                                 | 73.32<br>96.53<br>119.74<br>O<br>al<br>kage                            |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time                                      | \$<br>\$<br>\$<br><b>Base</b><br>\$                      | 39.13<br>60.23<br>81.33<br>A<br>A<br>• Wage<br>43.24                        | Holi<br>\$<br>\$<br>Vac<br>Holi<br>\$                             | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00                      | \$<br>\$<br>\$<br><b>Dues</b>             | 3.07<br>3.07<br>3.07<br>C<br>C<br>s SVC Fee Init Fee            | \$ \$ D Total Gros Taxable \$                                     | 45.20<br>67.80<br>90.40<br><b>s</b>                            | Pac  | 73.32<br>96.53<br>119.74<br>O al kage 77.54                            |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime                             | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$                | 39.13<br>60.23<br>81.33<br>A<br>A<br>*** Wage<br>43.24<br>66.40             | Holi<br>\$<br>\$<br>Vac<br>Holi<br>\$                             | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50              | \$<br>\$<br>\$<br><b>Dues</b><br>\$       | 3.07<br>3.07<br>3.07<br>C<br>C<br>S SVC Fee Init Fee<br>3.07    | Taxable  \$ \$  D  Total Gros  Taxable  \$                        | 45.20<br>67.80<br>90.40<br>s<br>49.31<br>73.97                 | Pac  | 73.32<br>96.53<br>119.74<br>O  al kage 77.54 102.87                    |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time                                      | \$<br>\$<br>\$<br><b>Base</b><br>\$                      | 39.13<br>60.23<br>81.33<br>A<br>A<br>• Wage<br>43.24                        | Holi<br>\$<br>\$<br>Vac<br>Holi<br>\$                             | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00                      | \$<br>\$<br>\$<br><b>Dues</b>             | 3.07<br>3.07<br>3.07<br>C<br>C<br>s SVC Fee Init Fee            | \$ \$ D Total Gros Taxable \$                                     | 45.20<br>67.80<br>90.40<br><b>s</b>                            | Pac  | 73.32<br>96.53<br>119.74<br>O al kage 77.54                            |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime                             | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$                | 39.13<br>60.23<br>81.33<br>A<br>A<br>*** Wage<br>43.24<br>66.40             | Holi<br>\$<br>\$<br>Vac<br>Holi<br>\$                             | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50              | \$<br>\$<br>\$<br><b>Dues</b><br>\$       | 3.07<br>3.07<br>3.07<br>C<br>C<br>S SVC Fee Init Fee<br>3.07    | Taxable  \$ \$  D  Total Gros  Taxable  \$                        | 45.20<br>67.80<br>90.40<br>s<br>49.31<br>73.97                 | Pac  | 73.32<br>96.53<br>119.74<br>O  al kage 77.54 102.87                    |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime                             | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$                | 39.13<br>60.23<br>81.33<br>A<br>**Wage<br>43.24<br>66.40<br>89.55           | Holi<br>\$<br>\$<br>Vac<br>Holi<br>\$                             | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00      | \$<br>\$<br>\$<br><b>Dues</b><br>\$       | 3.07<br>3.07<br>3.07<br>C<br>S SVC Fee Init Fee<br>3.07<br>3.07 | Taxable  \$ \$  D  Total Grost Taxable  \$ \$ \$                  | 45.20<br>67.80<br>90.40<br>s<br>49.31<br>73.97                 | Pac  | 73.32<br>96.53<br>119.74<br>O  al kage 77.54 102.87 128.18             |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime                             | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$                | 39.13<br>60.23<br>81.33<br>A<br>**Wage<br>43.24<br>66.40<br>89.55           | Holi   \$   \$   \$   \$   \$   \$   \$   \$   \$                 | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00      | \$<br>\$<br>\$<br><b>Dues</b><br>\$       | 3.07<br>3.07<br>3.07<br>C<br>S SVC Fee Init Fee<br>3.07<br>3.07 | Taxable \$ \$  D  Total Gros Taxable \$ \$  D  Total Gros Taxable | 45.20<br>67.80<br>90.40<br><b>s</b><br>49.31<br>73.97<br>98.62 | Pac   \$   \$   \$   \$   \$   \$   \$   \$   \$ | 73.32<br>96.53<br>119.74<br>O  al kage 77.54 102.87 128.18             |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime Double Time                 | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 39.13<br>60.23<br>81.33<br>A<br>**Wage<br>43.24<br>66.40<br>89.55           | Holi<br>\$<br>\$<br>\$<br>Vac<br>Holi<br>\$<br>\$                 | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00      | \$<br>\$<br>\$<br><b>Dues</b><br>\$<br>\$ | 3.07<br>3.07<br>3.07<br>C<br>S SVC Fee Init Fee<br>3.07<br>3.07 | Taxable  \$ \$  D  Total Grost Taxable  \$ \$ \$                  | 45.20<br>67.80<br>90.40<br><b>s</b><br>49.31<br>73.97<br>98.62 | Pac  | 73.32<br>96.53<br>119.74<br>O  al kage 77.54 102.87 128.18             |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime                             | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 39.13<br>60.23<br>81.33<br>A<br>A<br>**Wage<br>43.24<br>66.40<br>89.55      | Holi<br>\$<br>\$<br>\$<br>Vac<br>Holi<br>\$<br>\$                 | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00<br>B | \$<br>\$<br>\$<br><b>Dues</b><br>\$<br>\$ | 3.07<br>3.07<br>C<br>C<br>S SVC Fee Init Fee<br>3.07<br>3.07    | Total Gros  Total Gros  Total Gros  Total Gros  Total Gros        | 45.20<br>67.80<br>90.40<br><b>s</b><br>49.31<br>73.97<br>98.62 | Pac  | 73.32<br>96.53<br>119.74<br>O  al kage 77.54 102.87 128.18 O           |
| Straight Time Overtime Double Time  Apprentice 60% Straight Time Overtime Double Time  Apprentice 65% | \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | 39.13<br>60.23<br>81.33<br>A<br>A<br>**Wage<br>43.24<br>66.40<br>89.55<br>A | Vac<br>Holi<br>\$<br>\$<br>\$<br>\$<br>\$<br>\$<br>\$<br>\$<br>\$ | 3.00<br>4.50<br>6.00<br>B<br>ation/<br>iday<br>3.00<br>4.50<br>6.00<br>B | \$ \$ \$ Dues \$ \$ \$                    | 3.07 3.07 C S SVC Fee Init Fee 3.07 3.07 C C                    | Total Gros Total Gros Taxable  \$  D  Total Gros Taxable          | 45.20<br>67.80<br>90.40<br>s<br>49.31<br>73.97<br>98.62        | Pac   \$   \$   \$   \$   \$   \$   \$   \$   \$ | 73.32<br>96.53<br>119.74<br>O  al kage 77.54 102.87 128.18  O  al kage |

### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS APPRENTICE-BUILDING TRADES, LIGHT COMMERCIAL, RESIDENTIAL Third Shift Pay at 15%

### Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

|                |      | Α      |       | В           |                    | С          |                | 0      |     |        |
|----------------|------|--------|-------|-------------|--------------------|------------|----------------|--------|-----|--------|
|                |      |        |       |             |                    |            |                |        |     |        |
|                |      |        | Vaca  | tion/       |                    |            | Total Gro      | SS     | Tot | al_    |
| Apprentice 70% | Base | Wage   | Holic | la <u>y</u> | <b>Dues SVC Fe</b> | e Init Fee | <u>Taxable</u> |        | Pac | kage   |
| Straight Time  | \$   | 51.46  | \$    | 3.00        | \$                 | 3.07       | \$             | 57.53  | \$  | 85.98  |
| Overtime       | \$   | 78.72  | \$    | 4.50        | \$                 | 3.07       | \$             | 86.29  | \$  | 115.52 |
| Double Time    | \$   | 105.99 | \$    | 6.00        | \$                 | 3.07       | \$             | 115.06 | \$  | 145.06 |

|                |      | Α      |       | В           |        | С               |                | D      | 0   |        |
|----------------|------|--------|-------|-------------|--------|-----------------|----------------|--------|-----|--------|
|                |      |        |       |             |        |                 |                |        |     |        |
|                |      |        | Vaca  | tion/       |        |                 | Total G        | ross   | Tot | al_    |
| Apprentice 75% | Base | e Wage | Holid | da <u>y</u> | Dues S | VC Fee Init Fee | <u>Taxable</u> | !      | Pac | kage_  |
| Straight Time  | \$   | 55.57  | \$    | 3.00        | \$     | 3.07            | \$             | 61.64  | \$  | 90.20  |
| Overtime       | \$   | 84.89  | \$    | 4.50        | \$     | 3.07            | \$             | 92.46  | \$  | 121.85 |
| Double Time    | \$   | 114.21 | \$    | 6.00        | \$     | 3.07            | \$             | 123.28 | \$  | 153.50 |

|                |      | Α      |                      | В    |          | С            | [         | 0      |                  |        |
|----------------|------|--------|----------------------|------|----------|--------------|-----------|--------|------------------|--------|
| Apprentice 80% | Base |        | Vacation/<br>Holiday |      | Dues SVC | Fee Init Fee | Total Gro |        | Total<br>Package |        |
| Straight Time  | \$   | 59.68  | \$                   | 3.00 | \$       | 3.07         | \$        | 65.75  | \$               | 94.42  |
| Overtime       | \$   | 91.05  | \$                   | 4.50 | \$       | 3.07         | \$        | 98.62  | \$               | 128.18 |
| Double Time    | \$   | 122.43 | \$                   | 6.00 | \$       | 3.07         | \$        | 131.50 | \$               | 161.94 |

SMW Local 104

#### SHEET METAL WORKERS' LOCAL UNION NO. 104 and **BAY AREA ASSOCIATION OF SMACNA CHAPTERS BUILDING TRADES LIGHT COMMERCIAL - JOURNEYPERSON Special Shift Pay at 12%**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Light Commercial Journeyperson**

\$ Straight Time: 6.93 \$ Overtime: 10.40 Doubletime: 13.86

#### **Light Commercial Foreperson**

\$ Straight Time: 7.97 Overtime: \$ 11.96 Doubletime: 15.94

#### **Light Commercial General Foreperson**

Straight Time: 8.66 Overtime: \$ 12.99 Doubletime: 17.32

| Example of the 12% rate is calculated for a men | nber with a wage & fringe election |
|---|------------------------------------|
| number (MEE#) of 1.                             |                                    |

|number (WFE#) of 1:

|                                |     | Α         |    | В              |              | С            |      | D              |     | 0         |
|--------------------------------|-----|-----------|----|----------------|--------------|--------------|------|----------------|-----|-----------|
|                                |     |           |    |                |              |              |      |                |     |           |
| Light Commercial Journeyperson |     | <u> </u>  |    | cation/        | <u>Due</u> : | s SVC        | Tota | l Gross        | Tot | <u>al</u> |
| <u>0 - 10 years</u>            | Bas | Base Wage |    | <u>Holiday</u> |              | Fee Init Fee |      | <u>Taxable</u> |     | kage      |
| Straight Time                  | \$  | 55.12     | \$ | 5.00           | \$           | 4.55         | \$   | 64.67          | \$  | 111.14    |
| Overtime                       | \$  | 84.96     | \$ | 7.50           | \$           | 4.55         | \$   | 97.01          | \$  | 146.69    |
| Double Time                    | \$  | 114.79    | \$ | 10.00          | \$           | 4.55         | \$   | 129.34         | \$  | 182.23    |
|                                |     |           |    |                |              |              |      |                |     |           |

|                             |     | Α      |                | В      |              | С     |                | D       |     | 0      |
|-----------------------------|-----|--------|----------------|--------|--------------|-------|----------------|---------|-----|--------|
|                             |     |        |                |        |              |       |                |         |     |        |
| Light Commercial Foreperson |     |        | Vac            | ation/ | Due          | s SVC | Tota           | l Gross | Tot | :al_   |
| <u>0 - 10 years</u>         | Bas | e Wage | <b>Holiday</b> |        | Fee Init Fee |       | <u>Taxable</u> |         | Pac | kage   |
| Straight Time               | \$  | 64.82  | \$             | 5.00   | \$           | 4.55  | \$             | 74.37   | \$  | 121.80 |
| Overtime                    | \$  | 99.51  | \$             | 7.50   | \$           | 4.55  | \$             | 111.56  | \$  | 162.68 |
| Double Time                 | \$  | 134.19 | \$             | 10.00  | \$           | 4.55  | \$             | 148.74  | \$  | 203.55 |
|                             |     |        |                |        |              |       |                |         |     |        |

|                          |      | Α      |         | В      |              | С     |                | D       |     | 0      |
|--------------------------|------|--------|---------|--------|--------------|-------|----------------|---------|-----|--------|
| Light Commercial General |      |        |         |        |              |       |                |         |     |        |
| <u>Foreperson</u>        |      |        |         | ation/ | Due          | s SVC | Tota           | I Gross | Tot | al_    |
| <u>0-10 years</u>        | Base | e Wage | Holiday |        | Fee Init Fee |       | <u>Taxable</u> |         | Pac | kage   |
| Straight Time            | \$   | 71.29  | \$      | 5.00   | \$           | 4.55  | \$             | 80.84   | \$  | 128.91 |
| Overtime                 | \$   | 109.21 | \$      | 7.50   | \$           | 4.55  | \$             | 121.26  | \$  | 173.34 |
| Double Time              | \$   | 147.13 | \$      | 10.00  | \$           | 4.55  | \$             | 161.68  | \$  | 217.77 |

#### **SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS BUILDING TRADES LIGHT COMMERCIAL - JOURNEYPERSON** Second Shift Pay at 10%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half (7 1/2) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Light Commercial Journeyperson**

| Straight Time: | \$<br>5.77  |
|----------------|-------------|
| Overtime:      | \$<br>8.66  |
| Doubletime:    | \$<br>11.54 |

#### **Light Commercial Foreperson**

| Straight Time: | \$<br>6.64  |
|----------------|-------------|
| Overtime:      | \$<br>9.96  |
| Doubletime:    | \$<br>13.28 |

#### **Light Commercial General Foreperson**

Straight Time: 7.22 Overtime: 10.83 Doubletime: 14.44

#### Example of the 10% rate is calculated for a member with a wage & fringe election number (WFE#) of 1:

| , |     |        |    |           |     |                 |      |                    |     |              |  |
|---|-----|--------|----|-----------|-----|-----------------|------|--------------------|-----|--------------|--|
|   |     | Α      |    | В         |     | С               |      | D                  |     | 0            |  |
|   |     |        |    |           |     |                 |      |                    |     |              |  |
| Light Commercial Journeyperson          |     |        |    | Vacation/ |     | <b>Dues SVC</b> |      | <b>Total Gross</b> |     | <u>Total</u> |  |
| <u>0 - 10 years</u>                     | Bas | e Wage | Ho | liday     | Fee | Init Fee        | Taxa | <u>able</u>        | Pac | kage         |  |
| Straight Time                           | \$  | 53.96  | \$ | 5.00      | \$  | 4.55            | \$   | 63.51              | \$  | 109.98       |  |
| Overtime                                | \$  | 83.22  | \$ | 7.50      | \$  | 4.55            | \$   | 95.27              | \$  | 144.95       |  |
| Double Time                             | \$  | 112.47 | \$ | 10.00     | \$  | 4.55            | \$   | 127.02             | \$  | 179.91       |  |

|                             | Α   |        |     | В         |    | С               |    | D              |    | 0            |  |
|-----------------------------|-----|--------|-----|-----------|----|-----------------|----|----------------|----|--------------|--|
|                             |     |        |     |           |    |                 |    |                |    |              |  |
| Light Commercial Foreperson |     |        | Vac | Vacation/ |    | <b>Dues SVC</b> |    | Total Gross    |    | <u>Total</u> |  |
| <u>0 - 10 years</u>         | Bas | e Wage | Hol | Holiday   |    | Fee Init Fee    |    | <u>Taxable</u> |    | kage         |  |
| Straight Time               | \$  | 63.49  | \$  | 5.00      | \$ | 4.55            | \$ | 73.04          | \$ | 120.47       |  |
| Overtime                    | \$  | 97.51  | \$  | 7.50      | \$ | 4.55            | \$ | 109.56         | \$ | 160.68       |  |
| Double Time                 | \$  | 131.53 | \$  | 10.00     | \$ | 4.55            | \$ | 146.08         | \$ | 200.89       |  |

|                          |     | Α      |                | В         |              | С               |                | D           |     | 0      |
|--------------------------|-----|--------|----------------|-----------|--------------|-----------------|----------------|-------------|-----|--------|
| Light Commercial General |     |        |                |           |              |                 |                |             |     |        |
| <u>Foreperson</u>        |     |        | Vac            | Vacation/ |              | <b>Dues SVC</b> |                | Total Gross |     | al_    |
| <u>0-10 years</u>        | Bas | e Wage | <u>Holiday</u> |           | Fee Init Fee |                 | <u>Taxable</u> |             | Pac | kage   |
| Straight Time            | \$  | 69.85  | \$             | 5.00      | \$           | 4.55            | \$             | 79.40       | \$  | 127.47 |
| Overtime                 | \$  | 107.05 | \$             | 7.50      | \$           | 4.55            | \$             | 119.10      | \$  | 171.18 |
| Double Time              | \$  | 144.25 | \$             | 10.00     | \$           | 4.55            | \$             | 158.80      | \$  | 214.89 |

SMW Local 104



## SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS BUILDING TRADES LIGHT COMMERCIAL - JOURNEYPERSON Third Shift Pay at 15%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Light Commercial Journeyperson**

| Straight Time: | Ş  | 8.66  |
|----------------|----|-------|
| Overtime:      | \$ | 12.99 |
| Doubletime:    | \$ | 17.32 |

#### **Light Commercial Foreperson**

 Straight Time:
 \$ 9.96

 Overtime:
 \$ 14.94

 Doubletime:
 \$ 19.92

#### **Light Commercial General Foreperson**

 Straight Time:
 \$ 10.83

 Overtime:
 \$ 16.25

 Doubletime:
 \$ 21.66

### Example of the 15% rate is calculated for a member with a wage & fringe election number (WFE#) of 1:

|                                |     | Α      |     | В         |    | С               |    | D              |    | 0      |
|--------------------------------|-----|--------|-----|-----------|----|-----------------|----|----------------|----|--------|
|                                |     |        |     |           |    |                 |    |                |    |        |
| Light Commercial Journeyperson |     | v      |     | Vacation/ |    | <b>Dues SVC</b> |    | Total Gross    |    | al_    |
| <u>0 - 10 years</u>            | Bas | e Wage | Hol | Holiday   |    | Fee Init Fee    |    | <u>Taxable</u> |    | kage   |
| Straight Time                  | \$  | 56.85  | \$  | 5.00      | \$ | 4.55            | \$ | 66.40          | \$ | 112.87 |
| Overtime                       | \$  | 87.55  | \$  | 7.50      | \$ | 4.55            | \$ | 99.60          | \$ | 149.28 |
| Double Time                    | \$  | 118.25 | \$  | 10.00     | \$ | 4.55            | \$ | 132.80         | \$ | 185.69 |

|                             | Α   |        | В   |           | С  |                 | D  |                |    | 0            |  |
|-----------------------------|-----|--------|-----|-----------|----|-----------------|----|----------------|----|--------------|--|
|                             |     |        |     |           |    |                 |    |                |    |              |  |
| Light Commercial Foreperson |     |        | Vac | Vacation/ |    | <b>Dues SVC</b> |    | Total Gross    |    | <u>Total</u> |  |
| <u>0 - 10 years</u>         | Bas | e Wage | Hol | Holiday   |    | Fee Init Fee    |    | <u>Taxable</u> |    | kage         |  |
| Straight Time               | \$  | 66.81  | \$  | 5.00      | \$ | 4.55            | \$ | 76.36          | \$ | 123.79       |  |
| Overtime                    | \$  | 102.49 | \$  | 7.50      | \$ | 4.55            | \$ | 114.54         | \$ | 165.66       |  |
| Double Time                 | \$  | 138.17 | \$  | 10.00     | \$ | 4.55            | \$ | 152.72         | \$ | 207.53       |  |

|                          |     | Α      |     | В           |              | С               |                | D           |     | 0      |
|--------------------------|-----|--------|-----|-------------|--------------|-----------------|----------------|-------------|-----|--------|
| Light Commercial General |     |        |     |             |              |                 |                |             |     |        |
| <u>Foreperson</u>        |     |        | Vac | Vacation/   |              | <b>Dues SVC</b> |                | Total Gross |     | al_    |
| <u>0-10 years</u>        | Bas | e Wage | Hol | <u>iday</u> | Fee Init Fee |                 | <u>Taxable</u> |             | Pac | kage   |
| Straight Time            | \$  | 73.46  | \$  | 5.00        | \$           | 4.55            | \$             | 83.01       | \$  | 131.08 |
| Overtime                 | \$  | 112.47 | \$  | 7.50        | \$           | 4.55            | \$             | 124.52      | \$  | 176.60 |
| Double Time              | \$  | 151.47 | \$  | 10.00       | \$           | 4.55            | \$             | 166.02      | \$  | 222.11 |

SMW Local 104

# SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL SERVICE MECHANIC Third Shift Pay at 15%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### <u>Light Commercial Service Mechanic</u>

 Straight Time:
 \$ 6.82

 Overtime:
 \$ 10.23

 Doubletime:
 \$ 13.64

| Example of the 15% rate is calculated for a member with a wage & fringe election |
|--|
| number (WFE#) of 1:  |

|                                   | Α                 |       | В           |       | С               |                | D           |                |              | 0      |
|-----------------------------------|-------------------|-------|-------------|-------|-----------------|----------------|-------------|----------------|--------------|--------|
| Light Commercial Service Mechanic |                   |       | Vacation/   |       | <u>Dues SVC</u> |                | Total Gross |                | <u>Total</u> |        |
|                                   | Base Wage Holiday |       | <u>iday</u> | Fee I | nit Fee         | <u>Taxable</u> |             | <u>Package</u> |              |        |
| Straight Time                     | \$                | 41.77 | \$          | 7.10  | \$              | 3.41           | \$          | 52.28          | \$           | 84.74  |
| Overtime                          | \$                | 64.36 | \$          | 10.65 | \$              | 3.41           | \$          | 78.42          | \$           | 112.13 |
| Double Time                       | \$                | 86.95 | \$          | 14.20 | \$              | 3.41           | \$          | 104.56         | \$           | 139.52 |

SMW Local 104

# SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL SERVICE MECHANIC Second Shift Pay at 10%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half (7 1/2) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Light Commercial Service Mechanic**

Straight Time: \$ 4.55 Overtime: \$ 6.83 Doubletime: \$ 9.10

| Example of the 10% rate is ca | alculated for a member with a wage & fringe election |
|-------------------------------|--|
| number (WFE#) of 1:           |  |

|                                   | Α    |       | В   |        | С            |       | D              |         |                 | 0      |
|-----------------------------------|------|-------|-----|--------|--------------|-------|----------------|---------|-----------------|--------|
| Light Commercial Service Mechanic |      |       | Vac | ation/ | Due          | s SVC | Tota           | l Gross | Tot             | :al    |
|                                   | Base | Wage  |     |        | Fee Init Fee |       | <u>Taxable</u> |         | Package Package |        |
| Straight Time                     | \$   | 39.50 | \$  | 7.10   | \$           | 3.41  | \$             | 50.01   | \$              | 82.47  |
| Overtime                          | \$   | 60.96 | \$  | 10.65  | \$           | 3.41  | \$             | 75.02   | \$              | 108.73 |
| Double Time                       | \$   | 82.41 | \$  | 14.20  | \$           | 3.41  | \$             | 100.02  | \$              | 134.98 |

SMW Local 104

# SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL SERVICE MECHANIC Special Shift Pay at 12%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Light Commercial Service Mechanic**

Straight Time: \$ 5.46

Overtime: \$ 8.19

Doubletime: \$ 10.92

| Example of the 12% rate is calculated for a member with a wage & fringe election |
|--|
| number (WFE#) of 1:  |

|                                   | Α    |        | В              |        | С            |       | D              |         |                | 0      |
|-----------------------------------|------|--------|----------------|--------|--------------|-------|----------------|---------|----------------|--------|
| Light Commercial Service Mechanic |      |        | Vac            | ation/ | Dues         | s SVC | Tota           | l Gross | Tot            | :al_   |
|                                   | Base | : Wage | <u>Holiday</u> |        | Fee Init Fee |       | <u>Taxable</u> |         | <u>Package</u> |        |
| Straight Time                     | \$   | 40.41  | \$             | 7.10   | \$           | 3.41  | \$             | 50.92   | \$             | 83.38  |
| Overtime                          | \$   | 62.32  | \$             | 10.65  | \$           | 3.41  | \$             | 76.38   | \$             | 110.09 |
| Double Time                       | \$   | 84.23  | \$             | 14.20  | \$           | 3.41  | \$             | 101.84  | \$             | 136.80 |

SMW Local 104

# SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL SERVICE TECHNICIAN Special Shift Pay at 12%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June~28,~2021~through~July~3,~2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Light Commercial Service Technician**

Straight Time: \$ 4.94

Overtime: \$ 7.41

Doubletime: \$ 9.88

| Example of the 12% rate is calculated for a member with a wage & fringe election number (WFE#) of 1: |      |       |      |        |            |          |      |             |     |            |  |
|--|------|-------|------|--------|------------|----------|------|-------------|-----|------------|--|
|  |      | Α     |      | В      |            | С        |      | D           |     | 0          |  |
|  |      |       |      |        |            |          |      |             |     |            |  |
|  |      |       | Vac  | ation/ | <u>Due</u> | s SVC    | Tota | al Gross    | Tot | <u>:al</u> |  |
| Light Commercial Service Technician  | Base | Wage  | Holi | day    | Fee        | Init Fee | Taxa | <u>able</u> | Pac | kage       |  |
| Straight Time  | \$   | 38.40 | \$   | 4.70   | \$         | 2.98     | \$   | 46.08       | \$  | 73.05      |  |
| Overtime   | \$   | 59.09 | \$   | 7.05   | \$         | 2.98     | \$   | 69.12       | \$  | 96.89      |  |
| Double Time  | \$   | 79.78 | \$   | 9.40   | \$         | 2.98     | \$   | 92.16       | \$  | 120.73     |  |
|  |      |       | 8    |        | -          |          | •    |             | •   |            |  |

SMW Local 104

# SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL SERVICE TECHNICIAN Second Shift Pay at 10%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half (7 1/2) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### **Amount to Add to Base Wage and Total Gross Taxable:**

#### **Light Commercial Service Technician**

Straight Time: \$ 4.11

Overtime: \$ 6.17

Doubletime: \$ 8.22

| Example of the 10% rate is calculated for a member with a wage & fringe election number (WFE#) of 1: |      |        |           |      |                 |          |                    |             |              |        |  |
|--|------|--------|-----------|------|-----------------|----------|--------------------|-------------|--------------|--------|--|
|  |      | Α      |           | В С  |                 |          | D                  |             | 0            |        |  |
|  |      |        |           |      |                 |          |                    |             |              |        |  |
|  |      |        | Vacation/ |      | <b>Dues SVC</b> |          | <b>Total Gross</b> |             | <u>Total</u> |        |  |
| Light Commercial Service Technician  | Base | . Wage | Holi      | iday | Fee             | Init Fee | Taxa               | <u>ıble</u> | Pac          | kage   |  |
| Straight Time  | \$   | 37.57  | \$        | 4.70 | \$              | 2.98     | \$                 | 45.25       | \$           | 72.22  |  |
| Overtime   | \$   | 57.85  | \$        | 7.05 | \$              | 2.98     | \$                 | 67.88       | \$           | 95.65  |  |
| Double Time  | \$   | 78.12  | \$        | 9.40 | \$              | 2.98     | \$                 | 90.50       | \$           | 119.07 |  |

SMW Local 104

# SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL SERVICE TECHNICIAN Third Shift Pay at 15%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Light Commercial Service Technician**

 Straight Time:
 \$ 6.17

 Overtime:
 \$ 9.26

 Doubletime:
 \$ 12.34

| Example of the 15% rate is cal | culated fo | r a memb | er with a v | wage & fringe | e election |
|--------------------------------|------------|----------|-------------|---------------|------------|
| number (WFE#) of 1:            |            |          |             |               |            |
|                                | Λ          | D        | _           | D             | )          |

|                                     |      | Α           |             | В           |            | С        |             | D          |     | 0          |
|-------------------------------------|------|-------------|-------------|-------------|------------|----------|-------------|------------|-----|------------|
|                                     |      |             |             |             |            |          |             |            |     |            |
|                                     |      |             | Vac         | ation/      | <u>Due</u> | s SVC    | <u>Tota</u> | Gross      | Tot | <u>:al</u> |
| Light Commercial Service Technician | Base | <u>Wage</u> | <u>Holi</u> | <u>iday</u> | Fee        | Init Fee | Taxa        | <u>ble</u> | Pac | kage       |
| Straight Time                       | \$   | 39.63       | \$          | 4.70        | \$         | 2.98     | \$          | 47.31      | \$  | 74.28      |
| Overtime                            | \$   | 60.94       | \$          | 7.05        | \$         | 2.98     | \$          | 70.97      | \$  | 98.74      |
| Double Time                         | \$   | 82.24       | \$          | 9.40        | \$         | 2.98     | \$          | 94.62      | \$  | 123.19     |
|                                     |      |             |             | •           |            |          |             | •          |     |            |

SMW Local 104

## SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL SERVICE TECHNICIAN APPRENTICE Special Shift Pay at 12%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

|            | 3rd 6 Months Service                     | Tech App  |  |
|------------|--|---|--|
| \$<br>2.98 | Straight Time:                           | \$  | 4.23   |
| \$<br>4.47 | Overtime:                                | \$  | 6.35   |
| \$<br>5.96 | Doubletime:                              | \$  | 8.46   |
|            |  |   |  |
|            | 4th 6 Months Service                     | Tech App  |  |
| \$<br>3.73 | Straight Time:                           | \$  | 4.73   |
| \$<br>5.60 | Overtime:                                | \$  | 7.10   |
| \$<br>7.46 | Doubletime:                              | \$  | 9.46   |
| \$ \$      | \$ 4.47<br>\$ 5.96<br>\$ 3.73<br>\$ 5.60 | \$ 2.98 Straight Time: \$ 4.47 Overtime: \$ 5.96 Doubletime:  4th 6 Months Service \$ 3.73 Straight Time: \$ 5.60 Overtime: | \$ 4.47 Overtime: \$ 5.96 Doubletime: \$ \$ 4.47 Overtime: \$ \$ 5.96 Doubletime: \$ \$ \$ 5.96 Overtime: \$ \$ 5.60 Overtime: \$ \$ \$ \$ 5.60 Overtime: \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ |

Example of the 12% rate is calculated for a member with a wage & fringe election number (WFE#) of 1:

|                               | A B  |       |                      | В    |          | С            | D         | )         |         | 0      |
|-------------------------------|------|-------|----------------------|------|----------|--------------|-----------|-----------|---------|--------|
| 1st 6 Months Service Tech App | Base | Wage  | Vacation/<br>Holiday |      | Dues SVC | Fee Init Fee | Total Gro | <u>ss</u> | Total F | ackage |
| Straight Time                 | \$   | 24.00 | \$                   | 1.80 | \$       | 2.05         | \$        | 27.85     | \$      | 49.59  |
| Overtime                      | \$   | 37.02 | \$                   | 2.70 | \$       | 2.05         | \$        | 41.77     | \$      | 63.90  |
| Double Time                   | \$   | 50.05 | \$                   | 3.60 | \$       | 2.05         | \$        | 55.70     | \$      | 78.21  |

|                               |      | Α     |                    | В              |        | С               |         | D     | 0     |         |
|-------------------------------|------|-------|--------------------|----------------|--------|-----------------|---------|-------|-------|---------|
| 2nd 6 Months Service Tech App | Base | Wage  | <u>Vac</u><br>Holi | ation/<br>iday | Dues S | VC Fee Init Fee | Total G |       | Total | Package |
| Straight Time                 | \$   | 30.98 | \$                 | 1.80           | \$     | 2.05            | \$      | 34.83 | \$    | 56.76   |
| Overtime                      | \$   | 47.50 | \$                 | 2.70           | \$     | 2.05            | \$      | 52.25 | \$    | 74.66   |
| Double Time                   | \$   | 64.01 | \$                 | 3.60           | \$     | 2.05            | \$      | 69.66 | \$    | 92.55   |

|                               | Α    |       | В                  |               |          | С            |           | D     | 0       |         |
|-------------------------------|------|-------|--------------------|---------------|----------|--------------|-----------|-------|---------|---------|
| 3rd 6 Months Service Tech App | Base |       | <u>Vac</u><br>Holi | ation/<br>day | Dues SVC | Fee Init Fee | Total Gro | oss_  | Total I | Package |
| Straight Time                 | \$   | 35.62 | \$                 | 1.80          | \$       | 2.05         | \$        | 39.47 | \$      | 61.53   |
| Overtime                      | \$   | 54.46 | \$                 | 2.70          | \$       | 2.05         | \$        | 59.21 | \$      | 81.82   |
| Double Time                   | \$   | 73.29 | \$                 | 3.60          | \$       | 2.05         | \$        | 78.94 | \$      | 102.09  |

|                               | Α    |             | В                  |                |          | С            |                     | D     | 0            |                 |
|-------------------------------|------|-------------|--------------------|----------------|----------|--------------|---------------------|-------|--------------|-----------------|
| 4th 6 Months Service Tech App | Base | <u>Wage</u> | <u>Vac</u><br>Holi | ation/<br>iday | Dues SVC | Fee Init Fee | Total Gr<br>Taxable |       | <u>Total</u> | Package Package |
| Straight Time                 | \$   | 40.26       | \$                 | 1.80           | \$       | 2.05         | \$                  | 44.11 | \$           | 66.30           |
| Overtime                      | \$   | 61.42       | \$                 | 2.70           | \$       | 2.05         | \$                  | 66.17 | \$           | 88.97           |
| Double Time                   | \$   | 82.57       | \$                 | 3.60           | \$       | 2.05         | \$                  | 88.22 | \$           | 111.63          |

SMW Local 104

800

## SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL SERVICE TECHNICIAN APPRENTICE Second Shift Pay at 10%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half (7 1/2) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

|            | 3rd 6 Months Service                     | <u>e Tech App</u>  |  |
|------------|--|--|--|
| \$<br>2.49 | Straight Time:                           | \$   | 3.52   |
| \$<br>3.74 | Overtime:                                | \$   | 5.28   |
| \$<br>4.98 | Doubletime:                              | \$   | 7.04   |
|            |  |  |  |
|            | 4th 6 Months Service                     | e Tech App   |  |
| \$<br>3.11 | Straight Time:                           | \$   | 3.94   |
| \$<br>4.67 | Overtime:                                | \$   | 5.91   |
| \$<br>6.22 | Doubletime:                              | \$   | 7.88   |
| \$ \$ \$   | \$ 3.74<br>\$ 4.98<br>\$ 3.11<br>\$ 4.67 | \$ 2.49 Straight Time: \$ 3.74 Overtime: \$ 4.98 Doubletime:  \$ 4th 6 Months Service \$ 3.11 Straight Time: \$ 4.67 Overtime: | \$ 3.74 Overtime: \$ \$ 4.98 Doubletime: \$ \$ \$ \$ 4.98 Straight Time: \$ \$ \$ \$ 4.67 Overtime: \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ |

Example of the 10% rate is calculated for a member with a wage & fringe election number (WFE#) of 1:

|                               |      | Α     | В  |                |          | С              | D          |          | 0       |          |
|-------------------------------|------|-------|----|----------------|----------|----------------|------------|----------|---------|----------|
| 1st 6 Months Service Tech App | Base | Wage  |    | ation/<br>iday | Dues SV( | C Fee Init Fee | Total Gros | <u>s</u> | Total I | Package_ |
| Straight Time                 | \$   | 23.51 | \$ | 1.80           | \$       | 2.05           | \$         | 27.36    | \$      | 49.10    |
| Overtime                      | \$   | 36.29 | \$ | 2.70           | \$       | 2.05           | \$         | 41.04    | \$      | 63.17    |
| Double Time                   | \$   | 49.07 | \$ | 3.60           | \$       | 2.05           | \$         | 54.72    | \$      | 77.23    |

|                               |      | Α     |              | В             |        | С               |         | D     |      | 0         |
|-------------------------------|------|-------|--------------|---------------|--------|-----------------|---------|-------|------|-----------|
| 2nd 6 Months Service Tech App | Base |       | Vaca<br>Holi | ation/<br>day | Dues S | VC Fee Init Fee | Total G |       | Tota | l Package |
| Straight Time                 | \$   | 30.36 | \$           | 1.80          | \$     | 2.05            | \$      | 34.21 | \$   | 56.14     |
| Overtime                      | \$   | 46.57 | \$           | 2.70          | \$     | 2.05            | \$      | 51.32 | \$   | 73.73     |
| Double Time                   | \$   | 62.77 | \$           | 3.60          | \$     | 2.05            | \$      | 68.42 | \$   | 91.31     |

|                               |      | Α     |                      | В    |                       | С    |           | )         |             | 0      |
|-------------------------------|------|-------|----------------------|------|-----------------------|------|-----------|-----------|-------------|--------|
| 3rd 6 Months Service Tech App | Base | Wage  | Vacation/<br>Holiday |      | Dues SVC Fee Init Fee |      | Total Gro | <u>ss</u> | Total Packa |        |
| Straight Time                 | \$   | 34.91 | \$                   | 1.80 | \$                    | 2.05 | \$        | 38.76     | \$          | 60.82  |
| Overtime                      | \$   | 53.39 | \$                   | 2.70 | \$                    | 2.05 | \$        | 58.14     | \$          | 80.75  |
| Double Time                   | \$   | 71.87 | \$                   | 3.60 | \$                    | 2.05 | \$        | 77.52     | \$          | 100.67 |

|                               | Α    |       | В          |               |            | С           |           | D     |       | 0        |
|-------------------------------|------|-------|------------|---------------|------------|-------------|-----------|-------|-------|----------|
| 4th 6 Months Service Tech App | Base | Wage  | <u>Vac</u> | ation/<br>day | Dues SVC F | ee Init Fee | Total Gro |       | Total | Package_ |
| Straight Time                 | \$   | 39.47 | \$         | 1.80          | \$         | 2.05        | \$        | 43.32 | \$    | 65.51    |
| Overtime                      | \$   | 60.23 | \$         | 2.70          | \$         | 2.05        | \$        | 64.98 | \$    | 87.78    |
| Double Time                   | \$   | 80.99 | \$         | 3.60          | \$         | 2.05        | \$        | 86.64 | \$    | 110.05   |

SMW local 104

S 100

## SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL SERVICE TECHNICIAN APPRENTICE Third Shift Pay at 15%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

|            | 3rd 6 Months Service                     | e Tech App  |   |
|------------|--|---|---|
| \$<br>3.73 | Straight Time:                           | \$  | 5.29  |
| \$<br>5.60 | Overtime:                                | \$  | 7.94  |
| \$<br>7.46 | Doubletime:                              | \$  | 10.58   |
|            |  |   |   |
|            | 4th 6 Months Service                     | e Tech App  |   |
| \$<br>4.67 | Straight Time:                           | \$  | 5.91  |
| \$<br>7.01 | Overtime:                                | \$  | 8.87  |
| \$<br>9.34 | Doubletime:                              | \$  | 11.82   |
| \$ \$      | \$ 5.60<br>\$ 7.46<br>\$ 4.67<br>\$ 7.01 | \$ 3.73 Straight Time: \$ 5.60 Overtime: \$ 7.46 Doubletime:  4th 6 Months Service \$ 4.67 Straight Time: \$ 7.01 Overtime: | \$ 5.60 Overtime: \$ \$ 7.46 Doubletime: \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ |

Example of the 15% rate is calculated for a member with a wage & fringe election number (WFE#) of 1:

|                               |      | Α           | В          |                |          | С            | D         | )     |         | 0       |
|-------------------------------|------|-------------|------------|----------------|----------|--------------|-----------|-------|---------|---------|
| 1st 6 Months Service Tech App | Base | <u>Wage</u> | Vac<br>Hol | ation/<br>iday | Dues SVC | Fee Init Fee | Total Gro | ss_   | Total F | Package |
| Straight Time                 | \$   | 24.75       | \$         | 1.80           | \$       | 2.05         | \$        | 28.60 | \$      | 50.34   |
| Overtime                      | \$   | 38.15       | \$         | 2.70           | \$       | 2.05         | \$        | 42.90 | \$      | 65.03   |
| Double Time                   | \$   | 51.55       | \$         | 3.60           | \$       | 2.05         | \$        | 57.20 | \$      | 79.71   |

|                               |      | Α     |             | В              |        | С    |         | D     |      | 0         |
|-------------------------------|------|-------|-------------|----------------|--------|------|---------|-------|------|-----------|
| 2nd 6 Months Service Tech App | Base |       | Vac<br>Holi | ation/<br>iday | Dues S |      | Total G |       | Tota | l Package |
| Straight Time                 | \$   | 31.92 | \$          | 1.80           | \$     | 2.05 | \$      | 35.77 | \$   | 57.70     |
| Overtime                      | \$   | 48.91 | \$          | 2.70           | \$     | 2.05 | \$      | 53.66 | \$   | 76.07     |
| Double Time                   | \$   | 65.89 | \$          | 3.60           | \$     | 2.05 | \$      | 71.54 | \$   | 94.43     |

|                               |      | Α     |                    | В              | C D  |      |         | 0     |      |           |
|-------------------------------|------|-------|--------------------|----------------|------|------|---------|-------|------|-----------|
| 3rd 6 Months Service Tech App | Base | Wage  | <u>Vac</u><br>Holi | ation/<br>iday | Dues |      | Total ( |       | Tota | l Package |
| Straight Time                 | \$   | 36.68 | \$                 | 1.80           | \$   | 2.05 | \$      | 40.53 | \$   | 62.59     |
| Overtime                      | \$   | 56.05 | \$                 | 2.70           | \$   | 2.05 | \$      | 60.80 | \$   | 83.41     |
| Double Time                   | \$   | 75.41 | \$                 | 3.60           | \$   | 2.05 | \$      | 81.06 | \$   | 104.21    |

|                               | Α    |       |                    | В             |          | С            |           | D     |       | 0                      |
|-------------------------------|------|-------|--------------------|---------------|----------|--------------|-----------|-------|-------|------------------------|
| 4th 6 Months Service Tech App | Base | Wage  | <u>Vac</u><br>Holi | ation/<br>day | Dues SVC | Fee Init Fee | Total Gro |       | Total | Package <b>Package</b> |
| Straight Time                 | \$   | 41.44 | \$                 | 1.80          | \$       | 2.05         | \$        | 45.29 | \$    | 67.48                  |
| Overtime                      | \$   | 63.19 | \$                 | 2.70          | \$       | 2.05         | \$        | 67.94 | \$    | 90.74                  |
| Double Time                   | \$   | 84.93 | \$                 | 3.60          | \$       | 2.05         | \$        | 90.58 | \$    | 113.99                 |





## SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL AC SPECIALIST Special Shift Pay at 12%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Light Commercial AC Specialist**

Straight Time: \$ 4.33

Overtime: \$ 6.50

Doubletime: \$ 8.66

| Example of the 12% rate is conumber (WFE#) of 1: | alcul | ated fo | r a r       | nemk  | er v  | vith a v | wage    | & fring   | e el | ection     |
|--|-------|---------|-------------|-------|-------|----------|---------|-----------|------|------------|
|  |       | Α       |             | В     |       | С        |         | D         |      | 0          |
|  |       |         | <u>Vaca</u> | tion/ | Dues  | s SVC    | Total ( | Gross_    | Tota | a <u>l</u> |
| <b>Light Commercial AC Specialist</b>            | Base  | e Wage  | Holid       | day   | Fee I | nit Fee  | Taxab   | <u>le</u> | Pac  | kage       |
| Straight Time                                    | \$    | 35.87   | \$          | 2.00  | \$    | 2.52     | \$      | 40.39     | \$   | 61.87      |
| Overtime   | \$    | 55.07   | \$          | 3.00  | \$    | 2.52     | \$      | 60.59     | \$   | 82.63      |

4.00

2.52 \$

74.26 \$

\$

SMW Local 104

80.78

103.38

SMACNA

**Double Time** 

# SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL AC SPECIALIST Second Shift Pay at 10%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half (7 1/2) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Light Commercial AC Specialist**

Straight Time: \$ 3.61

Overtime: \$ 5.42

Doubletime: \$ 7.22

| E | Example of the 10% rate is calculated for a member with a wage & fringe election |
|---|--|
| n | number (WFE#) of 1:  |

|                                |     | А        |     | В           | С          |                 |      | D          |     | 0           |
|--------------------------------|-----|----------|-----|-------------|------------|-----------------|------|------------|-----|-------------|
|                                |     |          |     |             |            |                 |      |            |     |             |
|                                |     | <u> </u> |     | ation/      | <u>Due</u> | s SVC           | Tota | l Gross    | Tot | <u>:al_</u> |
| Light Commercial AC Specialist | Bas | e Wage   | Hol | <u>iday</u> | Fee        | <u>Init Fee</u> | Taxa | <u>ble</u> | Pac | kage        |
| Straight Time                  | \$  | 35.15    | \$  | 2.00        | \$         | 2.52            | \$   | 39.67      | \$  | 61.15       |
| Overtime                       | \$  | 53.99    | \$  | 3.00        | \$         | 2.52            | \$   | 59.51      | \$  | 81.55       |
| Double Time                    | \$  | 72.82    | \$  | 4.00        | \$         | 2.52            | \$   | 79.34      | \$  | 101.94      |
|                                | -   |          |     |             |            |                 | •    |            |     |             |

SMW Local 104

# SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL AC SPECIALIST Third Shift Pay at 15%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Light Commercial AC Specialist**

Straight Time: \$ 5.41

Overtime: \$ 8.12

Doubletime: \$ 10.82

| Example of the 15% rate is on number (WFE#) of 1: | calcul    | ated fo | r a | memk | er v | with a            | wag          | e & fring       | e e                     | lection |  |  |
|---|-----------|---------|-----|------|------|-------------------|--------------|-----------------|-------------------------|---------|--|--|
|   | A B C D O |         |     |      |      |                   |              |                 |                         |         |  |  |
| Light Commercial AC Specialist                    | Base      | e Wage  |     |      |      | s SVC<br>Init Fee | Tota<br>Taxa | l Gross<br>ible | <u>Total</u><br>Package |         |  |  |
| Straight Time                                     | \$        | 36.95   | \$  | 2.00 | \$   | 2.52              | \$           | 41.47           | \$                      | 62.95   |  |  |
| Overtime  | \$        | 56.69   | \$  | 3.00 | \$   | 2.52              | \$           | 62.21           | \$                      | 84.25   |  |  |
| Double Time                                       | \$        | 76.42   | \$  | 4.00 | \$   | 2.52              | \$           | 82.94           | \$                      | 105.54  |  |  |
|   |           |         |     |      |      |                   |              | _               |                         |         |  |  |

SMW Local 104

### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL AC SPECIALIST APPRENTICE

#### **Special Shift Pay at 12%**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

| 1st 6 Months AC Specialist App |            | 3rd 6 Months AC Specialist App |          |      |  |  |
|--------------------------------|------------|--------------------------------|----------|------|--|--|
| Straight Time:                 | \$<br>2.60 | Straight Time:                 | \$       | 3.46 |  |  |
| Overtime:                      | \$<br>3.90 | Overtime:                      | \$       | 5.19 |  |  |
| Doubletime:                    | \$<br>5.20 | Doubletime:                    | \$       | 6.92 |  |  |
|                                |            |                                |          |      |  |  |
| 2nd 6 Months AC Specialist App |            | 4th 6 Months AC Specia         | list App |      |  |  |
| Straight Time:                 | \$<br>3.03 | Straight Time:                 | \$       | 3.68 |  |  |
| Overtime:                      | \$<br>4.55 | Overtime:                      | \$       | 5.52 |  |  |
| Doubletime:                    | \$<br>6.06 | Doubletime:                    | \$       | 7.36 |  |  |

Example of the 12% rate is calculated for a member with a wage & fringe election number (WFE#) of 1:

|                                |      | Α           |                      | В             | С        |              | D         |       |         | 0       |
|--------------------------------|------|-------------|----------------------|---------------|----------|--------------|-----------|-------|---------|---------|
| 1st 6 Months AC Specialist App | Base | <u>Wage</u> | <u>Vaca</u><br>Holid | ntion/<br>day | Dues SVC | Fee Init Fee | Total Gro |       | Total I | Package |
| Straight Time                  | \$   | 22.52       | \$                   | -             | \$       | 1.72         | \$        | 24.24 | \$      | 41.71   |
| Overtime                       | \$   | 34.64       | \$                   | -             | \$       | 1.72         | \$        | 36.36 | \$      | 54.17   |
| Double Time                    | \$   | 46.76       | \$                   | -             | \$       | 1.72         | \$        | 48.48 | \$      | 66.62   |

|                                |      | А     |                      | В    |        | С    |         | D     | 0                    |       |
|--------------------------------|------|-------|----------------------|------|--------|------|---------|-------|----------------------|-------|
| 2nd 6 Months AC Specialist App | Base |       | Vacation/<br>Holiday |      | Dues S |      | Total ( |       | _<br><u>Total Pa</u> |       |
| Straight Time                  | \$   | 25.66 | \$                   | 0.90 | \$     | 1.72 | \$      | 28.28 | \$                   | 47.02 |
| Overtime                       | \$   | 39.36 | \$                   | 1.35 | \$     | 1.72 | \$      | 42.43 | \$                   | 61.56 |
| Double Time                    | \$   | 53.04 | \$                   | 1.80 | \$     | 1.72 | \$      | 56.56 | \$                   | 76.08 |

|                                | Α    |       |                      | В    |    | С    |                        | )     | 0       |        |
|--------------------------------|------|-------|----------------------|------|----|------|------------------------|-------|---------|--------|
| 3rd 6 Months AC Specialist App | Base | Wage  | Vacation/<br>Holiday |      |    |      | Total Gross<br>Taxable |       | Total F | ackage |
| Straight Time                  | \$   | 29.69 | \$                   | 0.90 | \$ | 1.72 | \$                     | 32.31 | \$      | 51.16  |
| Overtime                       | \$   | 45.39 | \$                   | 1.35 | \$ | 1.72 | \$                     | 48.46 | \$      | 67.76  |
| Double Time                    | \$   | 61.10 | \$                   | 1.80 | \$ | 1.72 | \$                     | 64.62 | \$      | 84.36  |

|                                |      | Α     |            | В              |             | С           |           | D     | 0     |         |
|--------------------------------|------|-------|------------|----------------|-------------|-------------|-----------|-------|-------|---------|
| 4th 6 Months AC Specialist App | Base | Wage  | <u>Vac</u> | ation/<br>iday | Dues SVC Fo | ee Init Fee | Total Gro |       | Total | Package |
| Straight Time                  | \$   | 31.71 | \$         | 0.90           | \$          | 1.72        | \$        | 34.33 | \$    | 53.24   |
| Overtime                       | \$   | 48.42 | \$         | 1.35           | \$          | 1.72        | \$        | 51.49 | \$    | 70.88   |
| Double Time                    | \$   | 65.14 | \$         | 1.80           | \$          | 1.72        | \$        | 68.66 | \$    | 88.52   |





### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL AC SPECIALIST APPRENTICE

#### **Second Shift Pay at 10%**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half (7 1/2) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

| 1st 6 Months AC Specialist App                   |          |              | 3rd 6 Months AC Sp  | s AC Specialist App |              |  |
|--|----------|--------------|---------------------|---------------------|--------------|--|
| Straight Time:                                   | \$       | 2.16         | Straight Time:      | \$                  | 2.89         |  |
| Overtime:  | \$       | 3.24         | Overtime:           | \$                  | 4.34         |  |
| Doubletime:                                      | \$       | 4.32         | Doubletime:         | \$                  | 5.78         |  |
|  |          |              |                     |                     |              |  |
|  |          |              |                     |                     |              |  |
| 2nd 6 Months AC Specialist App                   |          |              | 4th 6 Months AC Sp  | ecialist App        |              |  |
| 2nd 6 Months AC Specialist App<br>Straight Time: | \$       | 2.53         | 4th 6 Months AC Spo | ecialist App<br>\$  | 3.07         |  |
|  | \$<br>\$ | 2.53<br>3.80 |                     |                     | 3.07<br>4.61 |  |
| Straight Time:                                   |          |              | Straight Time:      | \$                  |              |  |

Example of the 10% rate is calculated for a member with a wage & fringe election number (WFE#) of 1:

|                                |      | Α           |                      | В             | С          |              | D         |       |       | 0               |
|--------------------------------|------|-------------|----------------------|---------------|------------|--------------|-----------|-------|-------|-----------------|
| 1st 6 Months AC Specialist App | Base | <u>Wage</u> | <u>Vaca</u><br>Holid | ntion/<br>day | Dues SVC I | Fee Init Fee | Total Gro |       | Total | Package Package |
| Straight Time                  | \$   | 22.08       | \$                   | -             | \$         | 1.72         | \$        | 23.80 | \$    | 41.27           |
| Overtime                       | \$   | 33.98       | \$                   | -             | \$         | 1.72         | \$        | 35.70 | \$    | 53.51           |
| Double Time                    | \$   | 45.88       | \$                   | -             | \$         | 1.72         | \$        | 47.60 | \$    | 65.74           |

|                                | Α    |       |                      | В    |        | С    |                           | D     | 0             |       |
|--------------------------------|------|-------|----------------------|------|--------|------|---------------------------|-------|---------------|-------|
| 2nd 6 Months AC Specialist App | Base | Wage  | Vacation/<br>Holiday |      | Dues : |      | Total Gross t Fee Taxable |       | Total Package |       |
| Straight Time                  | \$   | 25.16 | \$                   | 0.90 | \$     | 1.72 | \$                        | 27.78 | \$            | 46.52 |
| Overtime                       | \$   | 38.61 | \$                   | 1.35 | \$     | 1.72 | \$                        | 41.68 | \$            | 60.81 |
| Double Time                    | \$   | 52.04 | \$                   | 1.80 | \$     | 1.72 | \$                        | 55.56 | \$            | 75.08 |

|                                | Α    |       |                      | В    |          | С                    | С  | )         | 0       |        |
|--------------------------------|------|-------|----------------------|------|----------|----------------------|----|-----------|---------|--------|
| 3rd 6 Months AC Specialist App | Base | Wage  | Vacation/<br>Holiday |      | Dues SVC | ues SVC Fee Init Fee |    | <u>ss</u> | Total F | ackage |
| Straight Time                  | \$   | 29.12 | \$                   | 0.90 | \$       | 1.72                 | \$ | 31.74     | \$      | 50.59  |
| Overtime                       | \$   | 44.54 | \$                   | 1.35 | \$       | 1.72                 | \$ | 47.61     | \$      | 66.91  |
| Double Time                    | \$   | 59.96 | \$                   | 1.80 | \$       | 1.72                 | \$ | 63.48     | \$      | 83.22  |

|                                | Α    |       |            | В             | (           | 0    | D          | )     | 0       |        |
|--------------------------------|------|-------|------------|---------------|-------------|------|------------|-------|---------|--------|
| 4th 6 Months AC Specialist App | Base |       | <u>Vac</u> | ation/<br>day | Dues SVC Fe |      | Total Gros |       | Total P | ackage |
| Straight Time                  | \$   | 31.10 | \$         | 0.90          | \$          | 1.72 | \$         | 33.72 | \$      | 52.63  |
| Overtime                       | \$   | 47.51 | \$         | 1.35          | \$          | 1.72 | \$         | 50.58 | \$      | 69.97  |
| Double Time                    | \$   | 63.92 | \$         | 1.80          | \$          | 1.72 | \$         | 67.44 | \$      | 87.30  |





#### SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL AC SPECIALIST APPRENTICE

#### **Third Shift Pay at 15%**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

| 1st 6 Months AC Specialist App |            | 3rd 6 Months AC Specia | list App |      |
|--------------------------------|------------|------------------------|----------|------|
| Straight Time:                 | \$<br>3.25 | Straight Time:         | \$       | 4.33 |
| Overtime:                      | \$<br>4.88 | Overtime:              | \$       | 6.50 |
| Doubletime:                    | \$<br>6.50 | Doubletime:            | \$       | 8.66 |
|                                |            |                        |          |      |
| 2nd 6 Months AC Specialist App |            | 4th 6 Months AC Specia | list App |      |
| Straight Time:                 | \$<br>3.79 | Straight Time:         | \$       | 4.60 |
| Overtime:                      | \$<br>5.69 | Overtime:              | \$       | 6.90 |
| Doubletime:                    | \$<br>7.58 | Doubletime:            | \$       | 9.20 |

Example of the 15% rate is calculated for a member with a wage & fringe election number (WFE#) of 1:

|                                |      | Α           |                     | В             |    | С    | [         | )     |              | 0               |
|--------------------------------|------|-------------|---------------------|---------------|----|------|-----------|-------|--------------|-----------------|
| 1st 6 Months AC Specialist App | Base | <u>Wage</u> | <u>Vaca</u><br>Holi | ation/<br>day | —  |      | Total Gro |       | <u>Total</u> | Package Package |
| Straight Time                  | \$   | 23.17       | \$                  | -             | \$ | 1.72 | \$        | 24.89 | \$           | 42.36           |
| Overtime                       | \$   | 35.62       | \$                  | -             | \$ | 1.72 | \$        | 37.34 | \$           | 55.15           |
| Double Time                    | \$   | 48.06       | \$                  | -             | \$ | 1.72 | \$        | 49.78 | \$           | 67.92           |

|                                |      | Α      |             | В              |    | С    |                            | D     |       | 0       |
|--------------------------------|------|--------|-------------|----------------|----|------|----------------------------|-------|-------|---------|
| 2nd 6 Months AC Specialist App | Base | : Wage | Vac<br>Holi | ation/<br>iday |    |      | Total Gross <u>Taxable</u> |       | Total | Package |
| Straight Time                  | \$   | 26.42  | \$          | 0.90           | \$ | 1.72 | \$                         | 29.04 | \$    | 47.78   |
| Overtime                       | \$   | 40.50  | \$          | 1.35           | \$ | 1.72 | \$                         | 43.57 | \$    | 62.70   |
| Double Time                    | \$   | 54.56  | \$          | 1.80           | \$ | 1.72 | \$                         | 58.08 | \$    | 77.60   |

|                                |      | Α     |                      | В    |          | С            | D         | ı     |               | 0     |  |
|--------------------------------|------|-------|----------------------|------|----------|--------------|-----------|-------|---------------|-------|--|
| 3rd 6 Months AC Specialist App | Base | Wage  | Vacation/<br>Holiday |      | Dues SVC | Fee Init Fee | Total Gro |       | Total Package |       |  |
| Straight Time                  | \$   | 30.56 | \$                   | 0.90 | \$       | 1.72         | \$        | 33.18 | \$            | 52.03 |  |
| Overtime                       | \$   | 46.70 | \$                   | 1.35 | \$       | 1.72         | \$        | 49.77 | \$            | 69.07 |  |
| Double Time                    | \$   | 62.84 | \$                   | 1.80 | \$       | 1.72         | \$        | 66.36 | \$            | 86.10 |  |

|                                |      | Α     |                        | В    |             | С           |           | D     | 0             |       |  |
|--------------------------------|------|-------|------------------------|------|-------------|-------------|-----------|-------|---------------|-------|--|
| 4th 6 Months AC Specialist App | Base | Wage  | Vacation/<br>e Holiday |      | Dues SVC Fe | ee Init Fee | Total Gro |       | Total Package |       |  |
| Straight Time                  | \$   | 32.63 | \$                     | 0.90 | \$          | 1.72        | \$        | 35.25 | \$            | 54.16 |  |
| Overtime                       | \$   | 49.80 | \$                     | 1.35 | \$          | 1.72        | \$        | 52.87 | \$            | 72.26 |  |
| Double Time                    | \$   | 66.98 | \$                     | 1.80 | \$          | 1.72        | \$        | 70.50 | \$            | 90.36 |  |





SMACNA

# SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL AIR CONDITIONING PRO Special Shift Pay at 12%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

#### **Amount to Add to Base Wage and Total Gross Taxable:**

#### **Light Commercial AC Journeyperson**

Straight Time: \$ 5.08

Overtime: \$ 7.62

Doubletime: \$ 10.16

| Example of the 12% rate is calculated for a member with a wage & fringe election |
|--|
| number (WFE#) of 1:  |

| ildilibei (Wi L#) OI 1.           |      |        |      |        |     |          |             |         |     |            |
|-----------------------------------|------|--------|------|--------|-----|----------|-------------|---------|-----|------------|
|                                   | Α    |        |      | В      |     | С        |             | D       |     | 0          |
|                                   |      |        |      |        |     |          |             |         |     |            |
|                                   |      |        | Vac  | ation/ | Due | s SVC    | <u>Tota</u> | l Gross | Tot | <u>:al</u> |
| Light Commercial AC Journeyperson | Base | e Wage | Holi | iday   | Fee | Init Fee | Taxa        | ble     | Pac | kage       |
| Straight Time                     | \$   | 41.25  | \$   | 3.12   | \$  | 3.05     | \$          | 47.42   | \$  | 74.69      |
| Overtime                          | \$   | 63.40  | \$   | 4.68   | \$  | 3.05     | \$          | 71.13   | \$  | 99.15      |
| Double Time                       | \$   | 85.55  | \$   | 6.24   | \$  | 3.05     | \$          | 94.84   | \$  | 123.61     |
|                                   |      |        |      |        |     |          |             |         |     |            |

SMW Local 104

# SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL AIR CONDITIONING PRO Second Shift Pay at 10%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half  $(7\ 1/2)$  hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### <u>Light Commercial AC Journeyperson</u>

Straight Time: \$ 4.23

Overtime: \$ 6.35

Doubletime: \$ 8.46

| Example of the 10% rate is ca number (WFE#) of 1: | lcul | ated fo | r a                | memk | er v | with a v          | wage                | e & fring      | e e                            | lection |
|---|------|---------|--------------------|------|------|-------------------|---------------------|----------------|--------------------------------|---------|
|   | Α    |         | В                  |      | С    |                   | D                   |                |                                | 0       |
| Light Commercial AC Journeyperson                 | Base | e Wage  | <u>Vac</u><br>Holi |      |      | s SVC<br>Init Fee | <u>Tota</u><br>Taxa | l Gross<br>ble | <u>Total</u><br><u>Package</u> |         |
| Straight Time                                     | \$   | 40.40   | \$                 | 3.12 | \$   | 3.05              | \$                  | 46.57          | \$                             | 73.84   |
| Overtime  | \$   | 62.13   | \$                 | 4.68 | \$   | 3.05              | \$                  | 69.86          | \$                             | 97.88   |
| Double Time                                       | \$   | 83.85   | \$                 | 6.24 | \$   | 3.05              | \$                  | 93.14          | \$                             | 121.91  |

SMW Local 104

## SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS LIGHT COMMERCIAL AIR CONDITIONING PRO Third Shift Pay at 15%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### <u>Light Commercial AC Journeyperson</u>

Straight Time: \$ 6.35 Overtime: \$ 9.53 Doubletime: \$ 12.70

| Example of the 15% rate is ca number (WFE#) of 1: | lcul | ated fo | ra   | memb   | er v       | with a v | wag         | e & fringe  | e e | lection |
|---|------|---------|------|--------|------------|----------|-------------|-------------|-----|---------|
|   |      | Α       |      | В      |            | С        |             | D           |     | 0       |
|   |      |         |      |        |            |          |             |             |     |         |
|   |      |         | Vac  | ation/ | <u>Due</u> | s SVC    | <u>Tota</u> | l Gross     | Tot | :al_    |
| Light Commercial AC Journeyperson                 | Base | e Wage  | Holi | day    | Fee        | Init Fee | Taxa        | <u>ıble</u> | Pad | kage    |
| Straight Time                                     | \$   | 42.52   | \$   | 3.12   | \$         | 3.05     | \$          | 48.69       | \$  | 75.96   |
| Overtime  | \$   | 65.31   | \$   | 4.68   | \$         | 3.05     | \$          | 73.04       | \$  | 101.06  |
| Double Time                                       | \$   | 88.09   | \$   | 6.24   | \$         | 3.05     | \$          | 97.38       | \$  | 126.15  |

SMW Local 104

## SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS PRE-APPRENTICE

#### **Special Shift Pay at 12%**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Special shift may be used when there is no other shift to perform work outside the regular workday Monday-Friday for no less than two consecutive days. Eight hours (8) per day. See applicable wage sheet for fringe information.

#### **Amount to Add to Base Wage and Total Gross Taxable:**

#### **Pre-Apprentice**

Double Time

Straight Time: \$ 2.65

Overtime: \$ 3.98

Doubletime: \$ 5.30

| Example of the 12% rate is c number (WFE#) of 1: | alcul | ated fo   | r a | memk           | er v | with a v     | wage         | & fring      | e el | ection     |
|--|-------|-----------|-----|----------------|------|--------------|--------------|--------------|------|------------|
|  |       | Α         |     | В              |      | С            |              | D            |      | 0          |
|  |       |           | Vac | Vacation/      |      | s SVC        | <u>Total</u> | <u>Gross</u> | Tota | a <u>l</u> |
| Pre-Apprentice                                   | Bas   | Base Wage |     | <b>Holiday</b> |      | Fee Init Fee |              | <u>ole</u>   | Pac  | kage       |
| Straight Time                                    | \$    | 22.52     | \$  | 0.75           | \$   | 1.48         | \$           | 24.75        | \$   | 40.49      |
| Overtime   | \$    | 34.52     | \$  | 1.13           | \$   | 1.48         | \$           | 37.13        | \$   | 52.87      |

46.52

1.50

1.48

\$

SMW Local 104

49.50

65.24

## SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS PRE-APPRENTICE

#### Second Shift Pay at 10%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Second shift is only used immediately following the first shift. Seven and one half (7 1/2) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Pre-Apprentice**

Straight Time: \$ 2.21

Overtime: \$ 3.32

Doubletime: \$ 4.42

| Example of the 10% rate is ca number (WFE#) of 1: | lculated fo | r a memb  | er with a | wage & fring | e election |
|---|-------------|-----------|-----------|--------------|------------|
|   | Α           | В         | С         | D            | 0          |
|   |             | Vacation/ | Dues SVC  | Total Gross  | Total      |

| Pre-Apprentice | <u>B</u> | ase | Wage  | Holi | <u>day</u> | Fee | Init Fee | <u>Taxa</u> | <u>ble</u> | Pac | kage  |
|----------------|----------|-----|-------|------|------------|-----|----------|-------------|------------|-----|-------|
| Straight Time  | (        | \$  | 22.08 | \$   | 0.75       | \$  | 1.48     | \$          | 24.31      | \$  | 40.05 |
| Overtime       | (        | \$  | 33.86 | \$   | 1.13       | \$  | 1.48     | \$          | 36.47      | \$  | 52.21 |
| Double Time    |          | \$  | 45.64 | \$   | 1.50       | \$  | 1.48     | \$          | 48.62      | \$  | 64.36 |

SMW Local 104

## SHEET METAL WORKERS' LOCAL UNION NO. 104 and BAY AREA ASSOCIATION OF SMACNA CHAPTERS PRE-APPRENTICE Third Shift Pay at 15%

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

Third shift is only used immediately following the second shift. Seven (7) hours' work with eight (8) hours' pay. See applicable wage sheet for fringe information.

#### Amount to Add to Base Wage and Total Gross Taxable:

#### **Pre-Apprentice**

Straight Time: \$ 3.32

Overtime: \$ 4.98

Doubletime: \$ 6.64

| Example of the 15% rate is calculated for a member with a wage & fringe election |
|--|
| number (WFE#) of 1:  |

|                |             | Α         |    | В              |    | С               |    | D              |    | 0              |  |
|----------------|-------------|-----------|----|----------------|----|-----------------|----|----------------|----|----------------|--|
|                |             |           |    |                |    |                 |    |                |    |                |  |
|                |             |           |    | Vacation/      |    | <u>Dues SVC</u> |    | Total Gross    |    | <u>Total</u>   |  |
| Pre-Apprentice | <u>Base</u> | Base Wage |    | <u>Holiday</u> |    | Fee Init Fee    |    | <u>Taxable</u> |    | <u>Package</u> |  |
| Straight Time  | \$          | 23.19     | \$ | 0.75           | \$ | 1.48            | \$ | 25.42          | \$ | 41.16          |  |
| Overtime       | \$          | 35.52     | \$ | 1.13           | \$ | 1.48            | \$ | 38.13          | \$ | 53.87          |  |
| Double Time    | \$          | 47.86     | \$ | 1.50           | \$ | 1.48            | \$ | 50.84          | \$ | 66.58          |  |

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