

Sheet Metal Agreement
of
SMACNA of North Central Ohio, Inc.
and
International Association of Sheet Metal, Air, Rail, and Transportation
Workers

Local No. 33 - Vermilion District
2023 - 2028

STANDARD FORM OF
UNION AGREEMENT

Sheet Metal, Roofing,
Ventilating and Air Conditioning
Contracting Divisions
of the Construction Industry

Agreement entered into this 1st day of June, 2023, by and between SMACNA of North Central Ohio, Inc., hereinafter referred to as the Employer and Local Union No. 33 - Vermilion District of the International Association of Sheet Metal, Air, Rail, and Transportation Workers "SMART", or its successor, hereinafter referred to as the Union of Lorain, Erie, Huron and Sandusky counties.

ARTICLE I

Section 1. This Agreement covers the rates of pay, and conditions of employment of all employees of the Employer engaged in but not limited to the (a) manufacture, fabrication, assembling, handling, erection, installation, dismantling, conditioning, adjustment, alteration, repairing and servicing of all ferrous or non-ferrous metal work and all other materials used in lieu thereof and of all HVAC systems, air-veyor

systems, exhaust systems, and air-handling systems regardless of material used including the setting of all equipment and all reinforcements in connection therewith; (b) all lagging over insulation and all duct lining; (c) testing, balancing and servicing of all HVAC air-handling equipment and duct work; (d) the preparation of all shop and field sketches whether manually drawn or computer assisted used in fabrication and erection, including those taken from original architectural and engineering drawings or sketches; (e) metal roofing; and (f) all other work included in the jurisdictional claims of the International Association of Sheet Metal, Air, Rail and Transportation Workers.

ARTICLE II

Section 1. No Employer shall subcontract or assign any of the work described herein which is to be performed at a jobsite to any contractor, subcontractor, or other person or party who fails to agree in writing to comply with the conditions of employment contained herein including, without limitations, those relating to union security, rates of pay and working conditions, hiring and other matters covered hereby for the duration of the project.

Section 2. Subject to other applicable provisions of this Agreement, the Employer agrees that when subcontracting for prefabrication of materials covered herein, such prefabrication shall be subcontracted to fabricators who pay their employees engaged in such fabrication not less than the prevailing wage for comparable sheet metal fabrication, as established under provisions of this Agreement.

ARTICLE III

Section 1. The Employer agrees that none but journeymen and apprentice sheet metal workers shall be employed on any work described in Article I and further, for the purpose of proving jurisdiction, agrees to provide the Union with a written evidence of assignment on the Employer's letterhead for certain specific items of work to be performed at a jobsite prior to commencement of work at the site. List of such specific items, which may be revised from time to time, as agreed to by and between SMACNA and SMART shall be provided to the Employer.

ARTICLE IV

Section 1. The Union agrees to furnish upon request by the Employer duly qualified journeymen and apprentice sheet metal workers in sufficient numbers as may be necessary to properly execute work contracted for by the Employer in the manner and under the conditions specified in this Agreement.

Section 2. The Union shall not transfer a Union Employee from one contactor to another without the consent of the Contractor and the Union Employee involved. The foregoing shall not apply to apprentices.

ARTICLE V

Section 1. The Employer agrees to require membership in the Union, as a condition of continued employment of all employees performing any of the work specified in Article I of this Agreement, within eight (8) days following the beginning of such employment or the effective date of this Agreement, whichever is the later, provided the Employer has reasonable grounds for believing that membership is available to such employees on the same terms and conditions generally applicable to other members and that membership is not denied or terminated for reasons other than the

failure of the employee to tender the periodic dues and initiation fee uniformly required as a condition of acquiring or retaining membership.

Section 2. If during the term of this Agreement the Labor-Management Relations Act of 1947 shall be amended by Congress in such manner as to reduce the time within which an employee may be required to acquire union membership, such reduced time limit shall become immediately effective instead of, and without regard to, the time limit specified in Section 1 of this Article.

Section 3. The provisions of this Article shall be deemed to be of no force and effect in any state to the extent to which the making or enforcement of such provision is contrary to law. In any state where the making and enforcement of such provision is lawful only after compliance with certain conditions precedent, this Article shall be deemed to take effect as to involved employees immediately upon compliance with such conditions.

Section 4. The Employer agrees to deduct Union dues, assessment or service fees (excluding fines and initiation fees) from each week's pay of those employees who have authorized such deductions in writing, irrespective of whether they are Union members. Not later than the fifteenth (15) day of each month, the Employer shall remit to the designated financial officers of the Union the amount of deductions made for the prior month, together with a list of employees and their social security numbers for whom such deductions have been made.

ARTICLE VI

Section 1. The regular working day shall consist of eight (8) hours labor (See Addendum B) and the regular working week shall consist of five (5) consecutive eight (8) hour day's labor in the shop or on the job, beginning with Monday and ending with Friday of each week. All full-time and part-time labor performed during such hours shall be recognized as

regular working hours and paid for at the regular hourly rate. Except as otherwise provided pursuant to Section 4 of this Article, all work performed outside the regular working hours and performed during the regular work week and Saturdays shall be at one and one-half (1½) times the regular rate.

Employees shall be at the shop or project site at scheduled starting time each day and shall remain until quitting time.

Where conditions warrant, the regular work day may consist of ten (10) hours labor on the job, or in the shop, and the regular work week shall consist of four (4) ten (10) hour days between Monday and Friday. The Employer will notify the employees and the Union office of the change in the schedule no later than the Friday of the prior week. If an employee is shifted from a 4 day/ 10 hour schedule to a 5 day/ 8 hour schedule mid-week, then the 5 day/ 8 hour overtime provision shall apply for the entire week. (See Addendum B).

Section 2. New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays. All work performed on holidays and Sundays shall be paid as follows: Two (2) times the base rate.

(a) Any holiday that falls on a Saturday will be observed on the previous Friday and any holiday that falls on a Sunday will be observed on the following Monday. This provision will not apply to Independence Day.

Section 3. It is agreed that all work performed outside of regular working hours during the regular work week and on holidays shall be performed only upon notification by the Employer to the Union in advance of scheduling such work. Preference on overtime and holiday work shall be given to employees on the job on a rotation basis so as to equalize such work as nearly as possible.

Section 4. Shift work and the pay and conditions therefore shall be only as provided in Addendum H, Section 12: Shift Work. Energy conservation – Retrofit work performed outside the regular work day in occupied buildings shall be performed under shift work conditions to be established by the local parties or by the National Joint Adjustment Board on the request of either party, if not locally provided.

ARTICLE VII

Section 1. When employed in a shop or on a job within the limits of (See Addendum E), employees shall be governed by the regular working hours specified herein and shall provide for themselves necessary transportation within the said limits from home to shop or job at starting time and from shop or job to home at quitting time, and the Employer shall provide, or pay, for all necessary additional transportation during working hours.

Section 2. When employed outside of the limits specified in Section 1 of this Article, and within the jurisdiction of the Union, employees shall provide transportation for themselves which will assure their arrival at the limits specified in Section 1 of this Article at regular starting time, and the Employer shall provide or pay for all additional transportation for such jobs, including transportation from such job back to the limits specified in Section 1 of this Article which will assure arrival at such limits at quitting time. As an alternative to the foregoing method, travel expense may be paid by a zone or other method of payment. If this alternative method is used, it will be as provided in Addendum E. If an Employer sends an employee to perform work outside of the territorial jurisdiction of the United States of America or Canada, travel pay and/or subsistence arrangements shall be negotiated locally.

ARTICLE VIII

Section 1: The minimum rate of wages for journeymen sheet metal workers covered by this Agreement when employed in a shop or on a job within the jurisdiction of the Union to perform any work specified in Article I of this Agreement shall be (See Addendum C), except hereinafter specified in Section 2 of this Article.

Section 2: On all work specified in Article I of this Agreement, fabricated and/or assembled by journeymen sheet metal workers and/or apprentices within the jurisdiction of this Union, or elsewhere, for erection and/or installation within the jurisdiction of any other collective bargaining areas or local union affiliated with SMART, whose established wage scale is higher than the wage scale specified in this Agreement, the higher wage scale on the jobsite Union shall be paid to the employees employed on such work in the home shop or sent to the jobsite.

Section 3: The provisions of Section 2 of this Article, Section 2 of Article II and Section 1 of Article III shall not be applicable to the manufacture for sale to the trade or purchase of the following items:

1. Ventilators
2. Louvers
3. Automatic and fire dampers
4. Radiator and air conditioning unit enclosures
5. Fabricated pipe and fittings for residential installations and light commercial work as defined in the locality.
6. Mixing (attenuation) boxes
7. Plastic skylights
8. Air diffusers, grilles, registers
9. Sound attenuators
10. Chutes

11. Double-wall panel plenums

12. Angle rings

Section 4: The provisions of Section 2 of this Article shall not be applicable to AIR POLLUTION CONTROL SYSTEMS fabricated for the purpose of removing air pollutants, excluding air conditioning, heating and ventilating systems. In addition, the provisions of Section 2 of this Article will not be applicable to the manufacture of spiral pipe and fittings, except when such a provision is contained in the local union agreement or addendum to the SFUA.

Section 5: Except as provided in Sections 2 and 6 of this Article, the Employer agrees that journeymen sheet metal workers hired outside the territorial jurisdiction of this Agreement shall receive the wage scale and working conditions of the local Agreement covering the territory in which such work is performed or supervised.

Section 6: When the Employer has any work specified in Article I of this Agreement to be performed outside of the area covered by this Agreement and within the area covered by another Agreement with another local union affiliated with the International Association of Sheet Metal, Air, Rail and Transportation Workers, and qualified sheet metal workers are available in such area, the Employer may send no more than two (2) sheet metal workers per job into such area to perform any work which the Employer deems necessary, both of whom shall be from the Employer's home jurisdiction. All additional sheet metal workers shall come from the area in which the work is to be performed. Journeymen sheet metal workers covered by this Agreement who are sent outside of the area covered by this Agreement shall be paid at least the established minimum wage scale specified in Section 1 of this Article, but in no case less than the established wage scale of the local Agreement covering the territory in which such work is performed or supervised, plus all necessary transportation, travel time, board and expenses while employed in that

area, and the Employer shall be otherwise governed by the established working conditions of the local Agreement. If employees are sent into an area where there is no local Agreement of SMART covering the area then the minimum conditions of the home local union shall apply.

Section 7: In applying the provisions of Sections 2, 5 and 6 of this Article VIII, the term “wage scale” shall include the value of all applicable hourly contractual benefits in addition to the hourly wage rate provided in said Sections.

Section 8: Fringe benefit contributions shall not be duplicated.

When sheet metal workers are employed temporarily outside the jurisdiction of their home local union, the parties signatory to this Agreement agree to arrange through the Health and Welfare Trust Fund to transmit health and welfare contributions made on behalf of the employee to the Health and Welfare Trust Fund in the employee’s home local union.

The parties to this Agreement agree to establish a system for continuing health and welfare coverage for employees working temporarily outside the jurisdiction of the local collective bargaining agreement when health and welfare contributions are transmitted on their behalf by trust funds from other areas.

When sheet metal workers are temporarily employed outside the jurisdiction of their home local union, the parties signatory to this agreement shall arrange to transmit any 401(k) contributions required to be made to a 401(k) plan where the work is performed to a 401(k) plan established for the employee’s home local union, and/or to the National Supplemental Savings Fund.

Section 9: (a) Wages at the established rates specified herein shall be paid weekly in the shop or on the job at or before quitting time on Friday of each week, and no more than two (2) days' pay will be withheld. Alternative payroll procedures, i.e., electronic and/or automatic deposit may be implemented locally. However, employees when discharged shall be paid in full.

(b) Any wages owed will be mailed and postmarked within twenty-four (24) hours on the next regular work day. Any sheet metal employee laid off or terminated who is not paid-in-full within twenty-four (24) hours (determination will be the official US Postal Service postmark) will receive fifty (\$50.00) dollars pay, plus an additional fifty (\$50.00) dollars pay for each day their check or direct deposit is not received or postmarked. There will be a seventy-five (\$75.00) penalty fee for any check that is given to a member from an Employer with insufficient funds. The Employer must also pay any additional bank charges incurred by the employee as a result of those insufficient funds.

Section 10: Journeymen sheet metal workers who report for work by direction of the Employer, and are not placed at work, shall be entitled to one (1) hour's pay at the established rate. This provision, however, shall not apply under conditions over which the Employer has no control.

Section 11: Each Employer covered by this Agreement shall employ at least one (1) journeyman sheet metal worker who is not a member of the firm on all work specified in Article I of this Agreement.

Section 12:(a) Contributions provided for in Section 12(b) of this Article will be used to promote local and/or national programs of industry education, training, negotiation and administration of collective bargaining agreements, research and promotion, such programs serving to expand the market for the services of the Sheet Metal Industry, improve the technical and business skills of Employers, stabilize and improve

Employer-Union relations, and promote, support, and improve the employment opportunities for employees. No part of any such payments, however, shall be used for any other purpose except as expressly specified above.

(b) The Employer shall pay to the Sheet Metal Industry Fund/SMACNA of North Central Ohio, Inc., (hereinafter referred to as the "Local Industry Fund" forty-eight cents (\$0.48) per hour, for each hour worked on or after the effective date of this Agreement on all employees of the Employer covered by this Agreement. Payment shall be made monthly on or before the 15th day of the succeeding month.

(c) The local industry fund shall furnish to the Business Manager of the Union, not less often than semi-annually, written reports describing in reasonable detail the nature of activities in which it is engaged or which it supports directly or indirectly with any of its funds. One time per year, the local industry fund shall include in such written report, a statement attested by a certified public accountant and containing its balance sheet and detailed statement of receipts and disbursements. Further specific detailed information in regard to Local Industry Fund activities or its receipts and/or disbursements shall be furnished to the Business Manager of the Union upon their written request.

(d) Grievance concerning the use of local industry fund monies to which an Employer shall contribute for purpose prohibited under Section 12(a) or for violations of other subsections of this Section shall be handled under the provisions of Article X of this Agreement. The National Joint Adjustment Board shall be authorized to impose any remedial order for violation of this Section, including termination of the Employer's obligation to contribute to the local industry fund.

Section 13: The Union and Employer recognize that the contributions provided in Section-12(b) of this Article support activities that benefit the

entire sheet metal industry. It is essential that the Employer support these activities, even though it may be performing sheet metal work under the provisions of a separate project agreement or maintenance agreement.

Therefore, hours worked for purposes of determining the contributions required under Section 12(b) of this Article shall include all hours worked by each employee of the Employer under any project agreement or maintenance agreement, unless specifically excluded by the terms of a written addendum that is negotiated by the Contractors' Association and the Local Union that are parties to this Agreement.

Section 14: Effective as of the date of this Agreement, the Employer will contribute to the International Training Institute for the Sheet Metal and Air Conditioning Industry (ITI) twelve cents (\$0.12) per hour for each hour worked by each employee of the Employer covered by this Agreement. Payment shall be made on or before the 15th day of the succeeding month and shall be remitted as designated by the Trustees of the ITI, or for purposes of collection and transmittal through SMART Local No. 33.

Effective as of the date of this Agreement, the Employer will contribute to the National Energy Management Institute Committee (NEMIC), a jointly administered Trust Fund, three cents (\$0.03) per hour for each hour worked by each employee of the Employer covered by this Agreement. Payment shall be made on or before the 15th day of the succeeding month and shall be remitted as designated by the Trustees of the NEMIC, or, for purposes of collection and transmittal through

(Name of local transmittal office)

Effective as of the date of this Agreement, the Employer will contribute to the Sheet Metal Occupational Health Institute Trust (Institute) two cents (\$0.02) per hour for each hour worked by each employee of the Employer covered by this Agreement until the Institute

Trustees determine that the Trust is financially self-sufficient. Payment shall be made on or before the 15th day of the succeeding month and shall be remitted as designated by the Trustees of the Institute, or, for purposes of collection and transmittal through

(Name of local transmittal office)

The parties agree to be bound by the separate Agreements and Declarations of Trusts establishing the International Training Institute for the Sheet Metal and Air Conditioning Industry, and the Industry Fund of the United States and the separate agreements and declarations of trusts of all other local or national programs to which it has been agreed that contributions will be made. In addition, the parties agree to be bound by any amendments to said trust agreements as may be made from time to time and hereby designated as their representatives of the Board of Trustees such trustees as are named together with any successors who may be appointed pursuant to said agreements.

The parties authorize the trustees of all National Funds to cooperatively establish uniform collection procedures to provide for efficient and effective operation of the various National Funds.

Section 15: In the event that the Employer becomes delinquent in making contributions to any national or local Fund, the Union may withdraw all employees from the service of the Employer within five (5) day's notice of such delinquency by the trustees. The withdrawal of such employees from the service of the Employer shall not constitute a violation of any provision of this Agreement. (See Addendum D).

Section 16(a): The Employer shall comply with any bonding provisions governing local Funds that may be negotiated by the local parties and set forth as a written Addendum to this Agreement. The Employer shall

likewise comply with bonding requirements established by the Trustees of the National Funds. (See Addendum D)

(b) When an Employer is performing any work specified in Article I of this Agreement outside of the area covered by this Agreement, and within the area covered by another Agreement with a local union affiliated with SMART, the Employer shall comply with uniformly applied bonding requirements of that local area that are reasonable and necessary to ensure the timely payment of any contribution that may be required to local and national Funds, but in no event shall such bonds be in excess of three (3) months estimated contributions to local and national Funds.

(c) An Employer that has been delinquent in making contributions to any national or local fund shall, upon written notification of the trustees or local union, make the specified payment to such fund at weekly intervals. Such obligation shall continue until the Employer has not been delinquent in making contributions for a period of twelve (12) consecutive months. (See Addendum D).

Section 17: The Union and the contractors agree that an employee may accept Salary Continuation in lieu of Temporary Total Compensation. Salary Continuation will be on a voluntary basis and will only include hospitalization, no other fringe benefits will apply. No employee will be forced to accept Salary Continuation. Salary Continuation will be based on a forty (40) hour week, or any part thereof, and based on the employee's current hourly rate. However nothing in this agreement will limit a contractor from paying into fringe benefits on behalf of an employee who accepts Salary Continuation.

If an employee accepts Salary Continuation they may discontinue it any time and apply for Temporary Total Compensation without repercussion.

If an employee accepts Salary Continuation and performs any bargaining unit work or performs work that is currently being done by a bargaining unit employee, the employee will receive Salary Continuation and their current fringe benefit package.

ARTICLE IX

Section 1. Journeymen and apprentice sheet metal workers covered by this Agreement shall provide for themselves all necessary hand tools. The Union and the Employer shall establish a standardized tool list, which shall be set forth as a written addendum attached hereto. (See Addendum H)

Section 2: Journeymen and apprentice sheet metal workers covered by this Agreement shall not be permitted or required as a condition of employment to furnish the use of an automobile or other conveyance to transport members, tools, equipment or materials from shop to job, from job to job, or from job to shop; facilities for such transportation to be provided by the Employer. This provision shall not restrict the use of an automobile or other conveyance to transport its owner and personal tools from home to shop or job at starting time or from shop or job to home at quitting time.

ARTICLE X

The Union and the Employer, whether party to this Agreement independently or as a member of a multi-employer bargaining unit, agree to utilize and be bound by this Article.

Section 1. Grievances of the Employer or the Union, arising out of interpretation or enforcement of this Agreement, shall be settled between the Employer directly involved and the duly authorized representative of the Union, if possible. Both parties may participate in conferences through

representatives of their choice. The local Employers' Association or the Local Union, on its own initiative, may submit grievances for determination by the Board as provided in this Section. The grievance procedure set forth in this Article applies only to labor-management disputes.

To be valid, grievances must be raised within thirty (30) calendar days following the occurrence giving rise to the grievance, or, if the occurrence was not ascertainable, within thirty (30) calendar days of first knowledge of the facts giving rise to the grievance.

Section 2. Grievances not settled as provided in Section 1 of this Article may be appealed by either party to the Local Joint Adjustment Board where the work was performed or in the jurisdiction of the Employer's home local and such Board shall meet promptly on a date mutually agreeable to the members of the Board, but in no case more than fourteen (14) calendar days following the request for its services, unless the time is extended by mutual agreement of the parties or Local Joint Adjustment Board. The Board shall consist of representatives of the Union and of the Local Employers' Association and both sides shall cast an equal number of votes at each meeting. Except in the case of a deadlock, a decision of a Local Joint Adjustment Board shall be final and binding.

Notice of appeal to the Local Joint Adjustment Board shall be given within thirty (30) days after termination of the procedures prescribed in Section 1 of this Article, unless the time is extended by a mutual agreement of the parties.

Section 3. Grievances not disposed of under the procedures prescribed in Section 2 of this Article, because of a deadlock or failure of such Board to act, may be appealed jointly or by either party to a Panel, consisting of one (1) representative appointed by the Labor Co-Chairman of the National Joint Adjustment Board, and one (1) representative appointed by the

Management Co-Chairman of the National Joint Adjustment Board. Appeals shall be mailed to the National Joint Adjustment Board, P.O. Box 220956, Chantilly, Virginia 20153-0956 or 4201 Lafayette Center Drive, Chantilly, Virginia 20151-1209. Notice of appeal to the Panel shall be given within thirty (30) days after termination of the procedures prescribed in Section 2 of this Article. Such Panel shall meet promptly, but in no event more than fourteen (14) calendar days following receipt of such appeal, unless such time is extended by mutual agreement of the Panel members. Except in case of deadlock, the decision of the Panel shall be final and binding.

In establishing the grievance procedure of the Standard Form of Union Agreement, it was the intent of SMART and the Sheet Metal and Air Conditioning Contractors' National Association, Inc. to establish a method for resolving grievances permitting appeals for out-of-area Employers from the grievance arbitration procedures established for the territory in which work is performed. An Employer who was not a party to the Labor Agreement of the area in which the work in dispute is performed may appeal the decision of the Local Joint Adjustment Board from that area, including a unanimous decision, as well as a decision of any alternative arbitration tribunal established for that area, and request a Panel hearing as set forth in Section 3 of this Article, providing such appeal is approved by the Co-Chairman of the National Joint Adjustment Board. Such a right of appeal shall exist despite any contrary provision in the agreement covering the area in which the work is performed.

For the purposes of this Section, an Employer who is party to the Labor Agreement of the area in which the work in dispute is performed, but has no permanent shop within the area served by the Local Joint Adjustment Board that rendered the unanimous decision, shall also be entitled to appeal a deadlocked or unanimous Local Joint Adjustment Board decision, and request a Panel hearing.

Section 4. Grievances not settled as provided in Section 3 of this Article may be appealed jointly or by either party to the National Joint Adjustment Board. Submissions shall be made and decisions rendered under such procedures as may be prescribed by such Board. Appeals to the National Joint Adjustment Board shall be submitted within thirty (30) days after termination of the procedures described in Section 3 of this Article. The Procedural Rules of the National Joint Adjustment Board are incorporated in this Agreement as though set out in its entirety. (Copies of the procedures may be obtained from the National Joint Adjustment Board.)

Section 5. A Local Joint Adjustment Board, Panel and the National Joint Adjustment Board are empowered to render such decisions and grant such relief to either party as they deem necessary and proper, including awards of damages or other compensation.

Section 6. In the event of non-compliance within thirty (30) calendar days following the mailing of a decision of a Local Joint Adjustment Board, Panel or the National Joint Adjustment Board, a local party may enforce the award by any means including proceedings in a court of competent jurisdiction in accord with applicable state and federal law. If the party seeking to enforce the award prevails in litigation, such party shall be entitled to its costs and attorney's fees in addition to such other relief as directed by the courts.

Section 7. Failure to exercise the right of appeal at any step thereof within the time limit provided therefore shall void any right of appeal applicable to the facts and remedies of the grievances involved. There shall be no cessation of work by strike or deadlock, the decision of the National Joint Adjustment Board shall be final and binding.

ARTICLE XI

Section 1. All duly qualified apprentices shall be under the supervision and control of a Joint Apprenticeship and Training Committee composed of ten (10) members, five (5) of whom shall be selected by the Employer, and five (5) by the Union. Said Joint Apprentice Committee shall formulate and make operative such rules and regulations as they may deem necessary and which do not conflict with the specific terms of this Agreement, to govern eligibility, registration, education, transfer, wages, hours, working conditions of duly qualified apprentices and the operation of an adequate apprentice system to meet the needs and requirements of the trade. Said rules and regulations when formulated and adopted by the parties hereto shall be recognized as a part of this Agreement.

Section 2. The Joint Apprenticeship and Training Committee designated herein shall serve for the life of this Agreement, except that vacancies in said Joint Apprenticeship and Training Committee caused by resignation or otherwise, may be filled by either party hereto, and it is hereby mutually agreed by both parties hereto, that they will individually and collectively cooperate to the extent that duly qualified apprentices be given every opportunity to secure proper technical and practical education experience in the trade, under the supervision of the Joint Apprenticeship and Training Committee.

(a) The parties will review the needs for specialized and skill-upgrade training and cooperate to establish necessary programs which will then be supervised by the Joint Apprenticeship Training Committee.

Section 3. It is the understanding of the parties to this Agreement that the funds contributed by signatory Employers to the International Training Institute and any Local Joint Apprenticeship and Training Fund (Local JATC) will not be used to train apprentices or journeymen who will be employed by employers in the Sheet Metal Industry not signatory to a

collective bargaining agreement providing for contributions to the International Training Institute and a Local JATC. Therefore, the trustees of the International Training Institute and Local JATC shall adopt and implement a Scholarship Loan Agreement Program which will require apprentices and journeymen employed by signatory Employers to repay the cost of training either by service following training within the union sector of the industry or by actual repayment of the cost of training if the individual goes to work for a non-signatory Employer in the Sheet Metal Industry. The cost of training shall include the reasonable value for all International Training Institute and Local JATC materials, facilities and personnel utilized in training. If a Local JATC does not implement the Scholarship Loan Agreement Program, the Local JATC shall be prohibited from utilizing International Training Institute materials and programs.

Section 4. It is hereby agreed that the Employer shall apply to the Joint Apprenticeship and Training Committee and the Joint Apprenticeship and Training Committee shall grant apprentices on the basis of one (1) apprentice to two (2) journeymen (up to twenty (20) journeymen) regularly employed throughout the year, and a ratio of one (1) apprentice to three (3) journeymen thereafter (with a maximum of twenty (20) apprentices).

(a) All applications of contractors for an apprentice shall be submitted to the local Committee.

(b) You must have employed journeymen sheet metal workers for a period of thirty nine (39) full weeks or more or an individual total of 1,560 hours or more each during the past year.

(c) You must have reasonable assurance that you will have sufficient work to keep both the apprentice and the proper ratio of journeymen sheet metal workers employed.

Provided, however, an Employer will not be entitled to a new apprentice if the Employer has an apprentice on layoff for lack of work.

(d) All apprentices will receive training in the techniques required for shop and field work. This training will be monitored and directed by the Cleveland District Joint Apprenticeship and Training Committee. The contractors agree to fund any future increases in the cost of training as required by the Cleveland District Joint Apprenticeship and Training Committee.

Section 5. Each apprentice shall serve an apprenticeship of up to four (4) years and such apprentices shall not be in charge of work on any job and shall work under the supervision of a journeyman until apprenticeship terms have been completed and they have qualified as journeymen.

Section 6. A graduated wage scale (See Addendum F) based on the journeymen wage rate, shall be established for apprentices. The scale may vary based on local market conditions and recruiting requirements.

This Section shall not have the effect of reducing or increasing the wage progression schedule of any apprentice who was indentured prior to the effective date of this Agreement.

Section 7. The parties will establish on a local basis the SMART Youth-to-Youth program (the program) and the procedures to enable all apprentices to participate in the program. The activities of the program that deal with organizing and other traditional union activities shall be funded by the Local Union through a check off in compliance with the provisions of Section 302(c) of the Labor-Management Relations Act of 1947. Activities that may be funded by Employer contributions shall be so funded if, and to the extent, the parties shall agree locally to sponsor and implement the same.

Section 8. The parties agree that concentrated apprenticeship training is preferable to night- schooling and urge the Joint Apprenticeship and Training Committee to implement concentrated training during the term of this Agreement.

The parties recognize that previous experience in the industry can be considered when evaluating and placing sheet metal workers into the apprenticeship program and the JATC shall work cooperatively with the parties in establishing standards for placing employees into the program. The parties shall also address the need to provide continuity in health care for those workers entering the program with prior experience in the industry.

Section 9. The parties agree that career-long skill upgrade training is necessary for an effective workforce and agree to undertake those measures available to them to encourage continuing training for sheet metal journeymen.

Section 10. It is hereby agreed that the Employer shall recommend a qualified candidate to the Joint Apprenticeship and Training Committee ("JATC") and, after its review and approval, the JATC shall grant the Employer a Pre-Apprentice. Pre-Apprentice ratios will be included in the Journeymen to Apprentice ratio for each employer.

Any Apprentice of the Employer on lay off must be rehired before any Employer is entitled to a Pre-Apprentice. For layoffs, all Pre-Apprentices shall be laid off by an Employer before the same Employer can lay off an Apprentice.

In no event shall a Pre-Apprentice continue to work as a Pre-Apprentice for more than six (6) months. Upon recommendation of the Employer, the JATC shall evaluate the qualifications of the Pre-Apprentice. Upon the

JATC's approval, the Pre-Apprentice shall be placed into the Apprenticeship Program as a first-year Apprentice.

Except for Prevailing Wage Projects, the wage for a Pre-Apprentice shall be forty (40%) of the wage rate for a Journeymen Sheet Metal Worker along with the inclusion of the current fringe benefits of Health and Welfare, National Pension Fund (NPF), ITI, NEMI, SMOHIT, SMWISF, and the Local Apprentice Fund. A Pre-Apprentice shall not be permitted to work on Prevailing Wage projects unless the Pre-Apprentice is paid the current wage rate and all benefit contributions of a Building Trades Journeymen.

ARTICLE XII

Section 1. SMACNA and SMART are committed to promoting productive and cooperative labor-management relations. In furtherance of this goal, the local Employers' Association and Local Union agree to establish a labor-management committee, which shall meet on a regular basis, but not less often than quarterly, to discuss industry issues of mutual concern. Such committees will strive to improve communications, understand and respond to industry direction and trends, and resolve common issues collaboratively.

ARTICLE XIII

Section 1. In applying the terms of this Agreement and in fulfilling their obligations there under, neither the Employer nor the Union will discriminate in any manner prohibited by law.

ARTICLE XIV

Section 1. This Agreement and Addendum Letters A through Q attached hereto shall become effective on the 1st day of June, 2023 and remain in full force and effect until the 31st day of May, 2028, and shall continue in force

from year to year thereafter unless written notice of reopening is given not less than ninety (90) days prior to the expiration date. In the event such notice of reopening is served, this Agreement shall continue in force and effect until conference relating thereto have been terminated by either party, by written notice.

Section 2. If, pursuant to federal or state law, any provision of this Agreement shall be found by a court of competent jurisdiction to be void or unenforceable, all of the other provisions of this Agreement shall remain in full force and effect.

Section 3. Notwithstanding any other provision of this Article, or any other Article of this Agreement, whenever an amendment to the Standard Form of Union Agreement shall be adopted by the sponsoring national association, any party to this Agreement, upon the service of notice to all other parties hereto, shall have this Agreement reopened thirty (30) days thereafter, for the sole and only purpose of attempting to negotiate such amendment or amendments into this Agreement for the duration of the term hereof. There shall be no strike or lockout over this issue.

Section 4. By execution of this Agreement the Employer authorizes SMACNA of North Central Ohio to act as its collective bargaining representative for all matters relating to this Agreement. The parties agree that the Employer will hereafter be a member of the multi-employer bargaining unit represented by said Association unless this authorization is withdrawn by written notice to the Association and the Union at least one hundred and fifty (150) days prior to the then current expiration date of this Agreement.

IN WITNESS THEREOF, the parties hereto affix their signatures and seal this 1st day of June, 2023.

SMACNA OF NORTH CENTRAL OHIO, INC.

BY:

Andrew Gundlach
SMACNA of North Central Ohio

Gary Wightman
Ross Boesch
Rich Hohler

**LOCAL UNION NO. 33 - VERMILION DISTRICT OF THE
INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL
AND TRANSPORTATION WORKERS**

By:

Timothy L. Miller
SMART Local Union No. 33

David Larson
Mike Friend
Steve Yates
Adam Holcomb

AND,

Name of Company

being advised that the foregoing is a true copy of the original Agreement signed by the Association and the Union as of the above named date, does now as co-party of the first part duly make and enter into the same co-jointly with the Association and the Union this ____day of _____, 20____.

IN WITNESS THEREOF, the said Company does now co-sign this Agreement by the hand of its authorized agent (or agents), to wit, the undersigned.

SIGNED–For the _____
Name of Company

By _____

Title _____

Unemployment Insurance
Account Number _____

Federal Tax ID: _____

Workers' Compensation: _____

Address: _____

Phone: _____

Fax: _____

E-Mail: _____

ADDENDUM A

RECOGNITION AND SCOPE

Section 1: The Union may request recognition as the exclusive collective bargaining agent for all employees employed by the Employer in the classifications and geographic jurisdiction covered by this Agreement, whether or not they are members of the Union. In determining whether the Union has the support of a majority of the Employer's employees, such showing may be based upon either a majority of those employed at the time such recognition is requested, or, a majority of those eligible to vote under the National Labor Relations Board's Steiny-Daniel formula. No later than 10 days following the Union's request, the Employer shall review employees' authorization cards submitted by the Union in support of its claim to represent and have the support of a majority of such employees. If a majority of the employees has designated the Union as their exclusive collective bargaining representative, the Employer will recognize the Union as such majority representative of all employees in the classifications and geographic jurisdiction covered by this Agreement. The Employer shall not file or cause the filing of a petition for election or unfair labor practice charge with the National Labor Relations Board in connection with any demands for recognition provided for here. Article X of this Agreement shall be the sole and exclusive means of resolving any dispute concerning this provision.

ADDENDUM B

HOURS OF WORK

Section 1. The regular working day shall consist of eight (8) or ten (10) hours labor in the shop or on the job between 6:30 a.m. and 5:30 p.m., which includes a one half hour (½) regular scheduled lunch break.

Section 2. A modified forty (40) hour week may be negotiated on a single job basis, if agreed to by the contractor, the employees, and the Business Agent.

Section 3. Overtime shall be paid at the rate of time of one and one-half (1½) for all hours worked in excess of ten (10) hours in any work day.

Section 4. Work week defined Monday through Friday.

Section 5. If in any work week less than forty (40) hours are worked, the Employer shall have the option of scheduling a makeup day on Friday/Saturday, to be worked at the applicable straight time rates for that week. With all additional work hours, at the applicable overtime rate. The Friday/Saturday make-up day must be scheduled for a minimum of eight or ten (8/10) hours. All hours over ten (10) hours on Friday or eight (8) on Saturday will be at the time and one half (1½) rate.

Section 6. Notwithstanding, the provisions of Sections 1(a) of Article VI, when conditions warrant, a make-up day may be scheduled for Friday, on a four (4) ten (10) hour day schedule and Saturday on a five (5) day eight (8) hour day schedule.

Section 7. No less than eight (8) or ten (10) hours of work, whichever was scheduled, shall be scheduled for make-up days. Accumulated hours of work from regular and/or make-up days, exceeding forty (40) hours shall be paid at one and one-half (1½) times the regular rate.

ADDENDUM C

Section 1: Schedule of Hourly Wage, Contributions and Deductions for Journeymen.

Sixty month Agreement

Effective: June 1, 2023 to May 31, 2028

Effective Dates **6/23** **6/24** **6/25** **6/26** **6/27**

TOTAL PACKAGE	62.59	64.64	66.74	68.89	71.09
Health & Welfare	10.17				
National Pension	12.41				
Annuity	5.49				
ITI	0.12				
Local Training	0.76				
Industry Funds	0.48				
NEMI	0.03				
SMOHIT	0.02				
SMWISF	0.01				
TAXABLE RATE	33.10	*	*	*	*
Working Dues	2.16				
PAL	0.04				
Rec Fund	0.10				
COPE	0.10				
Orientation	0.01				
Target	0.70				
Hardship	0.02				
I A Assessment	0.18				

*To be determined

The Contract expires on May 31, 2028 at midnight.

The Union shall have the option of converting to existing fringe benefits all or any part of future wage increases scheduled to become effective on the date provided herein by serving upon the Employer advance notification of such request forty-five (45) days prior to the date specified in these wages and conditions.

Section 2: A General Foreman shall be required on all jobs employing fifteen (15) or more journeymen sheet metal workers. He/she shall work in a supervisory capacity and receive four dollars (\$4.00) per hour above the wage scale and also be a member of good standing in the International Association of Sheet Metal, Air, Rail and Transportation Workers.

The General Foreman/Foreman by virtue of their title may have the following duties:

1. Supervise and direct the work.
2. Maintain an adequate stock of materials and supplies.
3. See that company rules, regulations and policies are carried out.
4. Maintain quality installations.
5. Inspect all machinery and equipment and ascertain their safety and productive condition.
6. Give and carry through effective orders.
7. Maintain adequate inspections.
8. Maintain good working conditions and relations for and with working force and Employer and it shall be their responsibility to assure that all company tools, equipment and materials are properly stored and secured prior to quitting time.

Section 2(a): Foreman: In any shop or job within jurisdiction of this Local Union where there are four (4) employees employed, one (1) of these members shall be a Foreman. With each additional ten (10) members employed thereafter, an additional Foreman shall be appointed. These Foremen shall receive not less than three dollars and twenty five cents (\$3.25) per hour more than the hourly rate of wages paid a journeyman and they are to be members in good standing in the International Association of Sheet Metal, Air, Rail and Transportation Workers.

Section 2(b): When two (2) or more members are obtained from the hall by a contractor to work on a particular job alone, one (1) of these members shall be designated as a Foreman. With each additional ten (10) members employed thereafter, an additional Foreman shall be appointed.

All such employees shall be members of the International Association of Sheet Metal, Air, Rail and Transportation Workers and no employee shall be required to work under the direction of members of any Union not affiliated with the International Association of Sheet Metal, Air, Rail and Transportation Workers.

ADDENDUM D

Bonding/Benefit Language

Section 1. General.

(1) The fringe benefit provisions contained in the following paragraphs of this Agreement shall apply to all Employer members of the Association as hereinbefore mentioned, all Employers who become signatory or bound by this Agreement, and all other Employers or Employer groups who become a party to an Agreement relating to the fringe benefit programs described herein.

(2) All Employers referred to in paragraph (1) of this Article (all of which Employers are hereinafter referred to as “participating Employers”) who

are party to and bound by this Agreement acknowledge, accept and agree to be bound by this Agreement and Declarations of Trusts, as here before and/or hereafter amended, establishing the following if applicable:

(a) Tri-County Health & Welfare Fund	hours worked
(b) National Pension Fund	hours worked
(c) International Training Institute	hours worked
(d) Annuity	hours worked
(e) Local Apprentice Fund	hours worked
(f) Industry Fund Local	hours worked
(g) NEMI	hours worked
(h) SMOHIT	hours worked
(i) SMWISF	hours worked
(j) Administrative Dues	hours worked

acknowledge, accept and agree to be bound by the plan and plan documents of each of said employee benefit plans. The participating Employers acknowledge and agree that copies of the trust agreements, plans and plan documents have been made available to them at the respective fund offices for their review and inspection prior to the execution of this Agreement and shall be available to them during the term of this Agreement.

(3) All participating Employers who are party to and bound by this Agreement shall be bound by the terms, provisions and conditions of all rules, regulations and resolutions and amendments thereto promulgated by the trustees of the aforesaid employee benefit plans in accordance with the aforesaid trust agreement, whether currently existing or promulgated during the terms of this Agreement.

(4) All participating Employers who are party to and bound by this Agreement hereby accept the designations of the Employer trustees of all

said employee benefit plans and any successor Trustees appointed by the Association in accordance with the provisions of the trust agreement.

Section 2. Contributions.

(1) The participating Employers shall contribute to each and every employee benefit plan (or to the successor of any of said plans) for all employees of each such participating Employer who are members of the collective bargaining unit represented by the Union (whether or not the employees are members of the Union) as follows:

(a) TRI-COUNTY HEALTH & WELFARE FUND: The Employer will contribute the applicable amount per hour (see wage sheet) for each hour which an employee works. This includes vacation time, overtime hours, sickness absences and other hours for which payment is required by the collective bargaining agreement; subject to change.

(b) NATIONAL PENSION PLAN: The Employer will contribute the applicable amount per hour (see wage sheet) for each hour worked; subject to change.

This *Addendum D, Section 2(b)* relates to the Employer's obligation to contribute to the Sheet Metal Workers' National Pension Fund ("NPF" or "Fund"). The parties adopt the First Alternative Option in this Collective Bargaining Agreement ("Agreement"). The parties acknowledge receipt of the First Alternative Option, the Funding Improvement Plan and NPF Trust Document. This Agreement incorporates by reference the First Alternative Option, the Funding Improvement Plan, the Fund's Trust Document and Plan Document. The Employer agrees to contribute consistent with the timing and amount of the Contribution Rate increases established in this Agreement and as required under the First Alternative Option as amended from time-to-time. The Employer will increase its NPF Contribution Rate on or before the date, and in the amounts, required in the First Alternative Option.

The Employer will contribute to the NPF the amounts as set forth in this Agreement per hour for each hour of Covered Employment by an Employee of the Employer. Payment shall be made on or before the 20th day of the succeeding month and shall be remitted to the NPF office as designated by the Fund Trustees. The Parties agree to be bound by the terms of the plan and trust documents governing the NPF, including the Rehabilitation Plan or any Funding Improvement Plan, as well as schedules and amendments to the foregoing.

(c) INTERNATIONAL TRAINING INSTITUTE: The applicable amount per hour (see wage sheet) for each hour which an employee works.

(d) ANNUITY: The applicable amount per hour (see wage sheet) for each hour for which an employee receives pay. This includes vacation time, overtime hours, sickness absences and other hours for which payment is required by the collective bargaining agreement. (Apprentice annuity rate is 50% of journeyman annuity rate).

(e) LOCAL APPRENTICE FUND: It is agreed between the parties that as a condition of employment, the Employer shall contribute the applicable amount per hour (see wage sheet) for each hour worked by all employees covered by this Agreement, to the Sheet Metal Workers' Benefit Funds, 12515 Corporate Drive, Parma, Ohio 44130.

(f) LOCAL INDUSTRY FUND: It is agreed between the parties that as a condition of employment, the Employer shall contribute the applicable amount per hour (see wage sheet) for each hour worked for all employees covered by this Agreement to the Sheet Metal Workers' Benefits Funds, 12515 Corporate Drive, Parma, Ohio 44130.

(g) NEMI: Effective as of the date of this Agreement, the Employers will contribute to the National Energy Management Institute Committee (NEMIC), a jointly administered Trust Fund, the applicable amount per hour (see wage sheet) for each hour worked by each employee of the Employer covered by this Agreement. Payments shall be made on or before the 15th day of the succeeding month and shall be remitted as designated by the trustees of the NEMIC, or for the purposes of collection and transmittal through _____.
(Name of local transmittal office)

(h) SMOHIT: Effective as of the date of this Agreement, the Employers will contribute to the Sheet Metal Occupational Health Institute Trust (Institute) the applicable amount per hour (see wage sheet) for each hour worked by each employee of the Employer covered by this Agreement until the Institute Trustees determine that the Trust is financially self-sufficient. Payments shall be made on or before the 15th day of the succeeding month and shall be remitted as designated by the Trustees of the Institute, or for the purposes of collection and transmittal through _____.
(Name of local transmittal office)

(i) S.M.W.I.S.F.: The applicable amount per hour (see wage sheet) for each hour worked by each employee of the Employer covered by this Agreement.

(j) ADMINISTRATIVE DUES: The Employer agrees to deduct the applicable amount per hour (see wage sheet) for each hour worked by every employee for Local No. 33 Administrative Dues; subject to change.

The parties agree to be bound by separate Agreements and Declarations of Trust establishing the International Training Institute for the Sheet Metal and Air Conditioning Industry, and the separate agreements and declarations of trust of all other local or national programs to which it has

been agreed that contributions will be made. In addition, the parties agree to be bound by any amendments to said trust agreements as may be made from time to time and hereby designate as their representatives on the Board of Trustees such trustees as are named together with any successors who may be appointed pursuant to said agreements.

The parties authorize the trustees of all national funds to cooperatively establish uniform collection procedures to provide for efficient and effective operation of the various national trusts.

Section 3. Reporting Forms.

(1) All participating Employers shall report to the Administrator(s) of the aforesaid employee benefit plans, or such other duly appointed depository, for all hours paid (or otherwise contributed for) by all employees participating in the employee benefit plans on forms provided by the trustees of the plans. It shall be the obligation of the Employers to have and use the official reporting forms. If an Employer maintains their payroll records and information on computer or other electronic equipment and desires to use and submit the required information in the form printed out by the computer or other electronic equipment, the Employer may use and submit such forms, subject to approval by the administrators, along with the official reporting forms.

(2) All reports shall be for the full calendar month last preceding. However, an Employer may use other reporting periods subject to approval by the Administrator.

Section 4. Time of Payment of Contributions.

(1) All Participating Employers shall remit all fringe benefit amounts due and owing on or before the fringe benefit payment date, which is hereby established as the 15th day of each calendar month (or the first business day thereafter if the 15th day of the month is not a business day), for all

hours in the prior calendar month. If the participating Employer remits payment by mail and the envelope is posted with a postage stamp, if the stamp is cancelled by the U.S. Postal Service on or before the 15th day of the month (or the first business day thereafter if the 15th day of the month is not a business day), it shall be deemed to have been paid timely, regardless of the date of the actual receipt. If the participating Employer remits his payments by mail and his envelope is posted with an office postage meter, the payment must be received by the 15th day of the month (or the first business day thereafter if the 15th day of the month is not a business day) to be deemed paid timely. If the participating Employer causes the fringe benefit payments to be delivered to the Union office, it shall be stamped as to the date and time of receipt, and if it is stamped by the Union office or postmarked on or before the 15th day of the month (or business day), it shall be deemed paid timely. An “electronic funds transfer” provision shall be presently a voluntary provision; however, all contractors must and shall comply with this provision by May 1, 2012. Contractors who voluntarily comply with this electronic funds transfer provision prior to May 1, 2012 shall transfer monies on or before the 20th of each month (or the first business day thereafter if the 20th day of the month is not a business day). Those contractors who desire to continue the payment of contributions by check shall continue to have their monies postmarked by the 15th of each month.

(2) An Employer who is delinquent in the timely remittance of fringe benefit payments more than once per calendar year or more than thirty (30) days late at the time shall make future payments and deductions on a weekly basis within seven (7) days following the close of the work week for a period of one (1) year.

(3) If a participating Employer has not remitted the total fringe benefit and payroll deductions due and owing to any plan or fund collected by the International Association of Sheet Metal, Air, Rail, and Transportation Workers, Local No. 33 - Vermilion District and filed the official reporting

forms by the fringe benefit payment date as aforesaid, the said Employer shall be liable to the Trustees of each employee benefit plan as to which the said Employer is in default for liquidated damages in such amount as shall be established by the trustees of each plan by a promulgation of rules and regulations, in accordance with the trust Agreements. The trustees shall notify all participating Employers of all promulgations of rules and regulations establishing and revising the liquidated damage of charges and any terms, conditions and provisions thereof in advance of the enforcement thereof; but by acceptance and participation in this Agreement, all participating Employers shall be bound by such promulgations on and after their effective dates.

(4) If a participating Employer is in violation of the provisions hereof, in addition to the provisions thereof, the participating Employer shall be liable to the trustees of each said employee benefit plan as to which said Employer is delinquent or in default, for reasonable attorneys' fee in any court of law, arbitration proceedings and/or federal or state administrative agency and cost actually expended by the trustees to enforce the said Employers' compliance with the provisions of this Agreement. Unless such Trustees, Unions or Associations have acted to the contrary, the liquidated damages shall be considered ten percent (10%) of all monies owed which must be collected by Local No. 33 - Vermilion District and/or National Pension Plan or any successor depository collection agent. All such liquidated damages and delinquent contributions which remain unpaid shall also accrue interest at an interest rate of twelve percent (12%) per annum until such time as they are paid.

(5) The contributions for the above plans shall be paid to: Sheet Metal Workers' Local 33, P.O. Box 636945, Cincinnati, Ohio 45263-6945.

Section 5. Employer Delinquency Control.

(1) The trustees of the several employee benefit plans may establish Payroll Reviews and/or Audit Programs, which shall be binding upon the

parties, to permit a review of a Participating Employer's records by the Fund or an Agent of the Funds. The trustees shall also have the right to determine who shall bear the cost of the review, provided however that if the review fails to disclose any current or past deficiencies, the Fund shall pay the cost of the review. The trustees shall notify the participating Employer, in writing, of their desire to review the Participating Employer's records, and allow sufficient notice for the participating Employer to make available in their premises those payroll records and other records, reports and data reasonably necessary to conduct a review in order to determine whether contributions are being made in accordance with the collective bargaining agreement. The trustees and their agents and employees shall conduct the review at such time, place and manner as to minimize the inconvenience to the participating Employer; and they shall preserve the confidentiality of all information obtained.

(2) All Employers shall furnish evidence of bonding by an insurance company or the Local 33 Bonding Program to the office of International Association of Sheet Metal, Air, Rail and Transportation Workers, Local No. 33 - Vermilion District, to assure prompt payment by the Employers to all applicable fringe funds as required by this Agreement. Such bond shall be issued exclusively to secure payment of said fringe benefits. Bonding amounts required are:

1 to 2 workers	\$20,000.00
3 to 5 workers	\$30,000.00
6 to 10 workers	\$55,000.00
11 to 14 workers	\$75,000.00
15 or more workers	\$80,000.00

plus \$20,000.00 additional for each additional five (5) workers.

Exemption: Employers who have employed SMART Local No. 33 members during the preceding twenty-four (24) months and who have

made all fringe payments without default are exempt from furnishing a bond until such time that they become in default. Upon such default an Employer will be required to furnish a bond for twenty-four (24) months. If such Employer is not in default during this period, his bond obligation is again exempted. Any Employer who provides written notice to Local No. 33 - Vermilion District that he has ceased employing within the jurisdiction of this Agreement shall be entitled to a release from the bond ninety (90) days after making all aforementioned fringe fund payments.

(3) If an Employer violates this Section, the Union shall withdraw its members from said Employer until such time as said Employer complies with the requirements of this Section. The Union shall also have the right to picket over this violation.

(4) Rights to Work Stoppage and Payment for Waiting Time. A delinquent Employer will be given written notice that they are delinquent in any contributions and/or deductions required under this Agreement. This five (5) day notice, sent by certified mail, will cite all penalties and advise the Employer that their employees will be withdrawn from the job to effect collection of such contributions and/or deductions and that employees shall be withdrawn until the Employer brings their payment current.

This remedy shall be in addition to all other remedies available to the Union and the trustees and may be exercised by the Union, anything in this collective bargaining agreement to the contrary notwithstanding. Such withdrawal of employees to collect contributions to the trust's funds and deductions for the Savings Program and Working Dues/Assessments shall not be considered a violation of this Agreement on the part of the Union and it shall not be a subject of arbitration.

(5) The grievances and arbitration provisions provided in this Agreement shall not limit Local No. 33 - Vermilion District's ability to take economic

action against a delinquent Employer, including, but not limited to, picketing, withholding members and leafleting.

Section 6. Additional Provisions.

(1) In the event that any employee benefit plan provided for in this Agreement paid for by participating Employer contributions is reduced or eliminated because of governmental action, the net savings, if any, to said Employer attributable to said action shall be paid to the employee and/or Employer (in reverse order) as wages computed as an increase in the hourly rate of pay. The increase, if any, shall be effective as of the first day the action is effective. Net savings is hereby defined to be the difference between the cost of the participating Employer's contribution to the funds, and the total cost to the Employer of the Governmental program which caused the reduction in or elimination of the program. The Employer agrees that in the event the cost of benefits provided by the National Pension Fund shall be increased as a result of passage of federal or state legislation mandating changes in funding and/or vesting requirements, they will increase their contributions in an amount sufficient, in the judgment of an actuary selected by the Trustees of the Pension Fund, to maintain at the current level and on a sound actuarial basis all benefits then being provided for present and prospective covered employees, said increase in contribution to commence on the first (1st) day of the month following the effective date of the aforementioned legislation. Any increase shall be deducted from the total wage package. If all or any part of any fringe benefit (except Industry Fund) is dropped, it shall revert to wages, and shall not increase the total package.

(2) If the federal government institutes wage controls and/or National Health Care Plan, in any form and any portion of this collective bargaining Agreement is deferred or cut back, the parties shall meet promptly; and, if the action of the federal government which caused the deferral or cutback make it legally permissible to do so, the parties shall attempt to reallocate

the monetary equivalent of the deferred or cutback wages or benefits in a manner that complies legally with the action of the federal government.

(3) If it is not legally permissible to reallocate the deferred or cutback portion, the Employer shall commence paying the wage and/or benefit rate that was deferred or cutback when and if it becomes legally permissible to do so.

(4) It is acknowledged and agreed by the parties that upon the making of all contributions required of them by this Agreement, participating Employers shall have no other or further obligation or responsibility to pay for, provide or otherwise fund any fringe benefits; it being the acknowledged intention of all parties that benefits from all employee benefit plans shall be limited to those which can be financed from the respective trust funds. The participating Employers shall not be liable or responsible for the failure of the trustees to secure, pay or provide the benefits contemplated in the employee benefit plans for any participant or beneficiary. The obligation of the participating Employers shall be, and is hereby expressly limited to, the payment of contributions to the trust funds and no more, unless otherwise provided by law. If at any time any of the employee fringe benefit trust funds shall not be sufficient to pay out and provide all of the benefits provided for in the employee benefit plans, the trustees shall take such action as may be necessary and desirable in connection with the reduction of the then existing benefits in order that the cost of the benefits shall not be greater than that which can be paid from the trust fund. Without limiting the generality of the foregoing, it is expressly acknowledged and agreed that the participating Employer shall have no responsibility or obligation to increase his contributions to the Trust Fund beyond that otherwise expressly provided for herein. It is expressly acknowledged, understood and agreed that the participating Employer does not guarantee any benefits to any participant or beneficiary; the obligation and responsibility of the Participating Employer

being expressly limited to its obligation to make agreed contributions into the trust fund.

(5) For all employees who perform work covered by this collective bargaining agreement (unit should be specified or readily identifiable) who are participants in the National Pension Fund (the "Fund") by virtue of work for the Employer or any other Employer, contributions shall begin on the first day of employment, except as otherwise expressly provided below.

In the case of any employee who is employed by the Employer and who performs work for such Employer which is not construction work, the Employer shall not make contributions for such employee during the first thirty (30) days of their employment with the Employer, whether or not such days of employment are consecutive, and such employee shall not become a covered employee in the Fund until the day after the end of such thirty (30) days of employment.

The Employer shall report to the Fund all hours worked by every employee covered by this collective bargaining agreement (or if specific classification, the classification should be specified) and remit contributions not later than the 15th day of the month following the month in which any covered work is performed. The Employer will provide any and all information about employees working under this agreement, whether Fund participants or not, upon request of the Fund and will otherwise agree to abide by the Fund's Agreement and Declaration of Trust, which is incorporated by reference herein. The Employer agrees to designate truthfully those employees who do not perform construction work, and the Employer further acknowledges that the Fund intends to rely on such designation for all purposes under the Fund Plan and Trust.

(6) In the event that the parties hereto desire to alter the allocation of funds from the overall economic wage package negotiated by the parties

and reflected in this Agreement, to increase or decrease the amount of money being contributed to any and/or all of the existing employee benefit plans or deductions they may do so upon the express conditions precedent that:

(a) The Trustees of any plan affected acknowledge and agree in writing.

(b) The Union shall have the right to make changes for Health & Welfare and Pension contributions and any such change amends this Agreement and becomes effective upon the date requested by the Union, provided the Employer is given a sixty (60) day notice of such change.

(7) If the Sheet Metal Workers' International Association National Pension, or other Funds fall below predetermined safe financial level of operation, the contribution rate shall be increased by the amount determined to be needed by the Trustees, or benefits would be reduced to protect the safe financial level. Any increase shall be deducted from the total wage package.

Section 7. The Union Membership may allocate annually the amount of money being contributed to be directed to either the Health and Welfare or Annuity. The individual member shall elect on a written form by (date to be determined) of each year whether any such allocation is contributed to their Health and Welfare bank or redirected as a contribution to their Annuity. Any member who does not make such election in any year shall have the entire allocation contributed to their Health and Welfare bank.

ADDENDUM E

Travel

Section 1. This compensation, as mentioned in these Sections, shall be paid to each individual on a round trip basis, and shall be computed separately from their pay. It is understood that the compensation

mentioned in all Sections shall be paid for each full working day, or fraction thereof, spent in the area of the job and shall be paid to each individual employed on the job as accounted for on the employee's time sheet.

Section 2. For purposes of this section only, "contractual area" is defined as the greater of 15 miles or the actual SMART Local 33 Vermilion District jurisdictional line, whichever is farther via MapQuest or a comparable program for driving distance, from the Employer's shop.

Employees driving or riding in the Employer's conveyance (or his/her personal conveyance) when leaving their contractual area before starting time and after quitting time shall be considered working and shall be compensated as follows:

The rate for driving shall be eleven (\$11.00) per hour for all driving time and shall be paid for at time and one-half for such time as is outside the regular eight (8) hour day, Monday through Friday, or for such time spent driving on Saturday, Sundays or Holidays.

Any employee traveling out of the jurisdiction of Local Union No. 33 and required by the Employer to remain overnight on a weekly basis shall be paid, in addition to the aforementioned schedule, in advance, all necessary single occupancy room, or true double occupancy room (separate bedrooms) and a daily per diem based upon the CONUS meals and incidental rate for that area.

Any employee driving or riding in their personal vehicle, when leaving their contractual area or out of the jurisdiction of Local Union No. 33, shall be compensated at the rate of sixty (\$0.60) per mile for all miles driven to and from the job site using the shortest distance from where the employee leaves their home contractual area.

The travel time shall be determined from the contractual area applicable to the employee to the job and return and this travel shall be calculated on a round trip basis based on the shortest distance from the contractual line to the job site and back as established by Map Quest or any other comparable program.

ADDENDUM F
APPRENTICES

Section 1. Apprentice’s fringes per current apprentice wage sheet.

- First year: 60% of journeyman’s wage
- Second year: 65% of journeyman’s wage
- Third year: 75% of journeyman’s wage
- Fourth year: 80% of journeyman’s wage

Fifth year rate will be 85% of the journeymen rate for 5th year apprentices as of June 1, 2023, until the completion of the apprenticeship.

Section 2. JOB SITE APPRENTICE MANNING TABLE

1 journeyman	-	1 apprentice
2 journeymen	-	1 apprentice
3 journeymen	-	2 apprentices
4 journeymen	-	2 apprentices
5 journeymen	-	3 apprentices
6 journeymen	-	3 apprentices
7 journeymen	-	4 apprentices
8 journeymen	-	4 apprentices
9 journeymen	-	5 apprentices
10 journeymen	-	5 apprentices
11 journeymen	-	6 apprentices
12 journeymen	-	6 apprentices

13 journeymen -	6 apprentices
14 journeymen -	7 apprentices
15 journeymen -	7 apprentices
16 journeymen -	7 apprentices
17 journeymen -	8 apprentices
18 journeymen -	8 apprentices
19 journeymen -	8 apprentices

Maintaining a three (3) journeymen to one (1) apprentice ratio thereafter. No apprentice shall displace a journeyman.

Section 3: Apprentices will receive twenty (20) hours of wages and benefits when attending their concentrated apprenticeship day training program. These wages and benefits will be paid at their current hourly rate and benefit schedule at the time they are attending school.

ADDENDUM G UTILITY WORKER

Effective June, 2023

Expand their scope of work to allow them to work on anything except prevailing wage.

Ratio is:

2 journeyman to 1 utility worker
4 journeymen to 2 utility workers
7 journeymen to 3 utility workers
12 journeymen to 4 utility workers
and 6 to 1 ratio from thereon out

That is for total employees per shop, per journeymen who had been employed at least 1,560 hours the previous year. Explanation: You could have four journeymen, two apprentices and one utility worker.

Wage rates for Utility Worker

Effective June, 2023

Total Package:

Approximately 40% of basic taxable wage rate for journeyman \$33.10

Total Package: \$32.31

Tri-County Health and Welfare \$10.17 hours worked

National Pension \$3.19 hours worked

Annuity \$5.49 hours worked

ITI \$0.12 hours worked

NEMI \$0.03 hours worked

SMOHIT \$0.02 hours worked

Local Apprenticeship Fund \$0.05 hours worked

Taxable Hourly Wage \$13.24

Deduction:

Administrative Dues - hours worked	\$0.49 hours worked
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REC Fund (HOURS WORKED) \$0.10 hours worked

PAL (HOURS WORKED) \$0.04 hours worked

COPE (HOURS WORKED) \$0.08 hours worked

Balance in paycheck: \$12.53

ADDENDUM H

Work Rules

The following working rules shall be observed by both Employers and employees, and are to be considered part of the signed Union Agreement.

Section 1. Place of Business. The Employer shall maintain a permanent place of business which is not in connection with, or part of, a domestic establishment. Employers are required to have their shops clean, well-lighted and heated, and the necessary sanitary facilities as required by law. Employers are also to provide all necessary safety devices on tools and machinery. In shops or jobs, the Employer is required to furnish a large tool box or necessary protection for the tools and equipment.

Section 1(a). Tool Protection. Sheet metal workers' tools furnished by the journeymen and apprentices will be insured by the Industry Fund under the following conditions:

1. The maximum loss for each member for each occurrence is the current retail cost of the necessary hand tools as required under Article IX. The maximum loss for one member for each occurrence is seven hundred dollars (\$700.00) with a thirty-five dollar (\$35.00) deduction for each occurrence of partial loss of tools. No deduction where a total loss occurs.
2. There must be clear signs of fire and/or forcible entry and a police report must be filed.
3. The tools shall be protected against fire and theft only, and only if the tools are at the job or in the shop.
4. A representative of the Union and a representative of the Association will act as the adjusters on claims.

5. All tools shall be etched with the members name or initials.
6. The member shall furnish a list of tools to the Industry Fund, and this will be the official list of tools insured.
7. All claims shall be submitted to the Industry Fund, on forms provided. All questions must be answered.
8. Approval for payment will be made by a representative of the Union and the Contractors.

The deadline required for listing tools will be ninety (90) days from initiation. After that time no claims will be considered unless an inventory is on file at the Industry Fund Office.

Section 1(b). First year apprentices shall furnish a hammer, rule, screwdriver, pliers and aviation snips (right and left hand).

Section 1(c). Journeymen and apprentice (2 years and above) sheet metal workers' tool list:

One six foot rule (folding)
Center Punch
10' - 0" steel tape
Stove bolt wrench (3/16" & 1/4")
R & L aviation snips - right/left handed
Metal hand punch (Whitney #5 Jr. or equal)
Regular straight snips, bulldog snips, (either/or)
8" adjustable wrench
8" regular pliers
Hand tongs 3 1/2"
Screwdrivers (as required)
Drift Pin

Cold chisel and cape chisel
Chalk line
Plumb bob
Rivet sets (as required)
12" adjustable square (combination with level)
Hack saw frame
Trowel
Riveting hammer 1 1/4#
Mortar chisel
Peening hammer (either/or)
Vise grip pliers
Prick punches
Scratch awl
Dividers (as required)
Crescent wrench or open end
Dolly Bar
Torpedo level

All additional tools will be furnished by the Employer. A member of Local Union No. 33 will be permitted to carry a battery drill, if provided with such by the Employer.

Section 1(d). Service Technicians/Installers Tool List:

Tubing Cutters to 1 - 1 1/8"
Tape Measure
Flare & Swedge Kit
Center Punch & Scratch Awl
Crescent Wrenches to 18"
Gasket Scraper*
Allan Wrenches
Inspection Mirror

Screw Drivers (all types)
Tin Snips
Pliers & Channel Locks
Straight Snips
Impact Driver Set *
Miscellaneous Sheet Metal
½" Socket Sets
Hand Tools
Flashlights
Vice Grips
Knife
Terminal Crimping Tool
Hammers
Pocket Calculator
Hacksaw
Level
Wire Cutters & Strippers
Manifold Set* (2 recommended)
Nut Drivers
Manifold Hoses*
Pipe Wrenches up to 18"
Millvolt Meter*
Metal Chisels
Amp Probe*
Pry Bar
VOM
Open End & Box Wrenches
Fish Tape*
Tool Belt & Tool Boxes
Pocket Thermometer*

Replacement of stolen or worn out tools will be at the cost of the contractor.

*All Items are optional

Section 1(e). Computerized Equipment: The operation of computerized equipment used to perform the sheet metal work as prescribed in this Article I, Section 1 of this Agreement shall be performed only by journeymen and apprentice sheet metal workers.

Section 2. Sheet Metal Workers' Compensation – Social Security

(a) The Employer shall carry Workers' Compensation Insurance irrespective of the number of employees they may have for the protection of the members employed by him/her. Each Employer is to furnish to Local No. 33 - Vermilion District a copy of his certificate of Premium Payment covering Workers' Compensation.

(b) The Employer shall pay Unemployment Insurance, Social Security, etc., as required by the laws of the State of Ohio and the Federal Government.

Section 3.

(a) **Stewards.** Every job and shop shall have a Steward. It shall be the duty of the Steward to cooperate with the Employer to see that all contract and safety requirements are complied with. No Foreman shall act as Steward and all such Stewards shall be appointed by the Business Manager or their representative. All Stewards shall have seniority and be the last member laid off next to one (1) supervisor provided they are capable of performing the work remaining to be completed. The Steward shall work on the job all overtime hours that sheet metal work is being performed; however, the Steward shall appoint an acting Steward in the event they are unable to be present due to personal reasons or their inability to perform the work in question. No Steward may be removed or

transferred without notice to the Union. The Steward shall not be interfered with in the reasonable performance of their duties. The Employer will confer promptly with the Steward on all overtime that is to be worked.

In the event an Employer is forced to reduce their employees to complete layoff, including the Steward, and the shop is not closed more than thirty (30) days, the employees shall be recalled in the order of layoff including the Steward.

The Business Representative shall, in all cases, notify the Employer of the appointment of any Steward.

(b). Local No. 33 - Vermilion District Preference. When it becomes necessary to man jobs with members from other localities, it shall be understood that in laying off members of the Local No. 33 - Vermilion District, who have residence in the counties of Lorain, Huron, Erie and Sandusky shall have preference for maintenance of their jobs and be the last to be laid off.

Section 4. With the enactment of the Occupational Safety and Health Act of 1970, effective April 28, 1971, each Employer under the Act has the general duty to furnish each of their employees employment and places of employment free from recognized hazards causing, or likely to cause, death or serious physical harm; and the Employer has the specific duty of complying with safety and health standards promulgated under the Act. Each employee has the duty to comply with these safety and health standards, and all rules, regulations, and orders issued pursuant to the Act which are applicable to their own actions and conduct.

Section 5. Working with Tools. No member of a firm shall be allowed to handle tools outside shop and only one (1) member of any firm will be allowed to do sheet metal work in the shop and they shall do such work

only during regular working hours and have at least one (1) journeyman sheet metal mechanic employed in the shop. Status of every Employer shall be as set forth in the Constitution of the International Association of Sheet Metal, Air, Rail and Transportation Workers.

Section 6. Job Assignment Sheets. See Article III, Section 1 of the Standard Form of Union Agreement.

Section 7. With the rise of non-union competition and infringements by other craft unions, sheet metal workers and signatory contractors in recent years have suffered significant declines in the share of the market of work within the jurisdiction of the International Association of Sheet Metal, Air, Rail and Transportation Workers. It is the intent of all parties of this Agreement to take strong measures to reverse these trends and provide for the long term health of the union employing industry, the signatory contractor shall exhaust all efforts for the purchase of all distribution of air products, specifically but not limited to, VAV boxes, fan (powered or not), make up air units, fans, air distribution devices, grilles and diffusers, and assign them completely to the sheet metal workers employed by them.

Section 8. The Employer also agrees to furnish completed forms as required by the State or Federal Department of Labor for purposes of prevailing wage surveys by county. Occasional or out-of-town contractors shall complete and submit to the Union said forms immediately upon start of a job within the bounds of Local Union No. 33.

Section 9. Coffee Break and Wash up Time. Employees shall be given sufficient time as determined by management to wash up before lunch and at quitting time. All Employees' tools must be securely put away by whatever quitting time is in effect.

Coffee privilege of ten (10) minutes in the morning and ten (10) minutes in the afternoon will be granted to each employee. This is to be worked out in each job or shop by majority rule.

Section 10. Notice of Lay-Off. Members will receive their notice at least one (1) hour before quitting time on the day of lay-off.

Section 11.

(a) Height Pay. Two dollars (\$2.00) an hour above the Journeyman's scale rate of pay for swing or hanging scaffolds fifty feet (50') in height, determined by plank of platform workman is standing on.

(b) Special Conditions Pay. One dollar (\$1.00) an hour above their normal scale rate of pay when conditions require the use of respirators and the exposure requires medical surveillance and monitoring that exceeds OSHA standard respirator fit testing, medical evaluation, and recordkeeping. This section shall apply to work performed after June 1, 2015.

Section 12. Shift Work.

(a) Shift work shall apply only on industrial and commercial work under conditions where the normal operation of the customer's business will not permit the work to be done during the regular working hours, as provided for in this Agreement.

(b) All shift work shall only be permitted by mutual consent of both parties involved hereto, with notification by the Employer to the Union.

(c) Shift work may start any time after 12:00 midnight on Sunday, and Friday shift work will not start after 9:00 p.m. Friday night, and must be completed by 5:30 a.m. Saturday.

(d) For safety reason, no employee shall work alone, unless others are present.

(e) When a shift is required outside the regular workday, hours are to be paid on the basis of eight (8) hours pay for eight (8) hours work at the regular hourly rate of pay, plus four dollars and fifty cents (\$4.50) per hour shift differential to all journeymen and apprentices.

(f) First shift employees are not eligible for second or third shift work.

(g) When the shift extends beyond the scheduled quitting time of eight (8) hours, the overtime premium for the additional time is one and one half (1½) or two (2) times the taxable rate plus the differential.

(h) Any employee working in excess of a shift will be considered to be working at overtime rate.

ADDENDUM I

Reporting Pay

Employment of Senior Journeymen

Section 1. Reporting Pay. Journeymen sheet metal workers who report to work by direction of the Employer and are not placed at work, shall be entitled to one (1) hour's pay at the established rate, and sixty cents (\$0.60)

per mile for every mile traveled over fifteen (15) miles, from his/her home to the reporting site.

The Employer, however, shall be relieved of the reporting liability created by this Section provided:

(a) It can be established that the employee was notified prior to the start of their regular shift not to report.

(b) The work involved was to be performed by a new employee on whom the Employer records were not complete as to telephone number, address, etc., in which event notice of no work given to the Union Business Representative shall suffice to remove any liability for such reporting pay.

(c) This provision, however, shall not apply under conditions over which the Employer has no control.

It is further understood and agreed between the Employer and the Union, in giving prior notice as required by the provisions of this Section, the Employer shall be entitled to rely upon the employee's last known address and telephone number as reflected by the Employer's records, and any failure to notify based upon either the inaccuracy or incompleteness of such information shall serve to excuse the Employer from any reporting pay liability.

Section 2. Employment of Senior Journeymen. On jobs where the Employer employs five (5) or more members, one (1) of every five (5) sheet metal workers shall be between fifty (50) to sixty (60) years of age whenever possible. If total employment conforms within the company, the foregoing shall not apply.

ADDENDUM J

Quality Workmanship & Safety Training

Section 1. Quality Workmanship. Journeymen sheet metal workers and apprentices shall strive at all times to do their work in a neat, safe and efficient workmanlike manner and uphold the quality and standard of sheet metal work. It is expected of each Journeyman and apprentice to improve their knowledge of and ability in the trade.

Section 2. Tool and Equipment Rental. No employee shall furnish or rent to the Employer any tools, scaffolds, trucks or any other equipment.

Section 3. Journeyman Upgrading. Where the Employer requires specific training and/or certificates on any job, the employee shall secure such training and/or certificates on their own time through the JATC, if the JATC offers the training or certification, and provide documentation of the same to the Employer. The Employer will reimburse training expenses only (not wages and/or fringe benefits) when the specific training and/or certificate obtained could not have been secured through the JATC, and the employee secures such training and/or certificate to secure work with the Employer.

Section 4: Mandatory Safety Training: All active journeypersons, stewards and apprentices shall be required to maintain an up-to-date OSHA thirty-hour (30) safety card. This training shall be provided through the JATC or the Safety Incentive Program. For new journeymen this training will be completed within twelve (12) months of their initiation date. All apprentices will receive safety training as part of their curriculum.

This training will be at no cost to the employee and no wages shall be paid.

Section 5. Apprentice Opportunity. All Journeymen sheet metal workers and foreman are required to give an apprentice all the opportunities possible to learn and progress. Foremen and members in charge of shops and jobs are responsible for an apprentice and are required to see that an apprentice attends school on the days assigned to them. No apprentice shall work alone in the field except under supervision of a journeyman.

The Union and Employer agree to continue to cooperate in the propagation of an effective apprenticeship program, including school facilities, to be made available.

“It is the recognized goal of the Employers and the Union to start three (3) apprentices per year in an effort to stabilize the Apprenticeship Program.”

Section 6. The Union and Contractors jointly recognize continuous training benefits both the employee and the employer and is critical to retaining and increasing market share. Both parties agree to pursue more efficient business and construction methods.

- (a) The Employer may elect to hold training meetings immediately after the regularly scheduled work day. The Employer will pay for all training costs. Employees will be paid fifty-percent (50%) of their current hourly rate of pay for attending; no fringes will be paid. Meetings will be limited to four (4) hours per month. Employees must receive two (2) weeks prior notice for any meeting.
- (b) The Employer may elect to offer additional training to select employees outside of the regular work day. Such training will be strictly optional for the employee and will require the approval of the business manager. The Employer will pay for all training costs. No wages or fringes will be paid.

ADDENDUM K

Business Manager

The Business Manager or Business Representative shall have access to any area where members are employed and covered by this Contract, and shall not be detained in any way wherever the Employer has control. It shall be understood that the Business Manager or Business Representative shall register with the office before entering the working area whenever this is possible.

ADDENDUM L

Referral Procedure

It is mutually agreed among the parties hereto that the following conditions shall govern all referrals of applicants for all positions within the scope of the Agreement between the parties and shall supersede any contract provisions which may be contained in said Agreement.

1. Any Employer in need of additional employees shall call the Union Office or submit their request in writing.
2. The Union agrees to furnish to the Employer or Employers journeymen sheet metal workers in sufficient number as may be necessary to properly execute the work contracted for by the Employer or Employers in the manner and under the conditions specified in this Section.
3. The Employer and the Union agree that they will not discriminate on the basis of race, color, religion, sex, age, disability, gender identity or national origin against any person with reference to recruitment, hiring, promotion, demotion, transfer, rates of pay or other terms and conditions of employment, selection for apprentice training, layoff or termination of employment. The parties hereto agree that all membership in either the

apprenticeship program or as a journeyman in the Union shall be based upon qualifications alone and without regard to a person's protected status. The Union agrees to select and refer all applicants for employment without discrimination against such applicants by reason of, or in any way affected by, Union membership, by-law regulations, constitutional provisions, or any other aspects of obligation of Union membership, policies or requirements.

4. The Employers shall have the right to reject any applicant for employment.

5. In order for the applicant to gain access to the various industries within the jurisdiction of Local No. 33 - Vermilion District and substantiate that they have been referred to a particular Employer, they shall report to the Union office and receive their referral in quadruplicate. Said referral shall contain the name of the Employer to whom they are referred, their name, address, telephone number, social security number, etc. They will also receive an authorization for working dues deduction, savings deductions and reason for dismissal or refusal of the Employer to hire the applicant.

6. If, within a period of forty-eight (48) hours the Employer cannot obtain employees under the hiring procedure as set forth in this Section, they shall be permitted to hire from any other source whatsoever, and such employees shall apply for membership in the Union as set forth in Article V of the Standard Form of Union Agreement.

7. The Employer shall have the right to recall a former employee provided a period of no more than sixty (60) days has expired.

8. Both the Union and the Employer agree to post a copy of the referral procedure set forth in this Section in places where notices to employees and applicants for employment are customarily posted.

ADDENDUM M

Standards for Sheet Metal Work

Standards for sheet metal work shall be as published by the Sheet Metal and Air Conditioning Contractors' National Association and shall be the equal obligation of both Employers and sheet metal workers.

ADDENDUM N

Light Commercial Addendum

For Bidding Complete Heating, Ventilating and Air Conditioning Packages

Section 1. This work shall be included and performed under the Residential 33 Addendum, unless covered under Special Project Agreement rates, or pre-determined building trades wage rates under the Davis-Bacon Act, or work that is presently being performed under the Building Trades Agreement.

Section 2. This work shall be limited to new or existing construction of two or less stories. To determine the mechanical size of projects that qualify under this Addendum, the following rules apply: Project can have units up to 5,000 CFM of air moving capacity. Project can have up to a total of 20,000 CFM of air moving devices. (Add together CFM ratings of all roof top units, supply fans, exhaust fans, furnaces rotation units, air handlers and make up air units to be used on project). Duct work up to twenty (20) gauge may be used on these projects and sixteen (16) gauge kitchen exhaust. Bathroom exhaust fans or exhaust fans that have no duct work attached to them will not be included in the calculations.

Section 3. The Employer agrees that none but building trades journeymen and apprentices, residential journeymen and trainees shall be employed on any work described in this Addendum, except as noted herein, provided, however, that a building trades member may be voluntarily

employed on such work as residential journeyman, provided no residential members are available and prior approval has been granted by the Union.

ADDENDUM O
Review of Payroll Records

The Union shall have the right to review payroll records, hours worked and travel payments of the Employer if the Union has reason to believe they are not paying according to this contract.

ADDENDUM P
Employee Assistance Program

The Drug and Alcohol Employee Assistance Program, when and if adopted, shall become part of this Agreement.

ADDENDUM Q
Warranty Required Materials

The provisions of Section 2 Article VIII, Section 2 of Article II and Section 1 of Article III shall not be applicable to the manufacture for sale to the trade or purchase of warranty-required products where specified.