

**AMENDMENT NUMBER FOUR TO NORTHERN CALIFORNIA GLAZIERS,  
ARCHITECTURAL METAL AND GLASSWORKERS PENSION PLAN  
RULES AND REGULATIONS  
(July 1, 2015, Restatement)**

In accordance with Article I 1. of the Plan, the undersigned Trustees hereby amend the above-named Plan as set forth on the following pages:

<u>Provision Added or Amended</u>	<u>Effective Date</u>
1. Art. G-8(g)	March 1, 2026

By motion of the Trustees approved on February 11, 2026 the Secretary/Co-Chair and Chair are authorized to execute this Amendment Number Three to Northern California Glaziers, Architectural Metal and Glassworkers Pension Plan Rules and Regulations.

Secretary/Co-Chair

Chair

\_\_\_\_\_  
Chris Bagatelos

DocuSigned by:  
*Robert Williams*  
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Robert Williams

Dated: \_\_\_\_\_

Dated: 3/5/2026

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Secretary/Co-Chair

Chair



Chris Bagatelos

Robert Williams

Dated: \_\_\_\_\_

3/15/26

Dated: \_\_\_\_\_

**AMENDMENT NUMBER FOUR TO  
NORTHERN CALIFORNIA GLAZIERS, ARCHITECTURAL METAL AND  
GLASSWORKERS PENSION PLAN (July 1, 2015 Restatement)**

- 1. Effective March 1, 2026, Art. G, Section 8 new subsection (g) to the Plan is added in its entirety as follows:**

“If a retiree receiving a Service Pension becomes employed - performing work solely as an project manager, project engineer, project estimator, purchasing agent, and drafter - by a Employer which is contributing to the Trust on behalf of employees who work in Covered Service, their pension payments shall not be suspended for any calendar month in which he is so employed.”

### **Project Manager**

- Ability to read and understand all the project estimates, bid proposals, qualifications, inclusions, exclusions, and alternates.
- Ability to read and understand all the project specifications, project manuals, specifications, and drawings.
- Assist in the creation of the project schedule. This happens within 3 weeks of the project kick-off meeting. Updating the project schedule is done at least on a weekly basis and possibly more frequent depending on the specific needs of the project.
- Assist with all schedules, projections, and COQ logs.
- Assist in the creation and updating of the project projections in the portal.
- Ability to read and interpret shop drawings.
- Attend the project kick-off meeting, which takes place within one week of the official booking notice from sales.
- Attend the 80% shop drawing review. This takes place when approximately 20% of the shop drawings remain to be drawn.
- Attend the Tuesday project meeting
- Attend the post project review meeting and help document all findings on the Wiki site for others to learn from.
- Attend the labor monitor meeting to aid in creating realistic goals for our shop and field.
- Attend the pre-takeoff meeting. This happens after the 80% shop drawing review and typically after revisions from that meeting.
- Continue to track the progress of the remaining 20% of shop drawings.
- Ability read and interpret structural calculations.
- Ability to understand and produce submittal information based on the specified and estimated requirements.
- Using the company portal aid in the initiation of all transmittals, submittals, RFI's and change order quotes.
- Assist in the submission of "info approval log" .
- Check all material takeoffs. This happens after the pre-takeoff meeting. Each takeoff is to be checked prior to placing the order.
- Assist in creating and monitoring all "To-Go" list procedures and schedules

### **Project Engineer**

- Familiarity with Autodesk Revit and AutoCAD is helpful, but training will be provided.
- Bachelor's degree in Civil Engineering, Structural Engineering, Architecture, or related field is helpful.
- Strong multi-tasking and organizational skills.
- Excellent verbal and written communication skills.
- Excellent computer skills in Word and Excel

### **Project Estimator**

- Review construction documents, architectural drawings and understand the scope of work to bid.
- Prepare and estimate cost analysis in computer in regard to exterior wall systems, including curtain wall, unit wall, storefronts, structural glass wall and metal panel.
- Obtain pricing for materials, overhead, equipment, and any subcontractor pricing required.
- Able to perform takeoff utilizing AutoCAD Estimating program.
- Able to write own proposals in a professional business format.
- Utilize, create, and format Excel spreadsheets daily.
- Where predetermined standard(s) are not available, makes an educated estimate.
- Develops and maintains resource information on products, vendors, subcontractors, and any government requirements, if necessary.

- Attends departmental meeting as required.
- Attends presentation meetings to clients as required.
- Attends training meetings in regard to vendor products and updated software the company is using.

#### **Drafter**

- Most important: You are responsible, eager to learn, and not afraid to ask questions. You have a sense of urgency and driven to succeed. You are self-motivated, organized, can work with minimal direction, manage your time well, and are willing to do what it takes to get the job done.
- Familiarity with Autodesk Revit (2019 ver. or higher) and/or AutoCAD is helpful, but training will be provided.
- Bachelor's degree in related field is helpful but not required.
- Strong multi-tasking and organizational skills.
- Excellent verbal and written communication skills.

# **Job Title: Project Engineer**

## **Position Summary**

The Project Engineer supports the successful delivery of commercial glass and glazing construction projects by assisting with project planning, coordination, documentation, and cost control. This role works closely with Project Managers, field supervisors, vendors, and general contractors in a non-union environment to ensure projects are completed safely, on schedule, and in accordance with contract requirements.

## **Essential Duties and Responsibilities**

- Support Project Managers with daily project execution for commercial glazing projects, including storefront systems, curtain wall, window wall, and specialty glass installations.
- Review construction documents, specifications, and architectural drawings to understand scope, sequencing, and project requirements.
- Prepare and track submittals, shop drawings, RFIs, change requests, and closeout documentation.
- Coordinate material procurement with vendors and suppliers, including glass, aluminum systems, hardware, and accessories.
- Assist in developing and maintaining project schedules, material lead times, and delivery coordination.
- Support cost tracking efforts by monitoring budgets, labor allocations, material costs, and change orders.
- Coordinate with field supervisors and installation crews to support efficient jobsite operations.
- Participate in jobsite meetings, coordination meetings, and internal project reviews.
- Maintain organized and accurate project records in accordance with company procedures.
- Assist with quality control by verifying materials and installation methods align with approved submittals and project requirements.
- Comply with and help enforce company safety policies and jobsite safety requirements.

# **Job Title: Drafter**

## **Position Summary**

The Drafter is responsible for producing accurate and complete shop drawings for commercial glazing and architectural glass projects. This role works closely with Project Managers, Project Engineers, and field supervisors to translate contract documents, architectural details, and approved submittals into fabrication and installation-ready drawings while complying with project specifications and industry standards.

## **Essential Duties and Responsibilities**

- Prepare detailed shop drawings for commercial glazing systems, including storefront, curtain wall, window wall, entrance systems, railings, and specialty glass assemblies.
- Interpret architectural drawings, structural drawings, specifications, and addenda to develop accurate glazing layouts and details.
- Coordinate drawing development with Project Managers and Project Engineers to ensure alignment with project scope and schedule.
- Incorporate vendor-specific system information and product data into shop drawings.
- Revise and update drawings based on internal reviews, architect/engineer comments, and approved RFIs.
- Maintain organized drawing sets and revision logs throughout the life of the project.
- Assist with field coordination by providing clarification drawings and responsive updates as required.
- Participate in coordination meetings and internal design reviews as needed.
- Support quality control by ensuring drawings align with approved submittals, applicable codes, and industry standards.
- Maintain drafting standards and drawing consistency per company guidelines.