



**NORTHERN CALIFORNIA  
GLAZIERS  
MASTER AGREEMENT**

**BETWEEN**

**DISTRICT COUNCIL 16**

**&**

**NORTHERN CALIFORNIA GLASS  
MANAGEMENT ASSOCIATION**

**July 1, 2024 - June 30, 2027**

## TABLE OF CONTENTS

<b>SUBJECT:</b>	<b>ARTICLE/SECTION:</b>	<b>PAGE:</b>
Duration of Agreement	Article 1	1
Legality	Article 2	1
Equal Opportunity	Article 3	1
Employers	Article 4	2
Working Employers	Article 5	5
Piece Work, Rebates and Subcontracting	Article 6	6
Truck Identification	Article 7	7
Union Territorial Jurisdiction	Article 8	7
Union Recognition & Union Security	Article 9	8
Hiring Procedures	Article 10	9
Pay Conditions	Article 11	9
Travel Time and Subsistence	Article 12	10
Commuting, Parking and Other Expenses	Article 13	12
Health and Safety	Article 14	13
Installation Manpower	Article 15	13
Union Officials for Enforcement of Agreement	Article 16	14
Stewards	Article 17	14
Work Stoppages	Article 18	15
Grievance and Arbitration	Article 19	16
Vacations	Article 20	20
Holidays and DDO's	Article 21	20
Job Registration	Article 22	21
Payments to Trust Funds	Article 23	21
Other Funds	Article 24	30
Joint Apprenticeship Training Committee	Article 25	32
Pre-Apprentice	Article 26	33
Apprentice Glazier	Article 27	33
Journeyman Glazier	Article 28	36

## **PREAMBLE**

This Agreement, made and entered into the first day of July 2024 by and between District Council 16 of the International Union of Painters and Allied Trades AFL-CIO, hereinafter referred to as the "Union" acting as the exclusive collective bargaining representative of employee members of said Union or who hereinafter become members thereof and the Northern California Glass Management Association, hereinafter referred to as "NCGMA," acting as the exclusive bargaining representative of employer members of said association or who hereinafter become members thereof and other associations of Employers and Individual Employers who are signatory to this Agreement, any copy thereof, or any Addendum to this Agreement, all hereinafter referred to as the "Employer", "Employers" or "Individual Employer," collectively "Parties."

## **WITNESSETH**

Whereas, the Unions and the Employer, in the interest of the general public, desire the maintenance of a sound and harmonious relationship between them for the future:

Now, therefore, the parties hereto agree as follows:

## **ARTICLE 1 DURATION OF AGREEMENT**

This Agreement shall remain in full force and effect except as noted hereinafter, from July 1, 2024, to June 30, 2027 and shall continue in effect from July 1 to June 30 of each year thereafter unless either party hereto shall give notice to the other party, in writing, of their desire to change or revise this Agreement. Such written notice shall be presented to the other party not less than one hundred twenty (120) days and not more than one hundred fifty (150) days prior to the renewal date stipulated hereinabove.

## **ARTICLE 2 LEGALITY**

If any provision of this Agreement is found not to comply with any applicable federal, state or local law, including any labor law or wage and hour law, such provision shall be immediately open for re-negotiation upon request of the Employer or the Union, but the other provisions of this Agreement shall remain in full force and effect.

## **ARTICLE 3 EQUAL OPPORTUNITY**

There shall be no discrimination by the Employer, any Individual Employer or the Union against any employee or applicant for employment by reason of disability, genetic information, age, sex (including gender identity), race, religion, creed, color, national origin, veteran status, medical condition, disability or genetic information, marital status, sexual orientation, pregnancy, or any other classification or status protected by state or federal law. It is also illegal to retaliate against

a person because they complained about discrimination or harassment, filed a charge of discrimination or harassment, or participated in an employment discrimination or harassment investigation or lawsuit. It is the intent of the parties to comply with all state, federal and local laws regarding no discrimination in the workplace.

## **ARTICLE 4 EMPLOYERS**

The term "Employer", "Individual Employer" or "Individual Employers" as used in this Agreement refers to the Employer who is signatory to and is covered by the terms of this Agreement.

**Section A.** It is understood that the Union will continue their organizing efforts including maintenance and specialty crafts. Agreements will be signed with Employers in said fields, establishing terms and conditions for maintenance and specialty crafts. Employers signatory hereto doing maintenance and specialty crafts will be requested to execute agreements relating to said work, and any work done will be covered by the terms of each executed agreement, and, if none, by this Agreement. Any Agreement so signed shall be copied to NCGMA.

Under the organizing efforts of the Union, if an employer is signed to an Organizing Agreement, said Agreement shall extend no longer than twenty-four (24) months from the signing of said Agreement. Any Organizing Agreement so signed shall be copied to NCGMA.

### **Section B. Out of Area Work**

The Employer party hereto shall, when engaged in work outside the geographical jurisdiction of the Union party to the Agreement, comply with all of the lawful clauses of the Collective Bargaining Agreement in effect in said other geographical jurisdiction and executed by the Employers of the industry and the affiliated Local Unions in that jurisdiction, including but not limited to, the wages, hours, working conditions, fringe benefits and procedure for settlement of grievances set forth therein; provided however, that as to employees employed by such Employer from within the geographical jurisdiction of the Union party to this Agreement and who are brought into an outside jurisdiction, such employee shall be entitled to receive the wages and conditions effective in either the home or outside jurisdiction, whichever are more favorable to such employees, and fringe benefit contributions on behalf of such employees shall be made solely to their home funds in accordance with their governing documents. This provision is enforceable by the Local Union or District Council in whose jurisdiction the work is being performed, both through the procedure for settlement of grievances set forth in its applicable Collective Bargaining Agreement and through the courts and is also enforceable by the Union party to this Agreement both through the procedure for settlement of grievances set forth in this Agreement and through the courts.

The contractor or the Employer party to this Agreement, when engaged in work outside the geographical jurisdiction of the Union party to this Agreement, shall employ not less than fifty percent (50%) of the workers employed on such work from the residents of the area where the work is performed, or from among persons who are employed the greater percentage of their time in such area.

### **Section C. Out of Area Employers**

1. Employers from outside of the geographical jurisdiction of the Union party to this Agreement, when engaged in work within the geographical jurisdiction of the Union party to this Agreement, shall employ not less than fifty percent (50%) of the workers employed on such work from the residents of the area where the work is performed, or from among persons who are employed the greater percentage of their time in such area.
2. Employers from outside of the geographical jurisdiction of the Union party to this Agreement, when engaged in work within the geographical jurisdiction of the Union party to this Agreement, shall, prior to commencing work, require all employees to present a written referral from the Local Union where the work is being performed either through a wet or electronic signature within two (2) business days.

### **Section D. Preservation of Work**

1. To protect and preserve, for the employees covered by this Agreement, all work they have performed and all work covered by this Agreement, and to prevent any device or subterfuge to avoid the protection and preservation of such work, it is agreed as follows: If the Employer performs on site construction work of the type covered by this Agreement, under its own name or the name of another, as a corporation, company, partnership, or other business entity, including a joint venture, wherein the Employer, through its officers, directors, partners, owners, or stockholders exercises directly or indirectly (through family members or otherwise) management, control, or majority ownership, the terms and conditions of this Agreement shall be applicable to all such work.
2. All charges of violations of this Article shall be considered as a dispute and shall be processed in accordance with the provisions of this Agreement on the handling of grievances and the final binding resolution of disputes. As a remedy for violations of this Section, the Arbitrator shall be able, at the request of the Union, to require an Employer to pay 1) to effected employees covered by this Agreement, including registered applicants for employment, the equivalent of wages those employees have lost because of the violations, and 2) into the affected Joint Trust Funds to which this Agreement requires contributions any delinquent contributions that resulted from the violations. The Arbitrator shall be able also to provide any other appropriate remedies, whether provided by law or this Agreement. The Union shall enforce a decision of the Arbitrator under this Section only through arbitral, judicial or governmental (for example, the National Labor Relations Board) channels.
3. If, after an Employer has violated this Section, the Union and/or the trustees of one or more Joint Trust Funds to which this Agreement requires contributions, institute legal action to enforce an award by an Arbitrator remedying such

violation, or defend an action that seeks to vacate such award, each party will pay their own accountants' and or attorneys' fees and split the fees incurred by the Joint Trust Funds, plus the costs of litigation, that have resulted from such legal action. This Section does not affect other remedies, whether provided by law or this Section, that may be available to the Union and/or the Joint Trust Funds.

### **Section E. Sale or Assignment of Business**

1. This Agreement, and any supplements or amendments thereto, hereinafter referred to collectively as "Agreement," shall be binding upon the parties hereto, their successors, administrators, executors, and assigns.
2. The Employer agrees that in the event the Employer's business, in whole or in part, is sold, leased, transferred or taken over by sale, transfer, lease, assignment, receivership or bankruptcy proceeding, such transferee business and operation shall expressly and in writing assume the terms and conditions of this Agreement for the life thereof.
3. It is understood by this provision that the parties hereto shall not use any leasing or other transfer device to a third party to evade this Agreement. It is further understood that the Employer will only transfer, assign, lease, etc., the business if the transferee agrees to accept and assume, in writing, the Agreement. The Employer shall give notice of the existence of this Agreement and this provision to any purchaser, transferee, lessee, assignee, etc., of the business and operation covered by this Agreement or any part thereof. Such notice shall be in writing with a copy to the Union, at the time the seller, transferor, or leaser, executes a contract or transaction as herein described. The Union shall also be advised of the exact nature of the transaction, not including financial details.

### **Section F. Shop Requirements**

1. An Employer's shop (excluding those Employers whose work is Mobile Auto Glass installation) for the purpose of this Agreement shall be defined as a location of the Employer's work at a shop or branch shop where the Employer conducts the regular business covered by this Agreement including the existence of inventory, a telephone, electric power and toilet facilities, and a permanent office where regular business is conducted and where bargaining unit employees regularly work or report in and out.
2. A construction jobsite location or a specific job shall not be considered a principal place of business.
3. Unless the initial term of the lease for the Employer's shop or branch shop is for a period longer than one (1) year or the Employer owns the property, then the location shall be deemed a construction jobsite and not a principal place of business or an Employer's shop or branch shop.

4. It is agreed that if the Employer is excluded in the above Section of this Article, they shall conform with the shop requirements in this Article within one (1) year from the signing of this Agreement.

#### **Section G. Contractor's License**

The Employer shall have a duly issued and effective State Contractor's License where the work that is performed by the Employer requires such a license.

#### **Section H. Worker's Compensation Insurance**

The Employer shall carry Workers' Compensation Insurance (and shall submit proof of coverage to the Union upon request), they shall comply with all Federal, State and Municipal Laws pertaining to the Glazing Industry and all Health and Safety regulations and rules of the Federal State and Municipal Departments, Commissions and Health Officers, including rules and regulations of the Workers' Compensation Appeals Board.

#### **Section I. Paid Sick Leave and Paid Time Off Ordinances**

The bargaining parties expressly agree that Employees covered by this Agreement shall not receive any additional benefits for the San Francisco Family Friendly Workplace Ordinance, the San Francisco Paid Sick Leave Ordinance, the Oakland Paid Sick Leave Ordinance, the Emeryville Paid Sick Leave Ordinance, the California Paid Sick Leave Statute (Labor Code 245-249) and any other city, county or state paid sick leave ordinance or paid time off ordinance that can be waived or opted out of through collective bargaining. It is acknowledged and understood by both parties that the employees are currently, and have been, receiving paid sick leave in their hourly wages as was established by a previous Collective Bargaining Agreement.

#### **Section J. Bereavement Leave**

Employees working under this Agreement shall have the right to take up to five (5) days of bereavement leave upon the death of certain family members as set forth in Government Code Section 12945.7. Employees shall have all of the rights set forth in Government Code Section 12945.7, except that such rights must be enforced exclusively through the grievance and arbitration procedures set forth in Article 19 of this Agreement.

## **ARTICLE 5 WORKING EMPLOYERS**

#### **Section A. Working Employers**

Each Employer may designate no more than two (2) owners, partners or a person's holding proprietary interest in the business as a Contractor Member of the Union, said individuals shall become Contractor Members of the Union. Contractor Members may perform work covered by this Agreement and the Employer shall not be required to make Trust Fund contributions on behalf of Contractor Members.

#### **Section B. Management Trainees**

The Unions will recognize education programs which may be instituted by the Employer for the purpose of training sales or management trainees. The employment of such trainees shall be for a period not to exceed thirty (30) days for in-plant training, and a period not to exceed thirty (30)

days for jobsite training, or sixty (60) days for both. The provisions of Article 9, Section B and Section C shall not apply to any sales or management trainees while employed in an educational program under this Section.

**ARTICLE 6**  
**PIECE WORK, REBATES, SUBCONTRACTING, ASSIGNMENT OF WORK**  
**and MOONLIGHTING**

**Section A. Piece Work**

Both Parties agree that there shall be no piece work permitted on any type of work covered by this Agreement, either inside or outside of the shop. The Employer, or agent of the Union, or employee covered by this Agreement shall not give or accept, directly or indirectly, any rebate of wages.

**Section B. Subcontracting**

The Employer shall not subcontract any work covered by this Agreement to be done at the site of construction, alteration, or repair of a building, structure or other work:

1. To any other Individual Employer who works with the tools of the trade involved;  
or
2. To any individual or firm who is not a party to a Collective Bargaining Agreement with the Union party to this Agreement.
3. The Employer agrees that they will not contract work covered under the scope of this Agreement to anyone not signatory to a Collective Bargaining Agreement with the International Union of Painters & Allied Trades. If the Union cannot supply a qualified licensed contractor for subcontracted work in less than five (5) business days after being notified, with proof in written form from the Union, the Employer may subcontract from any source.

**Section C. Assignment of Work**

1. Prior to assigning any work to another craft or trade the Employer shall contact the Union and a pre-assignment conference shall be held.
2. If the Parties to this Agreement decide the work in question is not covered under this Agreement then the Employer may assign the field work to any other individual craft or firm who is signatory to an AFL-CIO Agreement.
3. In the event the Employer fails to comply with Section 1 and Section 2 above, the Union, will utilize the Grievance and Arbitration Procedures set forth in Article 19 of this Agreement.



## **Section D. Moonlighting**

1. No employee covered by this Agreement shall hold an active California State Contractor's License or work on their own behalf as a self-employed individual after their regular hours of employment, on Saturdays, Sundays, or Holidays and Designated Days Off on any work covered by the jurisdiction of this Agreement.
2. Employees subject to this Collective Bargaining Agreement shall not contract or subcontract to perform any of the work covered by this Agreement to be done at the site of construction, alteration, glazing or repair of a building, structure or other work.
3. When a member of the Union is directed to work for a non-signatory Employer by the Business Manager of the Union, neither the member nor the Union shall be considered in violation of this Agreement.

## **ARTICLE 7 TRUCK IDENTIFICATION**

### **Section A. Truck Identification**

The Employer's glazing vehicles shall be identified with permanently affixed company identification and/or Union Logo which shall be prominently displayed and readily visible from both sides of the vehicle. This will be the only acceptable vehicle from which a worker will be allowed to work.

### **Section B. Cost of Identification**

It shall be the responsibility of the Employer to place and replace truck identification on all glazing vehicles. It shall be the Employer's responsibility to remove any identifying markings for vehicles no longer owned or used in the course of business.

### **Section C. Temporary Vehicles**

1. Recognizing that conditions do occur when an Employer is temporarily in need of an extra vehicle, an Employer may use other vehicles owned by them or said firm or a commercially leased vehicle from recognized leasing agents such as Hertz, Avis, etc., for the transporting of workers, tools and materials.
2. The Employer shall not require their employees to use their personal vehicles when a temporary vehicle is needed for such occasion.

## **ARTICLE 8 UNION TERRITORIAL JURISDICTION**

The territorial jurisdiction covered by this Agreement comprises the counties of: Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Inyo, Kern, King, Lake, Lassen, Marin, Madera, Mariposa, Mendocino, Merced,

Modoc, Mono, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Luis Obispo, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba Counties in California.

## **ARTICLE 9**

### **UNION RECOGNITION and UNION SECURITY**

#### **Section A. Bargaining Agent**

Each Individual Employer recognizes, acknowledges, and agrees that it has satisfied itself that District Council 16 represents a majority of its employees employed to perform all bargaining unit work covered under this Agreement and that the Union is that collective bargaining representative for such employees. The Employer specifically agrees that the Union has demonstrated its majority status and it has properly established a collective bargaining relationship within the meaning of Section 9(a) of the National Labor Relations Act by this Agreement and/or by the execution of previous Agreements.

#### **Section B. Union Membership**

1. It shall be a condition of employment that all employees of the Individual Employer covered by this Agreement who are members of the Union in good standing, on the execution date of this Agreement shall remain members in good standing, and those who are not members on the execution date of this Agreement shall on or before the thirty-first (31st) day following the execution date of this Agreement, become and remain members in good standing in the Union.
2. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its execution date shall, on or before the thirty-first (31st) day following the beginning of such employment, become and remain members in good standing in the Union.
3. Whenever the Employer is engaged in the building and construction industry, all employees performing work in the building and construction industry will be required to become members of the Union on or before the eighth (8th) day following the beginning of employment or the execution date of this Agreement, whichever is later, and maintain such membership during the term of this Agreement.

#### **Section C. Work Assignment**

This Agreement shall cover persons engaged in work described and defined in this Agreement. Work defined and described in this Agreement shall be assigned by the Employer to the proper classification of employee (as determined by the Union) covered under this Agreement. It is further agreed that an employee of a higher classification may perform the work of any lower classification but must retain their original wage rate unless reclassified as provided for in Article 10, Section D.

**Section D. 48 Hour Notice**

The Employer will discharge any employee within forty-eight (48) hours of written notice from the Union that an employee has failed to comply with the provisions of this Agreement. In the event the Employer fails to comply with the provisions of this Article, Article 19 Grievance and Arbitration may be enacted.

1. The Union hereby holds the Employer harmless from any and all claims, demands, suits or causes of action that result from the Employer complying with the Union’s written notice to discharge an employee.

**ARTICLE 10  
HIRING PROCEDURES**

**Section A. Referral**

The Employer shall make a written or electronic request to the Union when any additional help is needed, and the Union agrees to refer employees to the Employer within one (1) business day, if available.

**Section B. Requests**

Notwithstanding the above, a Glazier, Architectural Metal or Glass Worker who is in good standing with the Union may seek their own job and the Employer may have referred to it any applicant (who is registered on the Unions out of work list) by submitting a written or electronic request by name to the Union.

**Section C. Requirement**

The Employer shall require each new employee to present a written or electronic referral from the Union prior to putting the new employee to work. It shall be the requirement of the employer to return such referral properly signed and dated on all required lines and returned to issuing Local Union within two (2) business days. Failure to do so will void such referral.

**Section D. Reclassification**

When the Union, employee and Employer agree to reclassify an employee the Employer shall require the employee to present a written or electronic referral from the Union prior to putting the employee to work at the new classification.

**Section E. Violation**

In the event the Employer fails to comply with the hiring procedures the Union may enact Article 19 Grievance and Arbitration as set forth in this Agreement.

**ARTICLE 11  
PAY CONDITIONS**

**Section A. Pay Day**

1. Wages shall be paid on or before quitting time each Thursday, or a day mutually agreed upon by the Union and the Employer and shall include all monies due up

to and including the preceding work week. Employers may pay employees utilizing direct deposit or payroll debit card as provided under California law. In no circumstance shall the pay day be more than four (4) working days following the end of the preceding work week.

2. When an employee is terminated, they shall receive all monies due them at the end of said working day.

### **Section B. Bad Checks**

If the Employer pays an employee by check, draft or voucher and such check, draft or voucher is subsequently refused payment because the Employer has insufficient funds on deposit or no account with the bank or institution, until advised otherwise by the Union the Employer shall be required to pay all employees covered by this Agreement by cash or certified check or money order with separate statement or stub showing all deductions.

### **Section C. Payroll Records**

1. The Employer shall have available records such as timecards or time records setting forth the number of hours worked and amounts due for overtime, travel time, high pay, travel reimbursement and any extra expenses due the individual employee weekly. Each employee must authenticate their time record weekly to assure its validity.
2. The complete individual payroll information for each employee will be available when requested, as described in Section D.

### **Section D. Payroll Inspection**

1. The Union shall have the right to inspect the paycheck of any employee covered by this Agreement after a paycheck has been returned by the bank or payments are improper to the employee.
2. The Employer shall provide the Union all payroll records and documents related to any employee covered by this Agreement. In the event the results of such inspection or audit reveal that the Employer has violated any term or condition of this Agreement, the Employer shall be liable for the costs of such audit, including legal or accounting fees. If, however, the Employer can establish that said violations were not intentional, the Employer shall not be liable for the costs of such audit, including legal and accounting fees.

## **ARTICLE 12 TRAVEL TIME and SUBSISTENCE**

### **Section A. Travel Time**

Employees who are required to jobsite report more than forty (40) 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 forty (40) miles from the point of dispatch to the jobsite and return. Employees reporting in their private vehicles to a jobsite more than forty (40) miles from the point of dispatch, shall also receive mileage at the current IRS rate per mile for all miles traveled outside of the forty (40) 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 Employers shop 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), in their own vehicle.

**Section B. Subsistence**

1. When employees are required to live away from their personal place of residence, in order to report for work when and where directed by the Employer, each employee shall receive lodging, or an amount equal to reasonable lodging, in advance, plus Subsistence in the amount of seventy-five dollars (\$75.00) per day, in advance, on a separate check.
2. Round trip airfare, mileage, or transportation shall be provided by the Employer on all jobs in which Subsistence is required.
3. Employees shall receive Travel Time, from the point of dispatch to the jobsite and return, on all jobs in which Subsistence is required.

**Section C. Travel Time Calculation Sheet**

The following Travel Time Calculation Sheet shall be used in conjunction with Google Maps in order to determine Travel Reimbursement and Fringe Benefits contributions.

**Travel Time Calculation Sheet (Formulas)**

Employee Name	From:	Starting Address		
	To:	Destination Address		
		Minutes	Miles	Minutes Per Mile
<b>Actual Commute (One Way)</b>		(Enter minutes as per Google Maps)	(Enter miles as per Google Maps)	<b>Calculation =</b> (Minutes ÷ Miles)
<b>Adjusted Commute (One Way)</b>		<b>Calculation =</b> (Adjusted Commute Miles x Minutes Per Mile)	<b>Calculation =</b> (Actual Commute Miles – 40)	
<b>Round Trip</b>		<b>Calculation =</b> (Adjusted Commute Minutes x 2)	<b>Calculation =</b> (Adjusted Commute Miles x 2)	
<b>Daily Travel Time/Mileage Reimbursement:</b>		<b>Calculation =</b> (Round Trip Minutes rounded to the nearest ¼ hour)	<b>Calculation =</b> (Round Trip Miles x Current IRS rate)	

**Travel Time Calculation Sheet (Example)**

<b>John Doe</b>	<b>From:</b>	123 Any Street, San Francisco, CA		
	<b>To:</b>	456 Main Street, Fremont, CA		
		<b>Minutes</b>	<b>Miles</b>	<b>Minutes Per Mile</b>
<b>Actual Commute (One Way)</b>		<b>52.00</b>	<b>50.00</b>	<b>1.04</b>
<b>Adjusted Commute (One Way)</b>		<b>10.40</b>	<b>10.00</b>	
<b>Round Trip</b>		<b>20.80</b>	<b>20.00</b>	
<b>Daily Travel Time/Mileage Reimbursement:</b>		<b>1/4</b>	<b>\$11.50</b>	

**ARTICLE 13  
COMMUTING, REIMBURSEMENT, PARKING EXPENSES  
and OTHER EXPENSES**

**Section A. Expense Reimbursement**

All monies expended for carfare, toll expenses, telephone, parking while driving the Employer's vehicle, and other legitimate expenses incurred in going to and from the shop to the jobsite, and from jobsite to jobsite shall be paid by the Employer upon presentation of appropriate bona fide receipts. Receipts must be turned into the Employer for reimbursement on a weekly basis.

**Section B. Parking Expenses**

When employees are driving their own vehicles for the purpose of jobsite reporting and no free public parking is available, parking expenses will be reimbursed by the Employer upon presentation of bona fide receipts. Employees must be prudent in selecting the least expensive parking facility within five (5) blocks of the jobsite. When toll expenses are incurred while reporting directly to the jobsite they shall be paid by the Employer. All parking and bridge tolls are to be paid by the Employer. Receipts for parking must be turned in to the Employer for reimbursement on a weekly basis. "FasTrak" users will be reimbursed upon showing of receipts on a monthly basis. All reimbursements for parking are to be paid weekly and in full at time of lay-off or termination. Whenever possible, the employees are encouraged to carpool to the jobsite.

**Section C. Parking Tickets**

Parking violations incurred while using the Employer's vehicle will be reimbursed.

**Section D. Public Transportation**

When an employee is required to report to a jobsite and it is more economical and/or convenient for the employee to use public transportation, the cost of public transportation shall be paid in advance or reimbursed to the employee. The use of public transportation shall be at the sole discretion of the employee.

**ARTICLE 14**  
**HEALTH and SAFETY**

**Section A. Safety Rules and Regulations**

1. It is agreed that if the Employer establishes Safety Rules and Regulations, a copy of the same must be available to the employee and the Union.
2. The Employer and the Union agree that these Safety Rules and Regulations shall be adhered to by all employees covered by this Agreement.

**Section B. Protective Apparel**

1. The Employer shall furnish to all employees all protective apparel, necessary to safeguard employees from all safety hazards as prescribed for in the Safety and Health Orders by jobsite, a municipality, a County, the State of California, or Federal Regulations, except safety shoes.
2. The Safety and Health Orders of the Division of Industrial Safety are incorporated herein, and made a part hereof as if set forth in full.
3. Protective apparel shall be issued initially at no cost to the employee, where work requires such apparel. Any further issues will be at the expense of the employee provided that the Employer requires each employee to check out said apparel at the beginning of each workday and check said apparel in at the end of each workday, during normal working hours. Excessively worn or damaged apparel will be replaced by the Employer.
4. Personal welding equipment (Leathers, Hood, Gloves, Slag Hammer and Wire Brush) shall be issued initially by the Industry Fund. Any further issues will be at the expense of the employee. Excessively worn or damaged equipment shall be replaced by the Employer.

**Section C. CPR and First Aid**

A certified CPR and First Aid program will be available through the Finishing Trades Institute of Northern California & Nevada Training Trust Fund. When State and Federal laws require certified CPR and First Aid personnel at the jobsite, the employee with CPR and First Aid certification may have priority for employment.

**ARTICLE 15**  
**INSTALLATION SCHEDULE**

**Section A. Installation Schedule**

1. The installation or removal of all glass at the jobsite shall be governed by the following minimum schedule **AND IN ALL CASES ENOUGH GLAZIERS**

**TO ENSURE SAFETY:**

<b>United Inches</b>	<b>1/4"</b>	<b>3/8"</b>	<b>1/2"</b>
Sizes up to and including 56"	1	1	1
Sizes over 56" and up to 84"	1	1	2
Sizes over 84" and up to 112"	1	2	2
Sizes over 112" and up to 170"	2	3	3
Sizes over 170" and up to 210"	3	4	5
Sizes over 210" and up to 240"	4	5	6
Sizes over 240" and up to 260"	5	6	8
Sizes over 260" and up to 280"	6	8	9
Sizes over 280" and up to 300"	7	9	11
Sizes over 300" and up to 316"	8	10	12

2. It is further agreed that on any job for the purpose of safety and protection of personnel and property and where glass or glazing systems are more difficult or dangerous to handle, the Employer will use additional employees as required for such safety.

**Section B. Mechanical Equipment**

Section A of this Article shall not apply where the Employer provides mechanical equipment to aid in the installation of jobsite glazing. Mechanical handling equipment shall be operated by a Journeyman Glazier on the jobsite, unless the company providing the equipment will only do so if it also provides the operator, and further providing they are signatory to an AFL-CIO Building Trades Agreement.

**ARTICLE 16  
UNION OFFICIALS FOR ENFORCEMENT OF AGREEMENT**

**Section A. Shop Visits**

The Business Representative or duly authorized representative of the Union shall be allowed to visit the Employer's shop or jobs for the purpose of ascertaining whether or not this Agreement is being enforced. This right shall be exercised reasonably. The Employer shall be notified at the commencement of a shop visit.

**Section B. Bulletin Boards**

The Employer will provide space on bulletin boards for posting notices of Union business. Such notices must be submitted to the Employer for approval before posting.

**ARTICLE 17  
STEWARDS**

**Section A. Appointment**

The Union shall be empowered to appoint and remove all Shop and/or Job Stewards as required in any shop or job of an Employer signatory to this Agreement. Stewards shall be competent



Journeypersons currently employed by the Employer at the time of appointment.

**Section B. Duties**

Such duties shall include monitoring the provisions of this Agreement, checking all working cards of Foreman, Journeyperson and Apprentices and to check all applications, working permits, and to report the same by the use of Steward's Report to the Business Representative of the Union. Steward shall work with the tools as well as doing the duties assigned by the Union.

**Section C. Reporting**

The Steward shall report to the Business Representative of the Union and to the Employer or their Representative, any and all violations of this Agreement. All matters of consequence pertaining to jurisdiction, alleged grievances due to unfair treatment by the Employer, are to be reported to the Union for action as may be deemed necessary.

**Section D. Layoff**

The Steward shall be the last employee laid off provided they are qualified and able to perform the available work.

**ARTICLE 18  
WORK STOPPAGES**

**Section A. Permitted Work Stoppage**

There shall be no stoppage of work either by strike or lockout by the Parties hereto, except as permitted elsewhere in this Agreement.

**Section B. Picket Lines**

Employees covered by this Agreement shall have the right to respect any legal primary picket line validly established by any bona fide labor organization, and the Union party to this Agreement has the right to withdraw employees covered by this Agreement whenever the Employer party to the Agreement is involved in a legitimate primary labor dispute with any bona fide labor organization. It shall not be a violation of this Agreement, and it shall not be cause for discharge or disciplinary action, in the event an employee refuses to enter upon any property involved in a lawful primary labor dispute, or refuses to go through or work behind any lawful primary picket line of the Union party to this Agreement, and including lawful primary picket lines at the Employer's own place of business or jobs.

**Section C. Non-Union Jobsites**

Furthermore, recognizing the "special problems" in the Construction Industry based upon the close relationship between contractors and subcontractors at the jobsite of the construction, alteration, painting, or repair of a building, structure, or other such work and the friction that is created when Union and non-union employees are required to work side-by-side, it shall not be a violation of this Agreement and it shall not be a cause for disciplinary action or discharge in the event an employee refuses to enter upon any such construction site where non-union employees are employed and which would require the employee to work "shoulder-to-shoulder" or alongside the non-union employee or employees, or refuses to remain on such a jobsite when non-union employees are engaged in such construction on the jobsite. This clause shall apply

only to jobsites where the Union's members are working, whether it is on a construction site of the Employer or at any other jobsite.

## **ARTICLE 19 GRIEVANCE and ARBITRATION**

### **Section A. Definition and Procedure**

For all purposes of this Agreement, a grievance is any dispute or controversy between the Employer, the Union and any employee covered by this Agreement, involving the meaning, interpretation or application of the provisions of this Agreement and the statutory claims specified in Section B(3).

### **Section B. Procedures**

Such grievances shall be handled in the following manner:

1. The aggrieved employee or Union Representative shall present the grievance in writing to the designated representative of the Employer and NCGMA and shall meet with that representative to discuss the grievance.
2. If no settlement or resolution is reached within ten (10) working days after the meeting referenced above, it may be submitted, at the request of either party, to arbitration by written notice to the other party within fifteen (15) working days from the date of the above-referenced meeting.
3. **ARBITRATION OF WAGE AND HOUR CLAIMS AND THE CALIFORNIA PRIVATE ATTORNEYS GENERAL ACT PRECLUSION -**

In addition to claims for meal period, rest period and heat recovery violations governed by Article 28, the following claims and claims for associated penalties shall be resolved exclusively through the binding arbitration before an impartial arbitrator as set for this paragraph, and shall not be brought in a court of law or before any administrative agency such as the California Labor Commissioner: all claims arising under the Fair Labor Standards Act, the California Labor Code and the Industrial Welfare Commission Orders (e.g. Wage Order 16) and all derivative claims arising under California Business & Professions Code Section 17200, et seq. for: unpaid wages (e.g. claims for hours worked off the clock, overtime wages, minimum wages, incorrect rate(s) of pay and travel time); heat illness recovery violations, waiting time penalties; reimbursement of expenses (e.g. tools, cell phone charges, mileage and subsistence); recordkeeping of personnel files, time records and payroll records; violation of Labor Code Sections 212 and 226, and all similar claims arising under applicable local law.

It is mutually agreed that this Agreement prohibits any and all violations of the Sections of the California Labor Code identified in Labor Code 2699.5 and 2699(f) as well as any others that are redressable pursuant to the Labor Code

Private Attorneys General Act of 2004 (“PAGA”), and that such claims shall be resolved exclusively through binding arbitration before an impartial arbitrator and not in court of law or any administrative agency, as set forth in this Section. Pursuant to California Labor Code Section 2699.6, the Parties hereby expressly and unambiguously waive the provisions of PAGA, Labor Code Section 2698, et seq., and agree that none of the provisions of that statute apply to any of the employees covered by the Agreement. This Agreement expressly authorizes the impartial arbitrator to award any and all remedies otherwise available under the California Labor Code, except the award of penalties under PAGA that would be payable to the Labor and Workforce Development Agency. Any grievance alleging a violation of PAGA shall be resolved on an individual employee basis only and any claim under PAGA to recover civil penalties or other individual relief must be arbitrated under this Agreement. The Parties also agree that any non-individual claims will be stayed and the employee will not pursue any such claims in court until after the impartial arbitrator, and not any court, issues a final and written determination as to the employee’s status as an “aggrieved employee.” The impartial arbitrator is without authority to preside over any PAGA claim on behalf of any other person or joined by or consolidated with any other person’s PAGA claim. This Agreement to exclude PAGA actions will be severable from this Agreement if there is a final judicial determination that it is invalid, unenforceable, unconscionable, void or voidable. In such case, the PAGA action must be litigated in a civil court of competent jurisdiction—not in arbitration—but the portion of the Agreement to exclude PAGA actions that is enforceable will be enforced in arbitration.

For rest period and meal period claims, the time limit for bringing such claims is the time limit for bringing grievances under this Article 19. For all other claims covered by this Section, the intent of the Parties is to use the shortest time limit permitted by applicable law, as determined by the arbitrator. All substantive and procedural rights applicable to mandatory arbitration of employment claims shall be observed (e.g. the right to more than minimal discovery, payment of costs by the employer, a written award, etc.). The impartial arbitrator shall manage all such claims with due regard for the rights of the employees and the inherent advantages of arbitration over court proceedings. The arbitrator shall be authorized to award any and all remedies otherwise available by law.

Statutory claims described above (other than meal period and rest period claims) shall be initiated by an aggrieved employee by written notice within the statute of limitations period to the Individual Employer with a copy provided to the Union. Once a grievance is filed for a statutory claim(s) described above, the Union, the aggrieved employee and the Individual Employer shall meet within thirty (30) calendar days, or other time as mutually agreed upon, to discuss and attempt to resolve the grievance. Should the grievance not be satisfactorily resolved to the satisfaction of the aggrieved employee within the foregoing time frame, the aggrieved employee may proceed directly to arbitration under the procedures set forth in this Article.

The aggrieved employee and Individual Employer shall request a panel of five (5) labor arbitrators from the Federal Mediation and Conciliation Service. The arbitrators shall be members of the National Academy of Arbitrators and located in Northern California. The aggrieved employee and Individual Employer will select an impartial arbitrator from the panel using an alternative striking method with the party making the first strike determined by the flip of a coin. The Individual Employer shall be responsible for paying the cost of arbitration, including the arbitrator's fee. The impartial arbitrator shall have the authority to consolidate individual statutory claims for hearing but shall not have the authority to fashion a proceeding as a class, collective or representative action, to award relief to a group or class of employees in one grievance or arbitration proceeding, and under no circumstances may the impartial arbitrator hear or preside over any class, collective, or other claim joined by or consolidated with another person's or entity's claim, unless all parties agree in writing. The impartial arbitrator shall have the authority to apply the applicable Federal, state or local law to the statutory claim(s) but shall be prohibited from interpreting this Agreement. A decision of the impartial arbitrator shall be final and binding upon the aggrieved employee and the Individual Employer.

If the impartial arbitrator determines that the resolution of a statutory claim requires an interpretation of this Agreement, the impartial arbitrator shall certify a question to the Union and Employer seeking an interpretation of the relevant Section(s) of this Agreement. However, the preceding sentence does not apply to the Agreement to exclude PAGA actions and whether the arbitrator may preside over any class, collective, or other claim joined by or consolidated with another person's or entity's claim. The Union and the Employer shall provide a response to the certified question within fourteen (14) days of receipt from the impartial arbitrator. If the Union and the Employer cannot mutually agree upon the interpretation of the relevant Section(s) for the response to the certified question, the certified question shall be submitted to the panel of Arbitrator listed in Section 3 of this Article for a decision.

If a court of competent jurisdiction finds any term or clause in this Section to be invalid, unenforceable, or illegal, such a term or clause may be revised to the extent required according to the opinion of the court to render this Section enforceable or valid so as to preserve the Agreement and intent to the fullest possible extent.

This Section shall apply to any representative PAGA claims, class and/or individual claims that arise or are pending during the term of the Parties' current Collective Bargaining Agreement, regardless of when they were filed with any court or administrative agency.

**Section C. Arbitrator**

If the parties cannot reach agreement on an impartial arbitrator, each party shall alternately strike from a predetermined and agreed-upon list. The first scratch being selected by lot, and the person remaining shall be the arbitrator based on the three (3) individuals denoted in the Memorandum of Agreement.

**Section D. Hearing**

The impartial arbitrator shall hold a hearing as soon as practicable and shall issue an award which shall be final and binding upon the Union, the Employer and any employee involved in the grievance or dispute.

**Section E. Amend Agreement**

The arbitrator shall have no authority to amend, add to or subtract from this Agreement, except where specifically authorized to do so by this Agreement, however, the arbitrator shall have the authority to fashion a remedy.

**Section F. Expense for Arbitration**

The party losing the arbitration shall pay the arbitrator's charges. Cost of the hearing room shall be shared by both of the Parties. The cost of the transcript if requested by both Parties shall be shared equally. If there is any question who lost the arbitration, the arbitrator shall decide who shall pay the expenses of the arbitrator whether in whole or in part.

**Section G. Twelve Day Limit**

Matters not presented to the Employer or the Union in writing within a period of twelve (12) working days after the action, lack of action or condition constituting the basis of the complaint occurs, shall be deemed waived and shall not be subject to the grievance procedure or arbitration procedure as set forth above.

**Section H. Union Economic or Legal Action**

1. In the event of a failure by the Employer to pay the wages or fringe benefits required by this Agreement, and the Employer raises no question concerning the interpretation or operation of this Agreement or concerning their obligations to pay remedies as it sees fit with respect to the Employer, and any economic action taken will not be considered a violation of Article 19. However, the Union may, if it so desires, utilize the provisions of this Article with respect to the Employer.
2. Before resorting to any economic remedy as above permitted, the Union must give the Employer involved two (2) business days written notice of its intention to take such economic action. No economic action may be taken by the Union if prior to the taking of such action the Employer has raised a question concerning the interpretation or operation of this Agreement or concerning their obligation to pay wages or fringe benefits in dispute and had deposited the full amount in dispute with the appropriate Trust Fund to be held by the Trust until the matter is resolved under the procedures set forth herein. The provisions for notice in this paragraph shall not apply to any action taken by the Union pursuant to Article 23.

### **Section I. Employer Economic or Legal Action**

In the event the Union violates Article 19 of this Agreement (Work Stoppage), the Employer need not utilize the grievance dispute settlement or arbitration procedures set forth in this Article but may resort to such economic and legal remedies as it sees fit with respect to the Union, and any economic action taken will not be considered a violation of Article 19. However, the Employer may, if it so desires, utilize the provisions of this Article with respect to the Union in such cases.

## **ARTICLE 20 VACATIONS**

It is acknowledged and understood by both Parties that the employees are currently, and have been, receiving vacation and holiday pay in their hourly wages as was established by a previous Collective Bargaining Agreement. All regular employees who have had reasonably steady employment, those employed for sixteen-hundred (1,600) hours or more for one (1) or more Individual Employers in the period July 1 through June 30 of the preceding year under this Agreement shall be entitled to three (3) weeks and shall be required to take a vacation of two (2) weeks each year. The Employer shall post a vacation list on a bulletin board or someplace where it may be inspected, and each regular employee must designate on the vacation list the date they wish to take their vacation. The time of the employee's vacation will be determined by Agreement between the employee and the Employer, but it must be taken in the period provided for in this Article; except that special permission to work in lieu of vacation can be granted by mutual Agreement between the Employer, employee, and the Union.

## **ARTICLE 21 HOLIDAYS and DESIGNATED DAYS OFF**

### **Section A. Holidays**

1. Recognized Holidays shall be New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day.
2. If any of the Holidays designated in this Article falls on Saturday, the preceding Friday shall be observed as a Holiday. If any of the Holidays designated in this Article falls on Sunday, the following Monday shall be observed as a Holiday. No work shall be performed during any part of the twenty-four (24) hours of Labor Day.

### **Section B. Designated Days Off**

1. In addition to the foregoing recognized Holidays, there shall be seven (7) Designated Days Off, as designated in Section B(2) below. By signed written Agreement between the Employer, the Union and the employee(s) an alternate Designated Day Off schedule may be established. Said alternate Designated Day

Off schedule can be changed no more than once in a twelve (12) month period per employee.

2. The Designated Days Off for the contract term shall be August 30, 2024, November 29, 2024, December 23, 2024, December 24, 2024, February 10, 2025, April 18, 2025, May 23, 2025, July 7, 2025, August 29, 2025, November 28, 2025, December 26, 2025, January 2, 2026, February 9, 2026, April 3, 2026, July 6, 2026, August 7, 2026, September 4, 2026, November 27, 2026, December 24, 2026, March 26, 2027, and May 28, 2027.

## **ARTICLE 22 JOB REGISTRATION**

The Employer shall register all competitively bid jobs to the central office of the Union on mutually agreed upon forms. Said registration shall take place after the award of the project but in all cases prior to manning the job. The Employer need not register jobs which require less than four-hundred-eighty (480) man hours. The Union acknowledges that all information gathered through the job registry shall remain confidential and shall not be disseminated other than in general terms.

## **ARTICLE 23 PAYMENTS TO TRUST FUNDS**

### **Section A. Current Trust Funds**

1. **Current Trust Funds:** This Agreement requires contributions to be made on behalf of all employees of the Employer performing work covered under the terms of this Agreement in accordance with Wage Schedule A to the following jointly-administered Trust Funds:
  - **Northern California Glaziers Architectural Metal and Glass Workers Pension Trust Fund**
  - **District Council 16 Northern California Health & Welfare Trust Fund**
  - **Northern California Glaziers Individual Account Retirement Trust Fund**
  - **Finishing Trades Institute of Northern California & Nevada Training Trust Fund**
  - **IUPAT Industry Pension Fund**
  - **IUPAT Finishing Trades Institute**

- **Labor Management Cooperation Initiative**

**Section B. Trust Agreements**

The Trust Agreements of each of the Trust Funds as in effect on the date of this Agreement are incorporated herein by reference and made a part of this Agreement. Amendments to those Trust Agreements which are duly adopted after the date of this Agreement shall automatically be incorporated herein and made a part of this Agreement. The Employer also agrees to be bound to such additional rules and regulations made by the Boards of Trustees to the Trust Funds to facilitate and enforce the collection and payment of contributions and related amounts as they may deem appropriate. Should any of the Trust Funds merge into or with another jointly-administered Trust Fund or Funds, then the Trust Agreement resulting as a consequence of that merger shall automatically be incorporated herein and made a part of this Agreement.

**Section C. Contribution Rates**

Effective on the date of this Agreement, within the limits of the total wage package contained in the attached Wage Schedule A, the Employer shall contribute to all Trust Funds and Other Funds on each employee covered under this Agreement on all hours worked and/or paid on covered work outlined in this Agreement. The Employer agrees to make all future contributions in accordance with the appropriate Wage Schedule A, which shall be subject to any rates established by Trustees or Union member allocations. The Employer shall not be liable for the contributions of any other individual Employer.

1. **Northern California Glaziers Architectural Metal and Glass Workers Pension Trust Fund:** The Employer and the Union hereby agree to the continuation of the existing Northern California Glaziers, Architectural Metal and Glass Workers Pension Trust Agreement (“Defined Benefit Pension Trust”). The hourly Journeyman contribution rates shall be as follows:

<b>Effective Date</b>	<b>Journeyman Contributions Providing Benefit Accrual Credit</b>	<b>Additional Contributions Not Providing Benefit Accrual Credit</b>
January 1, 2024	\$3.50	\$7.50
January 1, 2025	TBD	TBD
January 1, 2026	TBD	TBD
January 1, 2027	TBD	TBD

Those classifications contained in this Agreement that provide for Pension Fund contribution rates that are different from the contribution rates set forth above, then the Employer shall pay additional contributions that do not provide benefit accrual credit which are proportional to the above rates. The above contribution rates shall be in effect for the duration of this Agreement.

The Northern California Glaziers Architectural Metal and Glass Workers Pension Trust Fund was certified by its actuary to be neither critical nor endangered status



as of July 1, 2023, under Code Section 432(b) and ERISA Section 305(b).

If the Northern California Glaziers Architectural Metal and Glass Worker Pension Trust Fund is certified by its actuary to be in endangered status or critical status during the duration of this Agreement, the bargaining parties understand that the Board of Trustees will have the option to adopt Schedules which may contain benefit reductions and increases in contribution rates as required by Code Section 432(e) and ERISA Section 305(e). As updates to the Preferred Schedule are adopted by the Trustees, they are hereby deemed approved by the bargaining parties and automatically incorporated into this Agreement.

- 2. District Council 16 Northern California Health and Welfare Trust Fund:**  
The Employer and the Union hereby agree to the continuation of the existing District Council 16 Northern California Health and Welfare Trust Fund (“Health and Welfare Trust”).

**a) Affordable Care Act Compliance**

The bargaining parties authorize the Trustees of Health and Welfare Trust to take such actions as are necessary to address any details required to fully comply with the Affordable Care Act. However, no benefits or terms of this Article or the Agreement as a whole may be reduced without mutual agreement of the Northern California Glass Management Association and the Union.

**b) Injured Workers**

1. Any employee who suffers an industrial injury or industrial illness during the workday while employed shall be compensated for the full day even though they may have to leave work to visit the doctor. Furthermore, such employee shall be compensated by the Employer for the first time lost on not more than two (2) additional visits to the doctor, provided that the employee in question is still working for the Employer at the time of the two (2) additional visits to the doctor.
2. The Employer shall provide payments to the Health and Welfare Trust for an employee who sustains an injury arising out of and occurring in the course and scope of their employment, for all periods of time that the employee is, because of said disability, unable to return to their usual and customary duties, in order to provide three (3) months additional coverage over that regularly provided for in the Health and Welfare Trust, or when the employee is entitled to coverage on a permanent disability basis, whichever is sooner. The employee must have five hundred (500) or more hours of service in the trade as a Union member over the last twelve (12) months.

**c) National or State Health Plan**

In the event a National or State Health Insurance Program is adopted that provides similar or substantially equal benefits as provided in this Agreement, then the Union upon thirty (30) days written notice to the Employer shall have the right to allocate all or any portion of the amount contributed by the Employer, in excess of the National or State Health Plan cost, for additional benefits or the difference be reimbursed in wages to the employees covered by this Agreement.

**3. Northern California Glaziers Individual Account Retirement Trust Fund:**

The Employer and the Union hereby agree to the continuation of the existing Glaziers Individual Account Retirement Trust Fund (“Individual Account Retirement Trust”).

**4. Finishing Trades Institute of Northern California & Nevada Trust:**

The Employer and the Union hereby agree to the continuation of the existing Finishing Trades Institute of Northern California & Nevada Trust (“FTINCN”).

**5. IUPAT Industry Pension Fund:** The Employer and the Union hereby agree to the continuation of the existing IUPAT Industry Pension Fund (“National Pension Fund”).

Effective January 1, 2022, and each year thereafter, the IUPAT Pension contribution called for in this Agreement shall increase by a minimum of five percent (5%) of the total negotiated increase in wages and benefits for the year. The five percent (5%) increase to the pension shall be taken from the aforementioned increase. Such increase will be rounded up to the nearest penny. The Union shall notify the Employers of the new Pension rate as they occur.

On January 14, 2022, the Pension Fund elected to enter "Red Zone" status, requiring the adoption of a Rehabilitation Plan. The bargaining parties to this Agreement, hereby elect "Alternate 2" which is outlined in the IUPAT Pension Trust document and adopt the following required increases to the hourly Pension Fund contribution rate allocated from previously negotiated increases.

- a)** As of January 1, 2024, the bargaining unit reached the twenty percent (20%) increase in contributions from their January 1, 2022, contribution rate, reaching the rates required as per the IUPAT Pension Fund document.

**6. IUPAT Finishing Trades Institute:** The Employer and the Union hereby agree to the continuation of the IUPAT Finishing Trades Institute (IUPAT-FTI) and further provide a minimum contribution of ten cents (\$.10) per hour for each employee covered under this Agreement.

**7. Labor Management Cooperation Initiative:** The Employer and the Union

hereby agree to the continuation of the Labor Management Cooperation Initiative (“LMCI”) and further provide, effective January 1, 2025, the minimum contribution rate of ten cents (\$0.10) per hour for each employee covered under this Agreement.

#### **Section D. Trustees**

Each Employer does hereby designate the Board of Trustees of the Trust Funds referred to above, including any trust funds created as a result of a merger, as trustees for all proper and lawful purposes as provided in the various trust Agreements and as required by law. The Union shall appoint all Union Trustees in accordance with its bylaws. NCGMA shall appoint their Trustees in accordance with their bylaws.

The Parties hereby irrevocably designate as its representative on the Board of Trustees of the IUPAT Union & Industry National Pension Fund, IUPAT Finishing Trades Institute, and Labor Management Cooperative Institute, such Trustees as are now serving, or who will in the future serve, as Employer and Union Trustees, together with their successors. The Employer hereby agrees to be bound by and to the said Agreements and Declarations of Trust, as amended from time to time, as though they had actually signed the same.

#### **Section E. Payments to Trust Funds and Other Funds**

- 1. Other Funds:** The Individual Employer agrees to make the payroll deductions and remittance thereof, of the Work Preservation Fund, Industry Fund, DC 16 STAR Fund, Administrative Dues Check-Off, Wage Equality Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off, IUPAT Admin Dues Check-Off, Member Benefit Fund and of the IUPAT PAT-PC deductions pursuant to the attached Wage Schedule A’s of this Agreement. The consequences of any and all delinquent remittance of these deductions and/or contributions shall be the same as those provided by the Trust Agreements of the District Council 16 Northern California Health & Welfare Trust Fund.
- 2. Due Date:** All payroll deductions and contributions based on hours worked and/or paid on covered work outlined in this Agreement in a particular month shall be payable under this Agreement on or before the fifteenth (15th) day of the following month (the "due date") and will be deemed delinquent if not received by the end of the month, at which time liquidated damages shall be incurred and interest assessed as of the first day of the next month.
- 3. Liquidated Damages and Interest Assessments:** Because of the difficulty of determining the actual expense of collection or of damage resulting when a monthly payment is delinquent, liquidated damages, as well as interest, shall be assessed against both delinquent contributions and payroll deduction remittances, referred to in this Article, together with reasonable attorney’s fees and costs (including attorney’s fees and costs to compel compliance with an audit) and any other expenses incurred in connection with the delinquency. The amount of liquidated damages shall be the greater of twenty percent (20%) of the delinquent

contributions and payroll deductions or one hundred fifty dollars (\$150.00) per month, whichever is greater. However, if the delinquencies are paid prior to the filing of a lawsuit, liquidated damages shall be the greater of ten percent (10%) of the delinquent contributions and payroll deductions or one hundred fifty dollars (\$150.00), not to exceed seven hundred fifty dollars (\$750.00) per month. Interest shall be assessed on delinquent contributions and payroll deductions at five percent (5%) per annum, or at such rate as the Trustees of the Trust Funds may determine, whichever is greater. The amount of the assessments on delinquent payroll deduction remittances shall be the same as is established by the Trustees of the District Council 16 Northern California Health & Welfare Trust Fund.

4. **Economic Action:** If the required contribution and liquidated damages owed by the delinquent Employer to any or all of the Funds, or the payroll deductions and/or other contributions referred to in this Article, are not received by the last day of the month in which they are due and payable, then in addition to the foregoing it shall not be a violation of this Collective Bargaining Agreement for the Union to withdraw employees from the job or shop of such delinquent Employer. Any employee withdrawn from the job or shop of the delinquent Employer, pursuant to this Section shall be paid by such Employer the sum of one (1) days' wages and fringes for each day of work lost by the employee being so withdrawn up to a maximum of five (5) days to compensate the employee for the inconvenience and loss of time due to said delinquency. Such payment shall be in addition to all wages due the employees for time actually worked prior to their withdrawal from the job or shop of the delinquent Employer. In addition, the Union shall have such further remedies as set forth in this Agreement.
5. **Rights and Remedies:** The rights and remedies against a delinquent Individual Employer as set forth above are not exclusive but are cumulative and nothing in this Article shall in any way limit anyone's right to enforce the collection of contributions or payroll deductions by any legal means. The Board of Trustees of each Trust Fund may compel and enforce the payment of the contributions in any manner in which they may deem proper; and the Board of Trustees may make such additional rules and regulations to facilitate and enforce the collection and payment thereof as they may deem appropriate. The Board of Trustees may, in the event of repeated delinquencies by the same Employer, make special rules applicable to such Employer's contributions, including rules requiring bond or other security and rules with respect to the due and/or delinquent date of said Employer's contributions. Failure of an Employer to pay the contributions required hereunder within fifteen (15) days after the date due shall be a violation of the Collective Bargaining Agreement between the said Employer and the Union, as well as a violation of the Employer's obligations hereunder. Nonpayment by an Employer of any contributions when due shall not relieve any other Employer from his obligations to make payments.
6. **Place of Payments:** All contributions and payroll deductions referred to in this Article shall be paid at the place or places designated by the Trusts, NCGMA, and

the Union, and on such forms or through such electronic reporting and electronic payment as they may require.

7. **Minimum Contribution Rates:** The Employer and the Union party to this Agreement recognize and acknowledge the Trustees' rights to set minimum contribution rates for participation in their respective Funds. Should the total wage package not be sufficient to provide minimum rates required, the Parties recognize that the Trusts specified in the Agreement cannot continue to provide such benefits and other arrangements will have to be made to provide them.
8. **Payroll Inspection:** The Administrator of the Trust Funds referred to in Section A above, the Administrator's C.P.A. or auditor or a C.P.A. or auditor designated by the Union shall be allowed to inspect the payroll records of any Employer or the Union, with reasonable written notice to ascertain if the provisions of this Agreement and the Trust Agreements of the Trust Funds are being complied with.
9. **Time Records:** Employers shall keep weekly timecards or time records in accordance with state and federal regulations, on which shall clearly appear the employee's full name and the last four (4) digits of the employee's social security number or employee identification number, the job or job's names, the hours worked each day on each job and total hours worked each week, showing total straight time hours, total overtime hours and the type of work performed by each Employee. The employee shall sign the timecard or time record, except where such records are kept electronically.
10. **Electronic Record Keeping:** Where time records are maintained electronically, upon request of the Trust Funds or their agents, auditors, administrators or attorneys, the Employer shall provide a detailed description of the procedure for the maintenance of such electronic time records, including but not limited to the method and procedure by which the time, job and type of work is reported, recorded and secured from alterations as of the date of input or thereafter. This Section shall be applicable to any audit of an Employer's payroll records which is scheduled or in process at the effective date of this Agreement.
11. **Checks and Check Stubs:** Each paycheck and each stub or copy shall clearly indicate the date of payment, pay period covered, company name, and shall include:
  - a) Total straight time hours worked and the rate of pay;
  - b) Total overtime worked and rate;
  - c) Total gross wages paid, including for Travel Time;
  - d) Deductions itemized;

- e) Net pay for the period;
- f) The inclusive dates of the pay period for which the employee is paid;
- g) The name of the employee and either the last four (4) digits of their social security number or an employee identification number other than a social security number;
- h) The name and address of the legal entity that is the Employer; and
- i) All applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

- 12. Failure to Keep Records:** If an Employer fails to keep timecards or time records as required above, said Employer is required to pay fringe benefit contributions as if any sums paid to individuals by such Employer were wages for work covered by this Agreement. In addition, there shall be a rebuttable presumption, at the option of the Trusts, that any employee who worked in a given week for whom complete, signed, timecards or time records, were not made available for review by the Trusts representative, shall be deemed to have performed covered Journeyman work for a minimum of eight (8) hours per day, totaling forty (40) hours for that week.

**Section F. Audits of Records**

The Board of Trustees, or their authorized representatives, may require any Association, any Employer, the Union, any labor organization, or any beneficiary to submit to it any information relevant to the administration of the Trust. Upon notice in writing from the Trust Funds, an Employer must permit an accountant, or agent of an accountant, of the Board of Trustees to enter upon the premises of such Employer or the Union during business hours to examine and copy any records as may be necessary to determine whether full and prompt payments to the Trust of all sums required are being made. Records to be examined shall be as deemed necessary by the Board of Trustees in accordance with the Trust Fund’s payroll inspection procedures.

Employee records are to be maintained by the Employer for a period in accordance with State and Federal requirements.

In the event that such an examination of such Employer’s records reveals that such Employer is not making full and prompt payments of all sums required to be paid by them to the Trust Funds, then such Employer shall pay to the Trust Funds such costs, including accountant fees, as may have been reasonably incurred in making such determination (including attorney’s fees and costs to compel compliance with an audit). Upon the written request of the Board of Trustees, or their duly authorized representative, such Employer may be requested to bring or send their records for auditing to the Trust Fund Office or to the office of the designated accountant.

Whenever an employee appears on covered work as defined in this Agreement and they appear

as an employee or subcontractor for other covered work on the Employer's records, fringe benefits shall be paid. The hours due shall be computed at the rate of a Journey person's wages per hour when lump sums have been paid, or on the labor portion of an itemized invoice.

Any bonuses, safety incentive pay, expenses or sums of monies paid to an employee other than as provided by this Agreement shall be specifically identified in the Employer's records and on the employee's check.

## **Section G. Bonding**

1. Each Employer shall, within ten (10) days of the mailing of notice by the Administrator of the Trust Funds, provide a bond in a sum equal to the greater of five thousand dollars (\$5,000.00) or twice the monthly average of the wages and contributions made or due under the terms of this Agreement, or the Agreement immediately preceding this Agreement, by such Employer in the six (6) month period just prior to the mailing of said notice. Such amounts are to be determined by the said Administrator. Such bond or cash in lieu of bond is not in any way to be construed in lieu of payments required pursuant to this Agreement. All such bonds shall be deposited with the Trust Funds and all bonds shall be in a form acceptable by the Board of Trustees and shall be enforceable throughout the term of this Agreement.
  
2. Each Employer must comply with the bonding provisions of this Agreement. If the Employer has more than one (1) delinquency within a twelve (12) consecutive rolling month period as shall be determined by the Trustees, the Trustees may, within their sole discretion, require such Employers to file report forms and make contribution payments at more frequent intervals than is required of other Employers. When an Employer, after having deposited said bond, attains a record of twelve (12) consecutive months of prompt, timely and proper payment of wages and Trust Fund Contributions, they may have said bond returned upon proper application to the said Administrator and the approval of the Trustees. If the Bond must be used to make any payment of wages or contributions to said Trust Funds, the money shall first be applied to the payment of wages of employees working under this Agreement and the balance shall be prorated among the amounts due by the Employer to the various Trust Funds. In the event an Employer fails to deposit a satisfactory bond within the time provided and the notice herein provided for has been given, all employees shall be withdrawn from the job or shop of the Employer and all employees withdrawn pursuant to this Section shall be paid by such Employer the sum of one (1) days' wages and fringes for each day of work lost by the employee being so withdrawn up to a maximum of five (5) days to compensate for the inconvenience and loss of time due to the Employers failure to post bond. Such payment shall be in addition to all wages due the employees for time actually worked prior to being withdrawn from the job or shop of the Employer. In addition, the Union shall have such further remedies as set forth in this Agreement.

## **Section H. Transfer of Money from Benefit Funds to Wages**

1. During the term of this Agreement the Union and/or Trustees may request in writing an increase or decrease in the contributions required by the Employer to a particular benefit fund or funds. Such request shall be made in writing at least thirty (30) days prior to the proposed effective date of the change. The Employer will honor such request effective upon the date set forth in a Memorandum of Understanding (Wage Schedule A) between NCGMA and the Union.
2. Any increase or decrease in the required contributions by the Employer to the particular benefit fund or funds shall in no way result in a decrease in the Taxable Net Wage of the then current Wage Schedule A.

## **Section I. Erroneous Payments**

An Employer may be entitled to credit against future Employer contributions or refund of money paid to specified Trust Funds by reason of clerical or administrative error or mistake as to the amount owing to the Trust Funds, in accordance with Trust Fund's policy on Mistaken Contributions.

## **Section J. Fringe Benefit Coverage for Other Employees**

Each of the Trust Funds may adopt rules allowing employees not covered by this Agreement to participate in those Trust Funds to the extent permitted by law. The rules for the participation of those employees shall be set forth in a written participation Agreement between the Trust Fund and the Employer, which may incorporate the rules of this Article by reference.

# **ARTICLE 24 OTHER FUNDS**

## **Section A. Employer Pre-Tax Contributions to Other Funds**

In effect on the date of this Agreement, within the limits of the total wage package contained in the attached Wage Schedule A the Employer shall contribute to all Trust Funds and Other Funds on each employee covered under this Agreement on all hours worked and/or paid on covered work outlined in this Agreement. The Employer agrees to make all future contributions in accordance with the appropriate Wage Schedule A, which shall be subject to any rates established by Trustees or Union member allocations. Said contributions shall be in accordance with Article 23.

### **1. Northern California Glass Management Association Industry Fund**

At the commencement and continuing until the expiration date of this Agreement, every Employer signatory to this Agreement or any Addendum to this Agreement in accordance with the applicable Wage Schedule shall pay Industry Fund contributions in the amount of thirty-five cents (\$0.35) per hour. Said Industry Fund contributions are to be forwarded to the Northern California Glass Management Association designated account. The contribution rate to the NCGMA will be monitored and may be increased as deemed necessary by the Board of Directors of NCGMA, up to a maximum contribution rate of fifty cents



(\$0.50) per hour. No part of the contributions to the Industry Fund shall be used for activities which are inimical to the Union.

## **2. Work Preservation Fund**

- a) There has been created a separate and independent entity, the Work Preservation Fund, Inc., ("Work Preservation Fund") organized pursuant to the laws of the State of California, as a non-profit California Corporation. The purposes for which this corporation is formed are to expand the work and jobs available to signatory Employers and employees, and to advance and preserve the industry by promoting high standards and fair competition. These purposes are consistent with those established under the authority of the Labor-Management Cooperation Act of 1978, U.S.C. Section 175(a) and 29 U.S.C. Section 186(c)(9).
- b) The affairs of the Work Preservation Fund are governed by a Board of Directors comprised of equal members representing labor and management, plus one (1) neutral member, elected by a majority vote of the Board of Directors.
- c) Effective January 1, 2025, the contribution rate for the Work Preservation Fund shall be a minimum of ten cents (\$0.10) per hour, or in accordance with the attached Wage Schedule A.

## **3. STAR Program**

- a) There has been created a separate and independent entity, the STAR (Skills, Safety, Supervisor & Survival Training Awards Recognition) Program, Inc., ("STAR Program") organized pursuant to the laws of the State of California, as a mutual benefit non-profit corporation. The purpose of the STAR Program is to promote a high performance, high value culture within the workforce covered under this Agreement. The STAR Program promotes, funds, and incentivizes participation in training programs that are designed to upgrade industry and vocational skills, increase occupational efficiency, and improve safety. The STAR Program shall fund all trainings sponsored by the STAR Program and all rewards granted to employees who annually meet the required goals as established by the STAR Program. Other purposes of the STAR Program include acting as an area and industry-wide labor-management cooperation committee as provided for by Section 302(c)(9) of the Labor Management Relations Act of 1947, 29 U.S.C. Section 186(c)(9), for any and all of the purposes set forth in Section 5(b) of the Labor-Management Cooperation Act of 1978, including the establishment and operation of joint labor-management activities conducted by an area and industry-wide committee designed to improve labor-management relationships, job security, competitiveness, productivity, organizational effectiveness, and economic

development. The STAR Program may engage in any lawful activities incidental or related to the accomplishments of the above stated purposes.

- b) The affairs of the STAR Program are governed by a Board of Directors comprised of equal members representing labor and management.
- c) The Employer shall pay the STAR Program contributions in the amount of twenty-five cents (\$0.25) per hour. Effective on January 1, 2025, and January 1, 2026, five cents (\$0.05) of the negotiated increase shall be allocated to the STAR Program.

## **Section B. Union Member Wage Allocation Deductions**

### **1. Dues Deduction**

The Employer agrees to deduct each pay period from the paycheck of each employee covered by this Agreement, such amounts per hour, as determined by the Union on each hour worked and/or paid on covered work outlined this Agreement. Dues deductions are to include Administrative Dues Check-Off, Wage Equality Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off, IUPAT Admin Dues Check-Off, Member Benefit Fund, and IUPAT PAT-PC. Such deductions shall be based upon a written assignment if required by the Labor Management Relations Act. Said contributions shall be in accordance with this Article.

### **2. Voluntary Payroll Deduction of Political Contributions**

Each member hereby authorizes and directs the Employers to deduct from their pay the sum of five cents (\$0.05) for each hour, as a contribution to the Political Action Together - Political Committee (PAT-PC) of the International Union of Painters and Allied Trades. Each Employer agrees to make payments to the Political Action Together – Political Committee (PAT-PC) of the International Union of Painters and Allied Trades for each employee covered by this Agreement.

## **ARTICLE 25 JOINT APPRENTICESHIP TRAINING COMMITTEE**

In the territorial jurisdiction of the Union there is established one (1) Joint Apprenticeship Training Committee (JATC) of whom committee members for Management shall be appointed by NCGMA and committee members for Labor shall be appointed by the Union in accordance with the bylaws of the JATC. The Committee shall oversee the apprenticeship system under the control of the Trustees of the Finishing Trades Institute of Northern California & Nevada Training Trust Fund.

**ARTICLE 26  
PRE-APPRENTICE**

**Section A. Pre-Apprentice Wages**

1. Pre-Apprentices shall be paid an hourly Taxable Net Wage based upon thirty-four percent (34%) of the Journeyman Taxable Net Wage.
2. Full fringe benefit contributions shall be made on behalf of all Pre-Apprentices with the exception of Pension and Annuity. Pre-Apprentices shall have no contributions made on their behalf towards Pension and Annuity during their term of Pre-Apprenticeship.

**Section B. Pre-Apprentice Term**

1. The Pre-Apprenticeship term shall last for no longer than six (6) months.
2. The entire Pre-Apprenticeship period shall be considered probationary, and employment may be discontinued at any time at the sole discretion of the Employer.
3. In addition to the terms above, this does not grant automatic entry into the Apprenticeship program. Before six (6) months, Employer may recommend and provide a letter of intent so that the Pre-Apprentice can take the exam to become an Apprentice.

**Section C. Prevailing Wage Projects**

In no case shall Pre-Apprentices be allowed to work on prevailing wage projects.

**ARTICLE 27  
APPRENTICE GLAZIER**

The following are the wages, hours and working conditions with respect to Apprentice Glaziers, including, but not limited to all other Articles of this Agreement.

**Section A. Eligibility**

Any individual, age 17 and over who meets the requirements established by the JATC, is eligible to be registered as an Apprentice Glazier. The standard term of Apprenticeship shall be eight thousand (8,000) hours and shall be completed within five (5) years. The first one thousand seventy-two (1,072) hours of related supplemental instruction shall be the probationary period, subject to approval of the JATC.

**Section B. Employer Eligibility**

An Employer of five (5) or more Journeypersons must employ at least one (1) Apprentice unless their right to train Apprentices has been revoked by the JATC. This shall not limit the obligation of the Employer to train Apprentices in the proper ratio to the total number of Journeypersons in

the shop, as outlined in this Agreement or in the Apprenticeship and Training Standards nor shall it be construed to replace Journeypersons in a shop when substantial unemployment exists in the area of the Local Union or District Council.

### **Section C. Ratios**

When the Employer employs one (1) or more Journeymen, it may employ one (1) Apprentice Glazier; then one (1) additional Apprentice Glazier for the next two (2) additional Journeymen steadily employed thereafter. This ratio is determined on an Employer basis, not by job, except on Prevailing Wage work. This ratio may be altered at the discretion of the JATC at the request of the Employer.

### **Section D. Hiring Procedures**

1. The Employer must be approved by the JATC and have signed the "Agreement to Train" (Form DAS 7). The JATC shall not arbitrarily withhold approval.
2. The Employer must notify the JATC of the intention of hiring an Apprentice Glazier.
3. The Employer must agree not to use the prospective Apprentice Glazier until having been approved by the JATC.
4. After one (1) year of employment, the Apprentice will be indentured to said signatory Employer and the JATC for the duration of the Apprentice's Apprenticeship Program.
5. Apprentices must be current on reporting their work hours before they can be dispatched.

### **Section E. Discharges**

1. After the probationary period the Employer may not discharge an Apprentice Glazier without first notifying the JATC in writing and an Apprentice Glazier cannot be discharged without the approval of the JATC, or the Director of Training under the JATC's authority.
2. An Employer employing a registered Apprentice Glazier and discharging without just cause shall not be entitled to another Apprentice Glazier until such time as the discharged Apprentice Glazier would have completed the full time of Apprenticeship.

### **Section F. Rights of Committee**

Apprentice Glaziers shall not be permitted to work for any person or firm other than their first Individual Employer, except by permission of the JATC. The JATC may rotate Apprentice Glaziers into different shops if necessary to receive well-rounded training.

**Section G. Quit Without Permission**

1. Apprentice Glaziers who leave their Employer without permission of the JATC before their term of Apprenticeship is completed may be terminated from the apprenticeship program.
2. When an Apprentice is not worked by an Employer for three (3) consecutive working days (project or weather delays, Holidays, DDOs, and weekends excluded), the Apprentice has the right to put their name on the Out-of-Work List and seek their own employment with other signatory Employers. When employment is ended by the Employer, the Employer shall provide the JATC with a separation notice. The notice shall be on documents provided by the JATC. Once the original Employer requires the Apprentice to come back to work, the Apprentice shall return to their original Employer.

**Section H. Working Alone**

An Apprentice Glazier may be allowed to work on any job, except Prevailing Wage work, alone after the first year of Apprenticeship. The JATC may approve the Apprentice Glazier working alone on one (1) or more types of work, and not on other types of work, depending upon the skill and ability of the Apprentice. An Apprentice Glazier shall not be permitted to superintend work or act as Foreman or Leadman.

**Section I. Wages and Benefits**

1. Apprentices shall be paid a progressive increasing scale of wages based on a percentage of Journeypersons Taxable Net Wage as follows:

Starting Wage Rate.....	50%
After 6 months.....	55%
After 12 months.....	60%
After 18 months.....	65%
After 24 months.....	70%
After 30 months.....	75%
After 36 months.....	80%
After 42 months.....	85%
After 48 months.....	90%
After 54 months.....	95%
After 60 months.....	100%

2. Full fringe benefit contributions shall be made on behalf of all Apprentices with the exception of Northern California Architectural Metal & Glass Workers Pension, IAR Pension and IUPAT Pension; such contributions shall be based on their respective percentage of Journeyman contributions. Future fringe benefit contributions shall be increased based on their respective percentage of Journeyman future increased contributions with the exception of Health & Welfare which shall be paid at one hundred percent (100%).

### **Section J. Disputes**

All matters of controversy or disputes arising out of the operation or interpretation of the Apprenticeship standards established by a JATC or arising out of the operation or interpretation of the Apprenticeship rules set forth above, which cannot be settled by the duly authorized representatives of the Union and the Employer, shall be referred immediately to the JATC. The JATC shall review the facts and render a decision which shall be final and binding upon all Parties, including the Apprentice. In the event a decision cannot be reached by the JATC, or in the event of a failure by the Employer or the Union or the Apprentice to comply with the decision of the JATC, the problem shall then be referred to the Division of Apprenticeship Standards and/or shall be processed as provided in this Agreement.

### **Section K.**

No Apprentice shall be allowed to drop their Apprenticeship Card and take out or apply for a Journeyman Card from the Union.

## **ARTICLE 28 JOURNEYMAN GLAZIERS**

The following are the wages, hours and working conditions with respect to Journeyman Glaziers, including, but not limited to all other Articles of this Agreement.

### **Section A. Journeyman Glazier**

1. The term Journeyman Glaziers, Architectural Metal or Glass Worker means a person who has served a bona fide apprenticeship and has an apprenticeship certificate or who is qualified by experience and ability to perform work with tools and machines as is necessary in the performance of skilled Glaziers, Architectural Metal or Glass Workers' work. The Employer shall determine the qualifications of employees.
2. The hourly minimum rate of wages for all Journeyman Glaziers working in Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Sonoma and portions of Solano Counties shall be paid in accordance with Wage Schedule A and receive a two dollar fifty cent (\$2.50) per hour increase to the Taxable Net Wage upon ratification, a one dollar fifty cent (\$1.50) per hour increase to the Total Package on January 1, 2025, a four dollar (\$4.00) per hour increase to the Total Package on January 1, 2026, and a four dollar fifty cent (\$4.50) per hour increase to the Total Package on January 1, 2027.
3. The parties agree that the wage schedules shall be established and distributed no later than 90 days prior to implementation.

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 B. Foreman**

1. All shops employing twenty (20) or more employees covered by this Agreement will designate one (1) working Journeyman, in good standing with the Union, as their Foreman. The Foreman's responsibilities shall include coordinating and directing all field work as well as overseeing the duties of the Leadmen, assigning jobs to crews and individuals, maintaining discipline and enforcing regulations and policies as directed by the Employer especially in regards to the promotion of safety. The Foreman shall oversee the training and job assignments of Apprentices and insofar as possible, give the Apprentice the instruction recommended by the Joint Apprenticeship Training Committee. The Foreman shall, whenever possible, devise new methods of operation that will benefit both the Employer and employees. In accepting authority, the Foreman will also accept responsibility.
2. The Foreman will receive a minimum of fifteen percent (15%) above the Journeyman Glaziers Net Wage Rate.
  - a) Foreman shall be required to attend and satisfactorily complete at least sixteen (16) hours of STAR Program Training annually of which at least eight (8) hours shall be Supervisor Certification Training, until current with all SCT curriculum. Thereafter, sixteen (16) hours of STAR training shall be completed annually.

### **Section C. Leadman**

1. The duties and responsibilities of the Glazier Leadman shall include handling the company paperwork on the job, assigning and supervising work, maintaining performance requirements, conducting liaison with the general contractor's or owner's representative, maintaining communications with his company and maintain safe working conditions and practices throughout the course of the job. They shall also be permitted to perform during working hours certain Union duties such as: job notification and determining if all work covered by this Agreement is to be performed by members of the Unions party to this Agreement. Further, it shall be the duty of the Leadman to return the company's unused material and equipment to the company.
2. When three (3) or more employees covered under this Agreement are on a job of four (4) days' duration or more, one (1) Journeyman Glazier in good standing with the Union shall be the designated Leadman, for the duration of the job. After the first Leadman and the Job Foreman have been designated on a particular job an additional Journeyman Glazier in good standing with the Union shall be the designated Leadman when twenty (20) or more employees covered under this

Agreement are on a job of four (4) days' duration or more, and one (1) additional Journeyman Glazier in good standing with the Union shall be the designated Leadman for each additional fifteen (15) employees.

a) The definition of "Duration of the Job" is the primary contract and does not include change orders, call back or glass breakage and reglaze labor, providing that none of the exceptions require three (3) or more employees for four (4) days or more on each separate operation.

3. The Leadman will receive a minimum of ten percent (10%) above the Journeyman Glaziers Net Wage Rate.

a) Leadman shall be required to attend and satisfactorily complete at least sixteen (16) hours of STAR Program Training annually of which at least eight (8) hours shall be Supervisor Certification Training, until current with all SCT curriculum. Thereafter, sixteen (16) hours of STAR training shall be completed annually.

#### **Section D. Regular Employees**

Regular employees of each Employer shall be paid in accordance with the appropriate Wage Schedule, which shall be determined based upon the county in which the Employer's principal place of business is located (home county). Regular employees who are brought into counties which are within the jurisdiction of the Union party to this Agreement but are covered under a different Wage Schedule (outside county), shall be entitled to receive the wages and conditions effective in either the home or outside county, whichever is more favorable to such regular employees. Members referred directly from the Union to a specific project shall be referred at the county rate based upon the projects location.

"Regular Employee" is defined as any employee who has maintained employment with the same Employer beyond the initial project referral.

#### **Section E. Continuing Education**

1. Each Journeyman Glazier shall annually obtain a minimum of sixteen (16) hours Glazier - trade and/or safety education training. The curriculum for such continuing education shall be established and provided by the STAR Program.
2. Each Journeyman Glazier shall successfully complete and maintain safety training and possess a valid training card for the following:
  - a) First Aid/CPR
  - b) Booms & Lifts, including, Class 7 Telehandler
  - c) OSHA-10 or OSHA-30
  - d) Scaffolding/Swing Stage
  - e) Fall Protection (USACE EM385)

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3. By January 1, 2023, and thereafter, all Journeyman Glaziers shall have the above required training and will provide proof of training. The Union shall not dispatch without proof of training.

## **Section F. Working Hours**

1. The normal work week for each Journeyman Glazier shall be forty (40) hours per week, eight (8) hours per day, Monday through Friday. The Employer may establish a schedule of Tuesday through Saturday work week schedule for the Journeyman Glazier. Such schedule may not be changed any more often than once in a thirty (30) day period without notification to the Union.
2. The normal workday for each Journeyman Glazier shall consist of eight (8) consecutive hours performed between the hours of 6:00 a.m. and 5:00 p.m. All rest periods shall comply with California State Law provided that each employee shall have one-half (1/2) hour for lunch on their own time. There shall be no split shifts allowed. All other work shall be considered overtime and shall be paid for accordingly.
3. **SHIFT WORK** - Shift Work is work performed outside the regular workday, Monday through Friday. When the Employer wishes to schedule employees to work any portion of their workday outside their regular workday, the employees shall be paid ten percent (10%) above their Taxable Net Wage for eight (8) hours paid for seven and one half (7 ½) on all such hours worked outside their regular workday. Employers scheduling Shift Work must notify the Director of Service of the Union and NCGMA in writing by email in advance of starting Shift Work. Overtime rates shall be paid for all hours worked outside of the regular workday if the Employer fails to notify the Union as described above. Employees working under this agreement shall not be retaliated against for requesting and taking an eight (8) hour rest break between shifts.
4. When commencing work on any day, Monday through Friday, Journeyman Glaziers governed by this Article shall be employed for not less than eight (8) hours per day. However, any Journeyman Glaziers reporting for work after the regular starting time shall be paid only for the hours worked, but not less than four (4) hours. When a Journeyman Glazier leaves the job, or shows up late, at their own discretion, they shall be paid only for the hours worked. When weather, natural conditions, or emergency beyond the control of the Employer prevents a full day's work, the hours worked shall be paid for, but not less than four (4) hours. It shall be incumbent upon the employee to notify their Employer immediately upon being advised of the emergency. When a Journeyman Glazier reports to an Employer site or office to specifically undergo a drug test, fails to pass the test, and is not hired by the Employer, they shall not be paid for any hours.
5. Unless given notice individually within two (2) hours after their regular shift that

their services are not required the following regular workday, all employees reporting for work, shop or jobsite at their regular starting time shall be paid four (4) hours pay, except when weather, natural conditions, or emergency beyond the control of the Employer prohibits the Employer from proceeding with work that day. As a condition to being entitled to receive pay under this Section, the employee must have their current telephone number and address on file with the Employer. The prior notice to the employee provided for in this Section may be given in person, writing, by telephone or electronic communication.

6. A four (4) ten (10) hour day work week may be implemented by mutual agreement of the Union, Employer and employee. When a four (4) ten (10) hour day work week is established, it shall be for four (4) consecutive weekdays.
7. **MEALS AND REST BREAKS** - All meal and rest periods are to be in compliance with California Industrial Welfare Commission Order #16.
  - a) Individual Employer shall authorize and permit all employees to take one ten (10) minute rest break for every four (4) hours, or major fraction thereof, worked. The rest period shall be, insofar as practicable, in the middle of each four (4) hour work period but, may be scheduled to coincide with breaks in the flow of work as permitted by Wage Order 16. If the Individual Employer fails to provide an employee a rest period in accordance with this Section, the Individual Employer shall compensate the employee one (1) hour of wages at the employee's regular rate of compensation, excluding fringe benefits, for each workday that the rest period was not provided. Authorized rest period time shall be counted as hours worked for which there shall be no deductions from wages. Rest periods shall take place at areas designated by the Individual Employer, which may include or be limited to the employee's immediate work area.
  - b) Employees shall take a thirty (30) minute unpaid off-duty meal period starting before the end of the fifth (5<sup>th</sup>) hour of work. Employees shall be entitled to a second thirty (30) minute unpaid off-duty meal period before working more than ten (10) hours, although the second meal period may be waived if the total time worked does not exceed twelve (12) hours and the first meal period was taken. Employees shall be allowed a five (5) minute personal clean-up period prior to the meal period. Employees are free to leave the premises during the meal period.
8. **HEAT ILLNESS PREVENTATIVE COOL-DOWN RECOVERY PERIOD** - A heat illness preventative cool-down recovery period of no less than five (5) minutes shall be made available to prevent heat illness. Employees must notify their supervisors immediately if they believe they require access to shade, or alternative cooling measures and/or a preventative recovery period. If an Individual Employer fails to provide an employee a preventative recovery cool-down period in accordance

with this Section, the Individual Employer shall pay the employee one (1) additional hour of pay at the employee's regular rate of compensation, excluding fringe benefits, for each workday that a requested preventative recovery period is not provided.

9. All disputes concerning meals, rest periods and/or heat illness prevention recovery periods are subject to the Grievance Procedure set forth in this Agreement. Decisions resolving disputes arising out of the Grievance Procedures shall be final and binding upon both parties.

### **Section G. Overtime**

The overtime rate of pay shall be as follows:

1. For the first two (2) hours, after the first eight (8) regular hours, Monday through Friday, and the first eight (8) hours of a Designated Day Off, time and one-half.
2. Saturdays, Sundays, Holidays, shift work overtime and four (4) ten (10) hour day work week overtime (the hours following the ten (10) hour workday), and all other overtime work shall be paid for at the rate of double time. Employees working Saturdays, Sundays and Holidays shall be employed for not less than two (2) hours.
3. The Employer, prior to commencing any weekend, Designated Day Off, or Holiday work shall notify the Union in the area the work is being performed and NCGMA, in writing via email on forms provided by the Union.
4. Subject to the provisions of this Article, all call back time after the regular shift shall be paid for at the rate of double time. When an employee cannot be contacted at the jobsite for reasons beyond the control of the Employer and the employee is contacted at their home within a two (2) hour span after their regular shift, such a situation will not constitute a break in employment (Section H, "Emergency Board-Up" does not apply to this Section).
5. The Employer, when performing overtime work or work on Saturdays, Sundays and Holidays, pursuant to this Section shall utilize their own employees on such work, and shall not utilize the regular employees of another Individual Employer without the prior consent of such other Employer, except in the case of legitimate emergencies. In which case, such other Individual Employers shall be notified on the first working day thereafter.

### **Section H. Emergency Board-Up**

1. Emergency Board-Up work shall be defined as work performed after the normal workday when the employee is designated by the Employer to be available to receive calls from a telephone directory listed emergency telephone number, an emergency answering service or other answering device, supplied by the Employer.
2. For this work the employee shall be compensated at one and one half (1 ½) times

their hourly Taxable Net Wage, two (2) hours minimum, starting from the point where the calls are received and return to the point of origin.

### **Section I. High Pay**

An employee working when OSHA required fall restraints are required to be worn shall receive a premium of one dollar and twenty-five cents (\$1.25) per hour above their hourly Taxable Net Wage Rate for each hour worked.

### **Section J. Reduced Wage Rates**

Employees whose condition prevents them from earning the current rate of wages may be permitted to work for less than the wage rates set forth in Section A by mutual Agreement of the employee, the Employer and the Union.

### **Section K. Exceptional Conditions**

It is recognized that the foregoing Working Rules cannot reasonably be so worded as to cover any and all contingencies that may arise because of other than ordinary circumstances. It is, therefore, agreed that a contingency not specifically provided for in this Agreement shall be classified under the category of an "Exceptional Condition," and an Employer may make a request to the Union for a permit issued under the Exceptional Condition clause so long as the issuance shall not endanger the health and safety of the persons who perform the work.

1. The Employer shall submit a request for an Exceptional Condition permit in writing by email to the Director of Service of the Union. The Director of Service of the Union shall forward a written response by email to the requesting Employer within two (2) business days of the request.

### **Section L. Jurisdiction of Work**

The jurisdiction of work for the Glazier, Architectural Metal and Glass Workers shall include the installation, fabricating, distributing, handling, cutting, processing, preparing, setting or removing by any means, including loading, unloading, hoisting, lifting and rigging of any and all materials, tools, and equipment with mechanical handling equipment that may be used by members under this Agreement on the job, for any component included but not limited to:

#### **1. Glass**

All glass including but not limited to Art, Automobile, Beveled, Cathedral, Chalkboard, Colored, Dynamic Glass, Environmental, Figured, Glare Reducing, Glass Projection Screens, all work included under Division 10 of the project specification, Heat Absorbing, Insulating, Photo Voltaic, Laminated, Leaded, Mirrors (of all types), Obscure, Opaque, Plate, Prism, Protective, Rolled, Sheet, Structural, Tempered, Tinted, Translucent, Transparent, Wired, X-Ray Shielding Glass, including Plastics or other similar materials when used in place of glass, and when installed in Wood, Stone, Rubber (natural or synthetic), Metal of all types, sash, doors, skylights, louvers, sliding and fixed showcase doors, glass doors, partitions, curtain wall systems, window wall systems, cable net systems, canopy systems, structural glazing systems, unitized systems, interior glazing systems, photovoltaic panels and systems, suspended glazing systems, entranceway systems, including

doors and hardware, in the shop and on the jobsite, whether temporary or permanent, on or for any building in the course of repair, remodel, alterations or construction.

## **2. Sealants**

All facing materials, caulks, and sealing materials including but not limited to Putty, Acrylics, Butyl, Butyl Tapes, Rubber, Mastic, Epoxy, Hypalons, Neoprene, Nitriles, oil based caulks, oil based glazing compounds, Polybutene tapes, Polisobutylene tapes, Polyethylenes, Polytremedyne, Polyurethane; one and two parts, Polysulfides one and two parts, and all types of back up materials that may be required to make a complete seal. The types of sealants and back up materials, that are adjacent to materials as described in this Article, are included in the work of Journeyman Glaziers, Architectural Metal and Glass Workers.

## **3. Fabrication, Assembly and Installation of:**

- a) Metals and Panels, Lead, Zinc, Aluminum, Stainless Steel, Fiberglass, Plastic, P.V.C. over metal, and all other types of materials including Extruded, Rolled, Shaped Metal Tubes, Mullions, Metal Facing Materials, muttons, Fascia Trim Molding, Porcelain Panels, Non-Ferrous Panels, Architectural Porcelain, Plastic Panels, Asbestos Panels, and any other materials when used in place of same relative to Store Front, Curtain Wall, Slope Glazing and Window construction, in any type of building in the course of repair, remodel, alteration or construction at the jobsite or in the shop location.
- b) Doors, Door Closers, Hinges, Locks, Screens, Windows, including frames: including but not limited to Patio Sliding Doors, fixed units, vented and fixed windows, shower doors, bathtub enclosures, and storm sash, in all cases where the glass becomes an integral part of the finished product.
- c) Mirrors, Glass, Metal or Plastic.
- d) Insulating glass units, and solar heat collectors containing glass and Photo Voltaic panels or glass substitutes.
- e) Joining of Photo Voltaic and/or dynamic glazing modules with pre-manufactured cable connections.

## **4. Processing**

Processing of glass and any other materials when used in place of same, including but not limited to: Glass cleaning in the shop, mirror cleaning and stripping, beveling, silvering, scratch polishing, sandblasting, flat glass where cutting, miter cutting, engraving, hole drilling and machine operations including belt, automatic and all machines used in processing of glass.

## **5. Art Glass**

Selecting, cutting preparing, designing, art painting, engraving, drafting, etching,

embossing, chipping, glass bending, mosaic, glass shades, thick facet glass and fused glass.

### **Section M. Tools and Workmanship**

1. All work shall be done in conformity with the specifications on the job and concerning workmanship.
2. All equipment including, but not limited to, all mechanical and/or safety equipment, all specialty tools, all single use tools, all leveling tools (except torpedo level), all power tools (corded and cordless), all power tool accessories (drill bits, blades, batteries...), all consumable tool supplies (glass cutters, razor blades, utility knife blades, hacksaw blades, countersinks, screw tips...), trauma safety straps, and whenever a work process requires multiple tools of the same type, all such tools shall be furnished by the Employer. Employees shall exercise reasonable judgment in the care and protection of the Employer's tools and equipment.
3. Journeymen Glaziers shall furnish, for their own use, and maintain at their own expense the necessary set of basic hand tools in order for them to effectively install all work covered by this Agreement. The following list of company issued tools may voluntarily be transported from jobsite to jobsite in a worker's personal vehicle. At no time shall the employee be held liable for damage or loss. These tools include:
  - A cup
  - A drill/driver kit with two batteries, drill motors
  - A corded and cordless screw gun (batteries and chargers)
  - A harness with lanyard(s)
  - Caulking guns (cartridge/sausage only)

### **Section N. Welding/Mechanical Handling Equipment Operator**

Any certified worker covered by this Agreement, who does certified welding shall receive a minimum of one dollar and twenty-five cents (\$1.25) per hour above their basic wage rate, but not less than four (4) hour's pay per day. Any certified worker covered under this agreement performing mechanical handling equipment work on the equivalent to floor cranes, rotating cab telehandlers, etc., shall receive a minimum of two dollars (\$2.00) per hour over their basic wage rate, but not less than four (4) hour's pay per day.

### **Section O. Minimum Wage Rate of All Employees**

No employee, including Journeypersons, Apprentices, and Pre-Apprentices, working under the terms of this Agreement will receive a straight-time hourly wage of less than one hundred and thirty percent (130%) of the then current minimum wage rate in effect.

# Northern California Glaziers Master Agreement 7/1/24 – 6/30/27

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

District Council 16

Northern California Glass Management Assn.

Robert A. Williams III  
Print Name

CHRIS BASATELLO  
Print Name

[Signature]  
Sign Name

[Signature]  
Sign Name

9/24/2024  
Date

9/26/24  
Date

District Council 16

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Company Name

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Print Name

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Print Name

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