

# Bay Area Combination Glazier Addendum To The Northern California Glaziers Master Agreement

This Combination Glazier Addendum to the Northern California Glaziers Master Agreement, governing wages, hours and working conditions, is made and entered into on this 8<sup>th</sup> day of November 2021, by and between the undersigned individual employer, hereinafter referred to as the Employer, and District Council 16, hereinafter referred to as the Union, and the Northern California Glass Management Association.

This Combination Glazier Addendum shall only apply to those Employers signatory to this Addendum who employ workers performing work covered under the Work Jurisdiction of this Addendum. The below outlines the additions and/or modifications to the Northern California Glaziers Master Agreement as detailed below.

## ARTICLE 1 WORK JURISDICTION

**Section 1.** When performing any work requiring prevailing wages on Project Labor Agreements, Prevailing Wage Projects or Wage Equality Projects, all Combination Glaziers and Combination Glazier Trainees working on said projects regardless of percentage level shall receive the Glaziers' Journeyman Wage Schedule A. Combination Glaziers may install, remove, replace, and service all types of glass, including automotive products, and glass related products in residential structures and remodel work.

- a) Residential structures are defined as places used for permanent or primary residence. Combination Glaziers are excluded from any new construction of a residential structure exceeding five (5) stories.
- b) Remodel work shall consist of work performed on spaces previously occupied or openings previously glazed if the base glazing contract per contractor does not exceed two hundred thousand dollars (\$200,000). The Union and the Employer shall meet prior to bid date to determine if remodel work exceeding the dollar limitation of this Section falls within the jurisdiction of this Article. Combination Glaziers are excluded from new construction on commercial structures including tenant improvement work.

**Section 2.** Combination Glaziers may also perform cutting, grinding, fabrication, removing and installing of automotive flat and bent glass, automotive window conversions, sunroofs and application of any related products in automobiles, trucks, trailers, boats and other vehicles. Remove, repair, and adjust the channels, molding, regulators and/or any other device that affects the satisfactory installation and operation of the glass.

**Bay Area Combination Glazier Addendum to the Northern California Glaziers Master Agreement  
November 1, 2021 – June 30, 2024**

**Section 3.** Combination Glaziers may also do any replacement in the shop and cutting of glass which is over the counter sales.

Section 4. Combination Glaziers may install, replace, and remove glass and/or window Film, Tint, Vinyl, Architectural Solar Film, Security Film, Ceramic Film, Anti-Graffiti Film and/or any material/product applied on glass, or product in a glazing system.

**ARTICLE 2  
CLASSIFICATIONS**

**Section 1.** There shall be two (2) classifications covered under this Addendum:

- (a) Combination Glazier
- (b) Combination Glazier Trainee

**Section 2. Ratios** - An Individual Employer may employ any combination of two (2) Combination Glaziers or Combination Glazier Trainees. The Employer may then employ two (2) additional Combination Glaziers or Combination Glazier Trainees for an additional Journeyman Glazier, thereafter one (1) additional Combination Glazier or Combination Glazier Trainee for each additional one (1) Journeyman Glaziers that it employs.

**Section 3.** Combination Glazier Trainees must be accompanied by a Combination Glazier and/or Journeyman Glazier on all work performed outside the shop during the first (1) year of their training period. A Combination Glazier Trainees must serve a training period of four (4) years.

**Section 4.** Nothing contained in this Addendum shall be interpreted or applied so as to cause the permanent displacement of any steadily employed Journeyman Glazier, Residential Glazier or Auto Glass Worker presently employed by the Employer. Retirement, resignation, or termination for just cause of a Journeyman Glazier shall be excluded from the foregoing restriction. A Journeyman Glazier may change his classification to that of a Combination Glazier with the Employer's notification to the Employee's Local Union.

**ARTICLE 3  
WAGES**

**Section 1. Combination Glazier** - The term Combination Glazier shall mean a person who is qualified by experience and ability to perform work with tools and machines as is necessary in the performance of skilled glazing and glass replacement work as described in Article 1. The hourly minimum rate of wages and benefit contributions for Combination Glaziers covered under this Addendum shall be pursuant to the attached Combination Glazier Addendum Wage Schedule A as follows

**Bay Area Combination Glazier Addendum to the Northern California Glaziers Master Agreement  
November 1, 2021 – June 30, 2024**

- a) A guaranteed \$1.38 per hour increase on January 1, 2022 (representing 69% of the Journeyman per hour increase).
- b) A guaranteed \$1.38 per hour increase on January 1, 2023 (representing 69% of the Journeyman per hour increase). An additional \$0.69 increase if hours reported by the Northern California Glaziers, Architectural Metal and Glassworkers Pension reaches 3.4 million hours from July 1, 2021 – June 30, 2022.
- c) A guaranteed \$1.38 per hour increase on January 1, 2024 (representing 69% of the Journeyman per hour increase). An additional \$0.69 increase if hours reported by the Northern California Glaziers, Architectural Metal and Glassworkers Pension reaches 3.4 million hours from July 1, 2022 – June 30, 2023.

The increases required each January 1 of this Agreement shall first be utilized to pay the deficit reduction contributions required by the Northern California Glaziers Pension Trust Fund, Preferred Rehabilitation Schedule, pursuant to Article 23, Section C(1). Secondly, the increase required each January 1 of this Agreement shall be utilized to cover any hourly cost increase in Health & Welfare.

**Section 2. Combination Glazier Trainee** – Combination Glazier Trainees shall be paid a progressive increasing scale of wages based on a percentage of the Combination Glazier Taxable Net Wage as follows:

**COMBINATION GLAZIER TRAINEE**

First 6 Months.....	50%
Second 6 Months.....	60%
Third 6 Months.....	65%
Fourth 6 Months.....	75%
Fifth 6 Months.....	80%
Sixth 6 Months.....	85%
Seventh 6 Months.....	90%
Eighth 6 Months.....	95%

Full Combination Glazier fringe benefit contributions shall be made on behalf of all Combination Glazier Trainees with the exception of Nor/Cal Pension, Glaziers Annuity, and IUPAT Pension; such contributions shall be based on their respective percentage of Combination Glazier contributions. Future fringe benefit contributions shall be increased based upon their respective percentage of Combination Glazier future increased contributions with the exception of Health & Welfare which shall be paid at one hundred percent (100%).

**Section 3.** No employee shall suffer a reduction in Taxable Net Wage as a result of this Addendum.

**Bay Area Combination Glazier Addendum to the Northern California Glaziers Master Agreement  
November 1, 2021 – June 30, 2024**

All other terms and provisions of the Northern California Glaziers Master Agreement shall apply. This Addendum in no way effects the interpretation and/or application of any other Articles and/or Sections of the Northern California Glaziers Master Agreement. By signing this Addendum, the undersigned Employer understands and agrees to all of its provisions.

**Signatories:**

**THE PARTIES HEREBY AGREE TO THE TERMS AND CONDITIONS AS STATED HEREIN:**

District Council 16

Northern CA Glass Management Assn.

Robert A. Williams III  
Print DC16 Name

Jeannie Simpel  
Print Association Name

[Signature]  
Sign DC16 Name

[Signature]  
Sign Association Name

11/9/2021  
Date

11/09/21  
Date

District Council 16

\_\_\_\_\_  
Print Company Name

\_\_\_\_\_  
Print Representative's Name

\_\_\_\_\_  
Print Employer's Name

\_\_\_\_\_  
Print Representative's Title

\_\_\_\_\_  
Print Employer's Title

\_\_\_\_\_  
Sign Representative's Name

\_\_\_\_\_  
Sign Employer's Name

**DISTRICT COUNCIL  
16**