

Bay Area Glazier Film Installer Addendum to the Northern California Glaziers Master Agreement

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

When performing any work requiring prevailing wages on Project Labor Agreements, Prevailing Wage Projects, or Wage Equality Projects, all Glazier Film Installers and Glazier Film Installer Trainees working on said projects regardless of percentage level shall receive the Glaziers' Journeyman Wage Schedule A.

ARTICLE 1 WORK JURISDICTION

Glazier Film Installers' and Glazier Film Installer Trainees' work will include, but is not limited to safety, solar, security, anti-graffiti, privacy, fade control, architectural, decorative, cloaking, radio frequency attenuation, and custom printed films and coatings on multiple substrates, as well as various aspects required of proprietary installations deemed necessary by the manufacturer for warranty coverage.

ARTICLE 2 CLASSIFICATIONS

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

- a) Glazier Film Installer
- b) Glazier Film Installer Trainee

Section 2. Ratios – An individual Employer may employ any combination of five (5) Glazier Film Installers or Glazier Film Installer Trainees before they then must employ a Journeyman Glazier. The Employer may then employ two (2) additional Glazier Film Installers or Glazier Film Installer Trainees for an additional Journeyman Glazier, thereafter one (1) additional Glazier Film Installer or Glazier Film Installer Trainee for each additional one (1) Journeyman Glazier that it employs.

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

Section 4. Nothing contained in this Addendum shall be interpreted or applied to cause the permanent displacement or reduction of wages of any currently employed Journeyman Glazier, Combination Glazier, or Combination Glazier Trainee presently employed by the

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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 or her classification to that of a Glazier Film Installer with Employer's notification to the Employee's Local Union.

ARTICLE 3
WAGES

Section 1. GLAZIER FILM INSTALLER

1. The hourly minimum rate of wages and benefit contributions for Glazier Film Installers and Glazier Film Installer Trainees covered under this Addendum shall be pursuant to the current Glazier Film Installer Wage Schedule A. Effective January 1, 2022, the current Bay Area Combination Glazier Addendum Wage Schedule A will be used as the basis of the Glazier Film Installer Wage Schedule A of employees working under this Addendum.
2. The hourly minimum wage increases for the term of this Agreement for all Glazier Film Installers shall be:
 - 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.
 - d) 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) of the Northern California Glaziers Master Agreement. Secondly, the increase required each January 1 of this Agreement shall be utilized to cover any hourly cost increase in Health & Welfare.

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Section 2. GLAZIER FILM INSTALLER TRAINEE

Glazier Film Installer Trainees shall be paid a progressive increasing scale of wages based on a percentage of the Glazier Film Installer Taxable Net Wage as follows:

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 Glazier Film Installer fringe benefit contributions shall be made on behalf of all Glazier Film Installer Trainees with the exception of the Northern California Glaziers Pension, Glaziers Annuity, and IUPAT Pension; such contributions shall be based on their respective percentage of Glazier Film Installer contributions. Future fringe benefit contributions shall be increased based upon their respective percentage of Glazier Film Installer future increased contributions with the exception of Health & Welfare which shall be paid at one hundred percent (100%).

ARTICLE 4
TRAVEL TIME

Employees who are required to jobsite report more than fifty five (55) miles from the point of dispatch (employee’s home or individual Employer’s shop) as determined by the individual Employer, shall receive wages and benefits for all time spent traveling beyond fifty five (55) miles from the point of dispatch to the jobsite and return. Employees reporting in their private vehicles to a jobsite more than fifty five (55) miles from the point of dispatch, shall also receive mileage at the current IRS rate per mile for all miles traveled outside of the fifty five (55) miles. Mileage and drive time is to be based on Google Maps. Mileage will be paid on a per vehicle basis. This system is based on employees reporting to their jobsite at their regular start time and working on the job until their regular quitting time. Travel from jobsite to jobsite in a private vehicle shall be considered as hours worked and mileage will be reimbursed at the current IRS rate per mile. All travel commencing after reporting to the dispatch point to and from the jobsite will be considered as hours worked and use of the employee’s vehicle will be reimbursed at the current IRS rate per mile. At no time shall the employee be allowed to transport the Employer’s material or equipment, other than those listed in Article 28, Section M(3) of the Northern California Glaziers Master Agreement, in his/her own vehicle.

All other terms and provisions of the Northern California Glaziers Master Agreement shall apply. This Addendum in no way affects the interpretation and/or application of any other Article and/or

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Section of the Northern California Glaziers Master Agreement. By signing this Addendum, the undersigned Employer understands and agrees to all of its provisions.

WE HEREBY AGREE TO THE TERMS AND CONDITIONS STATED HEREIN:

District Council 16

Robert A. Williams

Print DC16 Name

[Signature]

Sign DC16 Name

11/16/2021
Date

Northern California Glass Management Assn.

Jeannie Simpelo

Print Association Name

[Signature]

Sign Association Name

11/09/2021
Date

District Council 16

Print Representative Name

Sign Representative Name

Date

Print Company Name

Print Employer Name

Sign Employer Name

Date

