

**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 Journeyman**

Straight Time:	\$	7.96
Overtime:	\$	11.94
Doubletime:	\$	15.92

**Building Trades Foreperson**

Straight Time:	\$	9.15
Overtime:	\$	13.73
Doubletime:	\$	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 (WFE#) of 1:**

	A	B	C	D	O
<b><u>Building Trades Journeyman</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

	A	B	C	D	O
<b><u>Building Trades Foreperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

	A	B	C	D	O
<b><u>Building Trades General Foreperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0-10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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	\$ 160.69	\$ 20.00	\$ 4.99	\$ 185.68	\$ 244.81

  
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**SHEET METAL WORKERS' LOCAL UNION NO. 104 and**  
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**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 Journeyman**

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:**

	A	B	C	D	O
<b><u>Building Trades Journeyman</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

	A	B	C	D	O
<b><u>Building Trades Foreperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

	A	B	C	D	O
<b><u>Building Trades General Foreperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0-10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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**  
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**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 Journeyman**

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:**

	A	B	C	D	O
<b><u>Building Trades Journeyman</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

	A	B	C	D	O
<b><u>Building Trades Foreperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></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

	A	B	C	D	O
<b><u>Building Trades General Foreperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0-10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
Straight Time	\$ 80.33	\$ 10.00	\$ 4.99	\$ 95.32	\$ 145.24
Overtime	\$ 122.99	\$ 15.00	\$ 4.99	\$ 142.98	\$ 197.51
Double Time	\$ 165.65	\$ 20.00	\$ 4.99	\$ 190.64	\$ 249.77

  
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**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:**

<b>Apprentice 40%</b>	
Straight Time:	\$ 3.43
Overtime:	\$ 5.15
Doubletime:	\$ 6.86

<b>Apprentice 65%</b>	
Straight Time:	\$ 5.57
Overtime:	\$ 8.36
Doubletime:	\$ 11.14

<b>Apprentice 45%</b>	
Straight Time:	\$ 3.86
Overtime:	\$ 5.79
Doubletime:	\$ 7.72

<b>Apprentice 70%</b>	
Straight Time:	\$ 6.00
Overtime:	\$ 9.00
Doubletime:	\$ 12.00

<b>Apprentice 50%</b>	
Straight Time:	\$ 4.29
Overtime:	\$ 6.44
Doubletime:	\$ 8.58

<b>Apprentice 75%</b>	
Straight Time:	\$ 6.43
Overtime:	\$ 9.65
Doubletime:	\$ 12.86

<b>Apprentice 55%</b>	
Straight Time:	\$ 4.72
Overtime:	\$ 7.08
Doubletime:	\$ 9.44

<b>Apprentice 80%</b>	
Straight Time:	\$ 6.86
Overtime:	\$ 10.29
Doubletime:	\$ 13.72

<b>Apprentice 60%</b>	
Straight Time:	\$ 5.15
Overtime:	\$ 7.73
Doubletime:	\$ 10.30

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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 40%</b>					
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

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	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 45%</b>					
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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 50%</b>					
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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 55%</b>					
Straight Time	\$ 37.95	\$ 3.00	\$ 3.07	\$ 44.02	\$ 72.14
Overtime	\$ 58.46	\$ 4.50	\$ 3.07	\$ 66.03	\$ 94.76
Double Time	\$ 78.97	\$ 6.00	\$ 3.07	\$ 88.04	\$ 117.38

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 60%</b>					
Straight Time	\$ 41.96	\$ 3.00	\$ 3.07	\$ 48.03	\$ 76.26
Overtime	\$ 64.48	\$ 4.50	\$ 3.07	\$ 72.05	\$ 100.95
Double Time	\$ 86.99	\$ 6.00	\$ 3.07	\$ 96.06	\$ 125.62

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 65%</b>					
Straight Time	\$ 45.95	\$ 3.00	\$ 3.07	\$ 52.02	\$ 80.36
Overtime	\$ 70.47	\$ 4.50	\$ 3.07	\$ 78.04	\$ 107.10
Double Time	\$ 94.97	\$ 6.00	\$ 3.07	\$ 104.04	\$ 133.82

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**Special Shift Pay at 12%**

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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.

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 70%</b>					
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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 75%</b>					
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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 80%</b>					
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



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**Second Shift Pay at 10%**

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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:**

<b>Apprentice 40%</b>	
Straight Time:	\$ 2.86
Overtime:	\$ 4.29
Doubletime:	\$ 5.72

<b>Apprentice 65%</b>	
Straight Time:	\$ 4.65
Overtime:	\$ 6.98
Doubletime:	\$ 9.30

<b>Apprentice 45%</b>	
Straight Time:	\$ 3.22
Overtime:	\$ 4.83
Doubletime:	\$ 6.44

<b>Apprentice 70%</b>	
Straight Time:	\$ 5.00
Overtime:	\$ 7.50
Doubletime:	\$ 10.00

<b>Apprentice 50%</b>	
Straight Time:	\$ 3.57
Overtime:	\$ 5.36
Doubletime:	\$ 7.14

<b>Apprentice 75%</b>	
Straight Time:	\$ 5.36
Overtime:	\$ 8.04
Doubletime:	\$ 10.72

<b>Apprentice 55%</b>	
Straight Time:	\$ 3.93
Overtime:	\$ 5.90
Doubletime:	\$ 7.86

<b>Apprentice 80%</b>	
Straight Time:	\$ 5.72
Overtime:	\$ 8.58
Doubletime:	\$ 11.44

<b>Apprentice 60%</b>	
Straight Time:	\$ 4.29
Overtime:	\$ 6.44
Doubletime:	\$ 8.58

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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 40%</b>					
Straight Time	\$ 25.38	\$ 3.00	\$ 3.07	\$ 31.45	\$ 59.23
Overtime	\$ 39.61	\$ 4.50	\$ 3.07	\$ 47.18	\$ 75.40
Double Time	\$ 53.83	\$ 6.00	\$ 3.07	\$ 62.90	\$ 91.56

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	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 45%</b>					
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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 50%</b>					
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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 55%</b>					
Straight Time	\$ 37.16	\$ 3.00	\$ 3.07	\$ 43.23	\$ 71.35
Overtime	\$ 57.28	\$ 4.50	\$ 3.07	\$ 64.85	\$ 93.58
Double Time	\$ 77.39	\$ 6.00	\$ 3.07	\$ 86.46	\$ 115.80

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 60%</b>					
Straight Time	\$ 41.10	\$ 3.00	\$ 3.07	\$ 47.17	\$ 75.40
Overtime	\$ 63.19	\$ 4.50	\$ 3.07	\$ 70.76	\$ 99.66
Double Time	\$ 85.27	\$ 6.00	\$ 3.07	\$ 94.34	\$ 123.90

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 65%</b>					
Straight Time	\$ 45.03	\$ 3.00	\$ 3.07	\$ 51.10	\$ 79.44
Overtime	\$ 69.09	\$ 4.50	\$ 3.07	\$ 76.66	\$ 105.72
Double Time	\$ 93.13	\$ 6.00	\$ 3.07	\$ 102.20	\$ 131.98



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**Second Shift Pay at 10%**

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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.

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 70%</b>					
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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 75%</b>					
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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 80%</b>					
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



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SMACNA

**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:**

<b>Apprentice 40%</b>	
Straight Time:	\$ 4.29
Overtime:	\$ 6.44
Doubletime:	\$ 8.58

<b>Apprentice 65%</b>	
Straight Time:	\$ 6.97
Overtime:	\$ 10.46
Doubletime:	\$ 13.94

<b>Apprentice 45%</b>	
Straight Time:	\$ 4.83
Overtime:	\$ 7.25
Doubletime:	\$ 9.66

<b>Apprentice 70%</b>	
Straight Time:	\$ 7.50
Overtime:	\$ 11.25
Doubletime:	\$ 15.00

<b>Apprentice 50%</b>	
Straight Time:	\$ 5.36
Overtime:	\$ 8.04
Doubletime:	\$ 10.72

<b>Apprentice 75%</b>	
Straight Time:	\$ 8.04
Overtime:	\$ 12.06
Doubletime:	\$ 16.08

<b>Apprentice 55%</b>	
Straight Time:	\$ 5.90
Overtime:	\$ 8.85
Doubletime:	\$ 11.80

<b>Apprentice 80%</b>	
Straight Time:	\$ 8.58
Overtime:	\$ 12.87
Doubletime:	\$ 17.16

<b>Apprentice 60%</b>	
Straight Time:	\$ 6.43
Overtime:	\$ 9.65
Doubletime:	\$ 12.86

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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 40%</b>					
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.

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 45%</b>					
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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 50%</b>					
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

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 55%</b>					
Straight Time	\$ 39.13	\$ 3.00	\$ 3.07	\$ 45.20	\$ 73.32
Overtime	\$ 60.23	\$ 4.50	\$ 3.07	\$ 67.80	\$ 96.53
Double Time	\$ 81.33	\$ 6.00	\$ 3.07	\$ 90.40	\$ 119.74

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 60%</b>					
Straight Time	\$ 43.24	\$ 3.00	\$ 3.07	\$ 49.31	\$ 77.54
Overtime	\$ 66.40	\$ 4.50	\$ 3.07	\$ 73.97	\$ 102.87
Double Time	\$ 89.55	\$ 6.00	\$ 3.07	\$ 98.62	\$ 128.18

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Apprentice 65%</b>					
Straight Time	\$ 47.35	\$ 3.00	\$ 3.07	\$ 53.42	\$ 81.76
Overtime	\$ 72.57	\$ 4.50	\$ 3.07	\$ 80.14	\$ 109.20
Double Time	\$ 97.77	\$ 6.00	\$ 3.07	\$ 106.84	\$ 136.62

**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.

	A	B	C	D	O
<b>Apprentice 70%</b>	<b>Base Wage</b>	<b>Vacation/ Holiday</b>	<b>Dues SVC Fee Init Fee</b>	<b>Total Gross Taxable</b>	<b>Total Package</b>
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

	A	B	C	D	O
<b>Apprentice 75%</b>	<b>Base Wage</b>	<b>Vacation/ Holiday</b>	<b>Dues SVC Fee Init Fee</b>	<b>Total Gross Taxable</b>	<b>Total Package</b>
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

	A	B	C	D	O
<b>Apprentice 80%</b>	<b>Base Wage</b>	<b>Vacation/ Holiday</b>	<b>Dues SVC Fee Init Fee</b>	<b>Total Gross Taxable</b>	<b>Total Package</b>
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



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**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 member with a wage & fringe election number (WFE#) of 1:**

	A	B	C	D	O
<b><u>Light Commercial Journeyperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

	A	B	C	D	O
<b><u>Light Commercial Foreperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

	A	B	C	D	O
<b><u>Light Commercial General</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>Foreperson</u></b>		<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
<b><u>0-10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

  
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**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:	\$	5.77
Overtime:	\$	8.66
Doubletime:	\$	11.54

**Light Commercial Foreperson**

Straight Time:	\$	6.64
Overtime:	\$	9.96
Doubletime:	\$	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:**

	A	B	C	D	O
<b><u>Light Commercial Journeyperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

	A	B	C	D	O
<b><u>Light Commercial Foreperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

	A	B	C	D	O
<b><u>Light Commercial General</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>Foreperson</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
<b><u>0-10 years</u></b>					
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

  
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 SMACNA

**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:	\$	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:**

	A	B	C	D	O
<b><u>Light Commercial Journeyperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

	A	B	C	D	O
<b><u>Light Commercial Foreperson</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>0 - 10 years</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
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

	A	B	C	D	O
<b><u>Light Commercial General</u></b>		<b><u>Vacation/</u></b>	<b><u>Dues SVC</u></b>	<b><u>Total Gross</u></b>	<b><u>Total</u></b>
<b><u>Foreperson</u></b>	<b><u>Base Wage</u></b>	<b><u>Holiday</u></b>	<b><u>Fee Init Fee</u></b>	<b><u>Taxable</u></b>	<b><u>Package</u></b>
<b><u>0-10 years</u></b>					
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

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**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:**

**Light Commercial Service Mechanic**

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:**

	A	B	C	D	O
<b><u>Light Commercial Service Mechanic</u></b>		<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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



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**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 calculated for a member with a wage & fringe election number (WFE#) of 1:**

	A	B	C	D	O
<u>Light Commercial Service Mechanic</u>	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
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



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**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:**

	A	B	C	D	O
<u>Light Commercial Service Mechanic</u>	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total 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



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**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:**

	A	B	C	D	O
		<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<u>Light Commercial Service Technician</u>	<u>Base Wage</u>				
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



SMW Local 104



SMACNA

**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:**

	A	B	C	D	O
		<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b><u>Light Commercial Service Technician</u></b>	<b><u>Base Wage</u></b>				
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

SMACNA

**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 calculated for a member with a wage & fringe election number (WFE#) of 1:**

	A	B	C	D	O
		Vacation/ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	Total Package
<b>Light Commercial Service Technician</b>	<b>Base Wage</b>				
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



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**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:**

**1st 6 Months Service Tech App**

Straight Time:	\$	2.98
Overtime:	\$	4.47
Doubletime:	\$	5.96

**3rd 6 Months Service Tech App**

Straight Time:	\$	4.23
Overtime:	\$	6.35
Doubletime:	\$	8.46

**2nd 6 Months Service Tech App**

Straight Time:	\$	3.73
Overtime:	\$	5.60
Doubletime:	\$	7.46

**4th 6 Months Service Tech App**

Straight Time:	\$	4.73
Overtime:	\$	7.10
Doubletime:	\$	9.46

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

	A	B	C	D	O
<b><u>1st 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>2nd 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>3rd 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>4th 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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



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**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:**

**1st 6 Months Service Tech App**

Straight Time:	\$	2.49
Overtime:	\$	3.74
Doubletime:	\$	4.98

**3rd 6 Months Service Tech App**

Straight Time:	\$	3.52
Overtime:	\$	5.28
Doubletime:	\$	7.04

**2nd 6 Months Service Tech App**

Straight Time:	\$	3.11
Overtime:	\$	4.67
Doubletime:	\$	6.22

**4th 6 Months Service Tech App**

Straight Time:	\$	3.94
Overtime:	\$	5.91
Doubletime:	\$	7.88

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

	A	B	C	D	O
<b><u>1st 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>2nd 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>3rd 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>4th 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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



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**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:**

**1st 6 Months Service Tech App**

Straight Time:	\$	3.73
Overtime:	\$	5.60
Doubletime:	\$	7.46

**3rd 6 Months Service Tech App**

Straight Time:	\$	5.29
Overtime:	\$	7.94
Doubletime:	\$	10.58

**2nd 6 Months Service Tech App**

Straight Time:	\$	4.67
Overtime:	\$	7.01
Doubletime:	\$	9.34

**4th 6 Months Service Tech App**

Straight Time:	\$	5.91
Overtime:	\$	8.87
Doubletime:	\$	11.82

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

	A	B	C	D	O
<b><u>1st 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>2nd 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>3rd 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>4th 6 Months Service Tech App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></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



SMW Local 104



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**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 calculated for a member with a wage & fringe election number (WFE#) of 1:**

	A	B	C	D	O
		Vacation/ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	Total Package
<b><u>Light Commercial AC Specialist</u></b>	<b><u>Base Wage</u></b>				
Straight Time	\$ 35.87	\$ 2.00	\$ 2.52	\$ 40.39	\$ 61.87
Overtime	\$ 55.07	\$ 3.00	\$ 2.52	\$ 60.59	\$ 82.63
Double Time	\$ 74.26	\$ 4.00	\$ 2.52	\$ 80.78	\$ 103.38



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**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

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

	A	B	C	D	O
<u>Light Commercial AC Specialist</u>	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
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



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**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 calculated for a member with a wage & fringe election number (WFE#) of 1:**

	A	B	C	D	O
		<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b><u>Light Commercial AC Specialist</u></b>	<b><u>Base Wage</u></b>				
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

  
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 SMW Local 104

  
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**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**

Straight Time:	\$	2.60
Overtime:	\$	3.90
Doubletime:	\$	5.20

**3rd 6 Months AC Specialist App**

Straight Time:	\$	3.46
Overtime:	\$	5.19
Doubletime:	\$	6.92

**2nd 6 Months AC Specialist App**

Straight Time:	\$	3.03
Overtime:	\$	4.55
Doubletime:	\$	6.06

**4th 6 Months AC Specialist App**

Straight Time:	\$	3.68
Overtime:	\$	5.52
Doubletime:	\$	7.36

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

	A	B	C	D	O
<b><u>1st 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

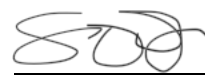
	A	B	C	D	O
<b><u>2nd 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
Straight Time	\$ 25.66	\$ 0.90	\$ 1.72	\$ 28.28	\$ 47.02
Overtime	\$ 39.36	\$ 1.35	\$ 1.72	\$ 42.43	\$ 61.56
Double Time	\$ 53.04	\$ 1.80	\$ 1.72	\$ 56.56	\$ 76.08

	A	B	C	D	O
<b><u>3rd 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>4th 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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



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**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**

Straight Time:	\$	2.16
Overtime:	\$	3.24
Doubletime:	\$	4.32

**3rd 6 Months AC Specialist App**

Straight Time:	\$	2.89
Overtime:	\$	4.34
Doubletime:	\$	5.78

**2nd 6 Months AC Specialist App**

Straight Time:	\$	2.53
Overtime:	\$	3.80
Doubletime:	\$	5.06

**4th 6 Months AC Specialist App**

Straight Time:	\$	3.07
Overtime:	\$	4.61
Doubletime:	\$	6.14

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

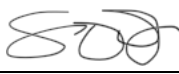
	A	B	C	D	O
<b><u>1st 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
Straight Time	\$ 22.08	\$ -	\$ 1.72	\$ 23.80	\$ 41.27
Overtime	\$ 33.98	\$ -	\$ 1.72	\$ 35.70	\$ 53.51
Double Time	\$ 45.88	\$ -	\$ 1.72	\$ 47.60	\$ 65.74

	A	B	C	D	O
<b><u>2nd 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>3rd 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>4th 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

  
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**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**

Straight Time:	\$	3.25
Overtime:	\$	4.88
Doubletime:	\$	6.50

**3rd 6 Months AC Specialist App**

Straight Time:	\$	4.33
Overtime:	\$	6.50
Doubletime:	\$	8.66

**2nd 6 Months AC Specialist App**

Straight Time:	\$	3.79
Overtime:	\$	5.69
Doubletime:	\$	7.58

**4th 6 Months AC Specialist App**

Straight Time:	\$	4.60
Overtime:	\$	6.90
Doubletime:	\$	9.20

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

	A	B	C	D	O
<b><u>1st 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

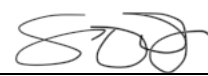
	A	B	C	D	O
<b><u>2nd 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
Straight Time	\$ 26.42	\$ 0.90	\$ 1.72	\$ 29.04	\$ 47.78
Overtime	\$ 40.50	\$ 1.35	\$ 1.72	\$ 43.57	\$ 62.70
Double Time	\$ 54.56	\$ 1.80	\$ 1.72	\$ 58.08	\$ 77.60

	A	B	C	D	O
<b><u>3rd 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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

	A	B	C	D	O
<b><u>4th 6 Months AC Specialist App</u></b>	<b><u>Base Wage</u></b>	<b><u>Vacation/ Holiday</u></b>	<b><u>Dues SVC Fee Init Fee</u></b>	<b><u>Total Gross Taxable</u></b>	<b><u>Total Package</u></b>
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



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**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:**

	A	B	C	D	O
		Vacation/ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	Total Package
<b><u>Light Commercial AC Journeyperson</u></b>	<b><u>Base Wage</u></b>				
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



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**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:**

**Light Commercial AC Journeyperson**

Straight Time:	\$	4.23
Overtime:	\$	6.35
Doubletime:	\$	8.46

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

	A	B	C	D	O
<b>Light Commercial AC Journeyperson</b>	<b>Base Wage</b>	<b>Vacation/ Holiday</b>	<b>Dues SVC Fee Init Fee</b>	<b>Total Gross Taxable</b>	<b>Total Package</b>
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

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**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:**

**Light Commercial AC Journeyperson**

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

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

	A	B	C	D	O
		<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Light Commercial AC Journeyperson</b>	<b>Base Wage</b>				
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


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**SHEET METAL WORKERS' LOCAL UNION NO. 104 and**  
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**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**

Straight Time:	\$	2.65
Overtime:	\$	3.98
Doubletime:	\$	5.30

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

	A	B	C	D	O
<u>Pre-Apprentice</u>	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
Straight Time	\$ 22.52	\$ 0.75	\$ 1.48	\$ 24.75	\$ 40.49
Overtime	\$ 34.52	\$ 1.13	\$ 1.48	\$ 37.13	\$ 52.87
Double Time	\$ 46.52	\$ 1.50	\$ 1.48	\$ 49.50	\$ 65.24



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**SHEET METAL WORKERS' LOCAL UNION NO. 104 and**  
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**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 calculated for a member with a wage & fringe election number (WFE#) of 1:**

	A	B	C	D	O
	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total Package</u>
<b>Pre-Apprentice</b>					
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

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**SHEET METAL WORKERS' LOCAL UNION NO. 104 and**  
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**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:**

	A	B	C	D	O
<u>Pre-Apprentice</u>	<u>Base Wage</u>	<u>Vacation/ Holiday</u>	<u>Dues SVC Fee Init Fee</u>	<u>Total Gross Taxable</u>	<u>Total 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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