

**MEMORANDUM OF UNDERSTANDING
TO THE
GLAZIERS, ARCHITECTURAL METAL AND GLASS WORKERS
LOCAL UNION 636
EFFECTIVE AUGUST 1, 2026 THROUGH JULY 31, 2029**

1. Wage and Benefits Package

Effective August 1, 2026 – Total Hourly increase \$3.23 per hour

Wage:	\$2.58
Health and Welfare:	\$0.40
IUPAT Pension:	\$0.25

Effective August 1, 2027 – Total Hourly increase \$3.15 per hour

Wages:	\$2.50
Health and Welfare:	\$0.40
IUPAT Pension:	\$0.25

Effective August 1, 2028 – Total Hourly increase \$3.18 per hour

Wages:	\$2.50
Health and Welfare:	\$0.35
IUPAT Pension:	\$0.30
IPF:	\$0.03

2. All apprentice wages shall be increased in accordance with the wage chart percentages.

3. Update Article 1 Union Recognition, Jurisdiction and Coverage, Section 4 (a).

(a) General glazing shall include but not be limited to: the installation, setting, cutting, preparing, fabricating, distributing, handling or removal of all of the following:

Glass: art glass, prism glass, beveled glass, leaded glass, auto glass, window glass, mirrors of all types, wire glass, ribbed glass, ground glass, colored glass, figured glass, vitrolite glass, carrara glass, all types of opaque glass, glass chalk boards, structural glass, tempered glass, laminated glass, all types of insulating glass, solar, heat collectors containing glass or glass substitutes, spandrel glass, art painting, fused glass, thick facet glass in concrete, chipped glass, blast resistant glass, photovoltaic glass, protection glass, plate glass, embossing glass, abrasive blasting, glass mosaic, bent glass, solar panels, tinted and coated glass, [bullet proof application film and protective coatings](#), [blast resistant systems](#), [bullet proof/bullet resistant glazing](#), partition glass, modular glass;

Architectural Metals and Sealants: aluminum, steel, iron, brass, copper, stainless steel, plastics, composite materials, wood, sheet metal, extruded rolled or fabricated metals or any materials that replace the same, rubber, moldings, mastics, sash, stone, gaskets, plastic mirrors, fascia materials, porcelain panels, ornamental lead, putty, thiokol, neoprene, vinyl moldings, silicone, metal and vinyl tubes, mullions, metal

facing materials, corrugated or perforated sheets, aluminum panels, muntins, plastic panels, ETFE (Ethylene Tetrafluoroethylene) Systems Installation, unitized panels, all handrails;

Pre-glazed windows, retrofit windows and windows systems, metal windows, wood windows, vented, fixed windows, and operable windows, installation of metal window stools and sills, and mirrors of all types framed or unframed, curtain wall systems, window wall systems, [bird proof glazing systems](#), [bird safe glass](#), [bird friendly glass](#), suspended glass systems, storefront systems, louvers, sun shades, Building Integrated Photovoltaic (BIPV) and or integrated or incorporated dynamic glazing façade modules with premanufactured cable connections, photovoltaic systems, and all other collection systems, solar glass systems, skylights, canopies, verandas, balconies, screens, escalators, stairways, entranceways including automatic doors, patio doors, showcase doors, revolving doors, store front doors, shower doors, locks and hardware, column covers, panels and panel systems interior or exterior, breakmetal, cladding of all types, parapet covers, glass hand rails, handrail systems, all barrier railings including wire cables, decorative metals, the sealing of all architectural metal and glass systems for weatherproofing, structural and esthetic reasons, wall cases, show cases and sideboards, book cases, partition and fixtures, modular glazing systems, the installation of all extruded rolled or fabricated materials, plastic and vinyl and steel material, unitized panel systems, carbon fiber and fiber glass, shower doors, bathtub enclosures, wardrobe doors, storm sash, factory and field assembled materials, the unpacking and racking of glass, packing glass, [all loose glass handling and installation](#), luminous ceilings, gaskets, all work in connection with field fabrication and/or erection of structural, ornamental and reinforcing steel including cutting, bending, drilling, bolting, burning and welding, layout, measuring, designing, aligning and leveling of all materials through the use of optical instruments, lasers, or global positioning systems (GPS), engraving, drafting, etching, embossing, sandblasting, chipping, bending, cutting of all flat and bent glass, parabolic troughs, all translucent and plastic materials, the erection of solar energy systems and appurtenances and all similarly related materials and or systems.

All work in connection with the hoisting [and installation](#) of materials which are to be used by the Glaziers will be rigged, guided, handled and placed by Glaziers, erection, construction, fabrication and installation of all materials to receive glass or glass substitutes [and all testing on glazing systems](#).

Any and all transportation, handling, unloading and loading of tools, equipment and materials to be used by Glaziers on the jobsite, the operation of forklifts, boom lifts, scissor lifts, [spydercranes](#), [mechanical handling equipment for the installation of building fenestrations](#), crane signaling, the installation of swing stages, and powered work platforms necessary to perform glazing work shall be done by Glaziers.

4. Article 2 General Conditions, Add New Section 2.

Section 2. The Union understands that employees will frequently be required to use their personal devices (primarily cell phones) in the course of performing their job duties. This could be communication with the Employer's office, superintendent or job foreman or it could be for other reasons such as a time keeping app. The Union and the Employers agree that eight cents (\$0.08) per hour of each employee's wage is for the purpose of reimbursing employees for the use of their personal devices. This is intended to be and shall be considered reimbursement of employees pursuant to Labor Code section 2802.

5. Update Article 5 Grievance and Procedure, Section 2.

Section 2. The Union may file a grievance directly with the Employer and if the grievance is not resolved, then the Union or the Employer may refer the grievance to the Joint Conference Committee. To be timely

filed, a grievance must be filed in writing within fourteen (14) calendar days of the occurrence of the alleged violation of this Agreement, excluding [unpaid wages/benefits and/or](#) violations found through an audit.

6. Update Article 11 Vacation/Sick Leave/Holiday, Section 2.

Section 2. Holiday

All employees covered by this Agreement will receive [twelve \(12\)](#) ~~eleven (11)~~ holidays without additional compensation. Such holidays are:

New Year's Day	President's Day
Memorial Day	Martin Luther King Jr. Day
Fourth of July	Labor Day
Veteran's Day	Thanksgiving Day
Day after Thanksgiving	Day before Christmas
Christmas Day	New Year's Eve Day

A holiday that falls on a Sunday shall be deemed to fall on the following Monday. A holiday that falls on Saturday shall be deemed to fall as the holiday on the prior Friday.

On the holidays consisting of the day before Christmas and the day before New Year's Day, the holiday shall be deemed to fall on the day after Christmas or the Day after New Year's whenever such change will result in a four (4) day period, including weekends.

7. Update Article 20 Union Membership, Section 3.

Section 3. A program shall be offered by [FTI of DC 36](#) ~~District Council Apprenticeship Program~~ for the advanced or upgraded training for all apprentices and journeymen [members in good standing with Local Union 636](#) working under this Agreement. Apprentices and Journeymen shall be required to take the following courses:

OSHA 30
CPR/First Aid
Fixed and Suspended Scaffold with Fall Protection
~~Sexual Harassment~~ [Prevention Training](#)
[Boom Scissor Reach](#)
[Hoisting and Rigging](#)

8. Update Article 21 Piece Work, Rebates, and Sub-Contracting, Section 2.

Section 2. The Employers agree that they will not subcontract any work covered by this Agreement to be done at the site of construction, alteration, or other work except to a person, firm, or corporation properly licensed signatory to an existing current labor agreement with this Union. This Agreement will not limit the Employer's ability to originate contracts for goods or services. It is expressly understood and the Employers agree that beyond the general contractor and/or any of the entities whomever that are signatories to an existing, current labor agreement with this Union, there will be no subcontracting. The Employer will notify the Union in writing of any work subcontracted under this section.

Companies signatory to this Agreement who have exclusive territorial representation of specific construction

products may install those products under a subcontract agreement from a non-signatory company. The Employer will notify the Union in writing of any work subcontracted under this section.

The Employer agrees that he/she will not contract work covered under the scope of this Agreement to anyone not signatory to a CBA. If the Union cannot supply qualified licensed contractors for subcontracted work in less than five business days after being notified, with proof in written form from the Union, the Employer may subcontract from any source.

9. Add New Language to Article 21 Piece Work, Rebates, and Sub-Contracting, Section 5 Moonlighting.

Section 5. Moonlighting

No member shall perform work performed by signatory employers pursuant to the terms of this Agreement, either as a subcontractor, independent contractor, or as an employer, without becoming a party to the Collective Bargaining Agreement.

10. Update Article 22 Classification, Wages and Vacation Pay, Section 2.

Section 2. On a jobsite lasting five (5) or more consecutive days where five (5) or more Journeymen or Apprentices are employed, the Employer must designate one (1) Journeyman as Foreman for each level listed below.

A Foreman, in charge of five (5) to ten (10) employees: a minimum of **two dollars and fifty cents (\$2.50)** ~~two dollars (\$2.00)~~ per hour above Journeyman wage scale working under his supervision.

Effective June 1, 2023, a Foreman, in charge of five (5) to ten (10) employees, who has obtained a leadership certification through our Apprenticeship: a minimum of **four dollars (\$4.00)** ~~three dollars and fifty cents (\$3.50)~~ per hour above Journeyman wage scale working under his supervision.

A Foreman, in charge of eleven (11) or more employees: a minimum of fifteen percent (15%) above Journeyman wage scale working under his supervision.

A Foreman shall be allowed to work with the tools of the Trade. **Any employee acting as a Foreman shall be in good standing with Local Union 636.**

11. Update Article 24 Hours and Overtime, Section 5.

Section 5.

(a) The Union may grant variances, when necessary, to change the hours of the normal work day on job site work provided the request and the variance are in writing. Variance will be for a specific job only. **The Union shall not unreasonably withhold or delay approval of such variances and shall respond within seventy-two (72) hours of receiving the request, unless otherwise mutually agreed.**

12. Update Article 24 Hours and Overtime, Section 6 subsection (c).

Section 6.

(c) The eight (8) hour minimum day will not come into effect in the case where no work can be performed due to **circumstances beyond the contractor's control, including** a loss of power, or breakdown of personnel or material handling equipment. The following hours will be paid: a minimum of two (2) hours if no work can

be performed; any hours worked over two (2) and less than four (4) shall be paid at four hours minimum; any hours worked over four (4) and less than six (6) shall be paid at six (6) hours minimum; any hours worked over six (6) shall be paid for eight (8) hours.

13. Update Article 25 Travel-Time Pay, Section 3 subsection (b).

Section 3.

(a) The Employer shall have the right to direct where an employee shall start and conclude his workday. In the exercise of this right, the Employer may permit the employee to start and conclude the workday at the Employer's place of business. If the Employer provides transportation for employees reporting to the job site, including the driver, from his place of business to the job site, and at the option of the employee he elects to use such transportation instead of reporting to the job site, his work day shall start and conclude at the job site.

(b) ~~Only an~~ An employee, who is directed ~~in writing including confirmation~~ to report to the Employers place of business, shall be paid in accordance with Section 1 or Section 2 for all travel which ensues until the end of his workday.

14. Update Article 26 Travel Expense, Section 2.

Section 2. Any Employee traveling to perform a duty for his Employer at distances which are ~~unreasonable~~ or beyond the jurisdiction of this Local Union, shall be paid ~~for all~~ ~~reasonable expenses~~ ~~in addition to his wages.~~ ~~for all~~ mileage at the applicable IRS rate

15. Add New Language to Article 26 Travel Expense, Section 5.

Section 5. For every request for an Apprentice from the out of work list who is dispatched to a public works project that is forty (40) miles and beyond from their Local Union Hall, the Apprentice shall receive one hundred dollars (\$100.00) per day for Travel Expenses. On jobs that are ninety-nine (99) miles and beyond, acceptable lodging must be provided. The employer shall pay a per diem at the current County rates under the IRS guidelines in which the project is located for meals and incidental expenses. The mileage calculation shall be determined by the shortest route using Google Maps.

16. Update Article 27 Out of Town Expense, Section 1.

Section 1. On all out of town work, when the employee is required to stay overnight, transportation or travel and ~~lodging living expenses~~ shall be paid for by the Employer, with a minimum of ~~ninety-five dollars (\$95.00)~~ ~~eighty-five dollars (\$85.00)~~ ninety-five dollars (\$95.00) to each employee for each day, to cover meals and incidentals.

In the event a round trip is made in one (1) day, the employee shall be paid continuous time.

17. Update Article 28 Work Conditions, Hazard Pay and Tools, Section 4.

Section 4. Hazard Pay. An employee doing work on a boomlift shall receive two dollars (\$2.00) premium per hour over the current rate of pay for the entire shift for hazardous pay ~~beginning from the floor the boomlift is on and above thirty (30) feet~~ ~~third (3rd) floor and up.~~ beginning from the floor the boomlift is on and above thirty (30) feet

An employee doing work on ~~the outside of the building~~ from a swing stage or any suspended contrivance, shall receive two dollars and fifty cents (\$2.50) premium per hour over the current rate of pay for the entire shift for hazard pay from the ground up.

**PAINTER AND ALLIED TRADES
DISTRICT COUNCIL 36**

**SOUTHERN CALIFORNIA GLASS
MANAGEMENT ASSOCIATION**

X

SIGNATURE

PRINT NAME & TITLE

DATE

X

PRINT NAME & TITLE

DATE