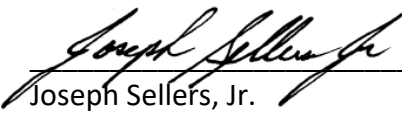


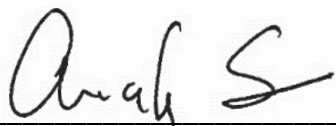


**SMART/SMACNA Statement of Policy & Support for  
Strong, Effective Local and National Unions and Contractor Associations**

*In view of a December 16, 2019 National Labor Relations Board (NLRB) decision in Valley Hospital Medical Center that relieves employers of the obligation to continue to honor a dues checkoff clause following expiration of a collective bargaining agreement (CBA), the Leadership of SMART International and SMACNA National want to express our shared view that our industry is best served by strong, effective and financially healthy SMART Unions and SMACNA Contractor Associations.*

*Union Member Dues Deductions and Contractor contributions to Industry Promotion Funds have long been included in our industry's Standard Form of Union Agreement (SFUA) and recommended for adoption by local bargaining parties. Effective use of dues and industry funds promote industry stability and support expansion of market and work opportunities. As such, SMART and SMACNA confirm their commitment to full continuation and support of dues deductions and industry promotion fund contributions and request our local affiliates to do the same to strengthen the union sheet metal industry.*

  
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Joseph Sellers, Jr.  
SMART General President

  
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Angie Simon, P.E.  
SMACNA President

January 6, 2020  
\_\_\_\_\_  
Date