



SHEET METAL WORKERS' LOCAL No. 2

AGREEMENT

BETWEEN

**SHEET METAL AND
AIR CONDITIONING CONTRACTORS
NATIONAL ASSOCIATION,
KANSAS CITY CHAPTER, INC.**

AND

**SHEET METAL, AIR, RAIL
and
TRANSPORTATION WORKERS
LOCAL UNION NO. 2,
KANSAS CITY, MISSOURI**

JULY 1, 2022 TO JUNE 30, 2025



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UNION AGREEMENT

Agreement entered into this 1st day of July, **2022** by and between Sheet Metal and Air Conditioning Contractors National Association, Kansas City Chapter, Inc. (SMACNA-KC), hereinafter referred to as the Employer, and Local Union NO. 2 of Sheet Metal Air, Rail and Transportation Workers (SMART), hereinafter referred to as the Union, for Allen, Anderson, Atchison, Bourbon, Brown, Cherokee, Cheyenne, Clay, Cloud, Coffey, Crawford, Decatur, Doniphan, Douglas, Ellis, Franklin, Geary, Grove, Graham, Jackson, Jefferson, Jewell, Johnson, Labette, Leavenworth, Lincoln, Logan, Linn, Lyon, Marshall, Miami, Mitchell, Montgomery, Morris, Nemaha, Neosho, Norton, Osage, Osbourne, Ottawa, Phillips, Pottawatomie, Rawlins, Republic, Riley, Rooks, Russell, Saline, Shawnee, Sheridan, Sherman, Smith, Thomas, Trego, Wabaunsee, Wallace, Washington Wilson, Woodson and Wyandotte Counties, Kansas and Andrew, Atchison, Barton, Bates, Benton, Buchanan, Caldwell, Camden, Carroll, Cass, Chariton, Clay, Clinton, Daviess, DeKalb, Gentry, Grundy, Harrison, Henry, Hickory, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Mercer, Miller, Moniteau, Morgan, Nodaway, Pettis, Platte, Ray, St. Clair, Saline, Vernon and Worth Counties, Missouri.

In the event that, after July 1, 2016, the Union enters into a collective bargaining agreement, **other than a renewal of this contract or any addendum, thereof**, which includes a provision that is more favorable to a provision, that is set forth in this Agreement, the Association may adopt such provision. Such provision shall become effective as a term of this Agreement immediately upon written notification to the Union of adoption by the Association. Upon written request of the Association, the Union shall immediately provide copies of any collective bargaining agreement that it is party to, covering the performance of any work that falls within the scope of work covered by this Agreement, so that the Association may effectively utilize this provision.

This provision shall not, however, permit the Association to adopt a more favorable term granted by the union to a newly organized employer in a collective bargaining agreement with a duration of two years or less, Resolution 78 conditions for the purpose of competing against non-signatory contractors or signing/working under Project Labor agreements.

ARTICLE 1

SCOPE

Section 1-1. The parties to this Agreement endorse a basic philosophy of an hour's work for an hour's pay. Employees shall be at the shop or project site at scheduled starting time each day and shall remain until quitting time. The contractor shall be required to pay, at applicable rate, any sheet metal worker, to fill out paperwork needed for initial employment, such as, but not limited to pre-employment/job specific drug testing and safety orientations W-4, I-9 and standard company employment forms, provided the Local Union No. 2 member accepts employment and is employable.

Any handbook, manual, or other document will not describe wages, hours, and other terms and conditions of employment covered in this Collective Bargaining Agreement negotiated between SMACNA-Kansas City and SMART Local 2. If any provisions in employer documents conflicts with the CBA, the CBA shall prevail.

Employers shall not perform a background check and/or credit check unless it is a project requirement and the employee signs an authorization form for that project. Job specific pre-employment background checks shall be provided to the Union for members to fill out before being dispatched.

Section 1-2. 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 nonferrous metal work and all other materials used in lieu thereof and of all Air-Veyor systems and air handling systems regardless of material used including the setting of all equipment and all reinforcements in connection therewith; (b) all inner lagging and outer lagging over insulation, removal of all inner lagging and outer lagging and all duct lining, including pre-form round duct lining installed in the field; (c) adjusting of all air handling equipment and duct work in connection with testing and balancing; (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; all shop and field sketches, regardless of how produced, shall bear a Local Union No. 2 detailer stamp and/or the name and card number of the sheet metal worker who prepared the drawings; and (e) all other work included in the jurisdictional claims of SMART.

Section 1-3. It is expressly included herein, for the purpose of indicating more specifically but not by any means limiting hereto that supplementary to Section 1-2 of this Article, this Agreement also covers the handling, setting, erecting, installation, assembling, dismantling, adjustment, alteration, reconditioning, repairing and servicing of all furnaces, unit or duct heaters (where duct is attached), make-up air heaters (gas-fired or electric), in the room heaters (gas-fired or electric), fans, filters of all types (including electronic air cleaners), blowers, sheaves, belt and chain guards of all kinds, plenums including prefabricated insulated casings and air chamber panels, with or without other equipment, louvers, screens, registers, grilles, housing, casings, diffusers of all kinds, including those in connection with lighting fixtures and ceilings, dampers of all kinds, sound traps, mixing boxes, attenuators of all kinds, access doors related to air-handling systems, dryers, sprayers, power and gravity ventilators, lining within duct work, housings, and sound control boxes, dust collectors and recovery systems, breeching, canopies, hoods, convector and radiator and similar enclosures and covers, with or without backs, flexible tubing and

connections thereto, all such or similar equipment involved in or in any way related to air handling systems, metal siding, wall panels, metal roofing, skylights, and all architectural sheet metal work covered by this Agreement or by the jurisdictional claims of the International Association of the Sheet Metal, Air, Rail and Transportation Workers'.

Section 1-4. The Employer and Union shall exert every possible effort to secure all work included in and covered by this Agreement.

Section 1-5. The Employer agrees to report to the Union all jobs offered for bid or **accepted** by negotiation or otherwise in which any of the work or equipment covered by this Agreement is not included, to **the Company's** knowledge, and **the Company** shall specify what is omitted. The Union agrees to exert every reasonable effort to secure such work for its membership.

Section 1-6. All emerging markets and new technology in the sheet metal industry developed and marketed by SMART.

ARTICLE 2 SUBCONTRACTING

Section 2-1. No Employer shall subcontract or assign any of the work described herein which is to be performed at a job site 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 2-2. 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 3 WORKERS TO BE EMPLOYED

Section 3-1. The Employer agrees that none but journeymen, apprentice and pre-apprentice sheet metal workers shall be employed on any work described in Article 1, and further, for the purpose of proving jurisdiction, agrees to provide the Union with written evidence of assignment on the Employer's letterhead for certain specified items of work to be performed at a job site 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.

Section 3-2. OSHA 10, OSHA 30 and any additional safety training, time may be split equally between the member and the contractor. If a contractor schedules mandatory, contractor specific training, other than safety related training for their employees, this training shall be during working hours and the responsibility of the contractor employing the journeyman.

Section 3-3. SMART Local Union No. 2 and SMACNA – Kansas City Chapter agree to

a substance abuse testing program. (See Attachment A). There shall be no longer than a 48 hour delay in the employee reporting to work due to waiting for the initial test results. If the initial test result is a negative test, the employee shall be paid for all lost time while waiting for the initial results. Should any dispute arise with respect to the application or implementation of this policy between workers employed pursuant to the collective bargaining agreement between SMACNA – Kansas City Chapter, Inc. and SMART Local Union No. 2, such disputes shall be submitted to the grievance and arbitration provisions of this agreement.

Purpose

This policy is negotiated and implemented pursuant to the Drug Free Work Place Act of 1988. It is not the intent of this program that it be used as punishment, but rather to assist employees with alcohol and/or drug abuse problems.

Section 3-4. Code of Excellence. SMART Local Union No. 2 and SMACNA – Kansas City Chapter agrees to adopt the SMART Code of Excellence Program as amended and adopted by Local Union No. 2 and SMACNA- Kansas City. Please note that in any instance in which the SMART Code of Excellence is inconsistent with the Local Union No. 2 Referral Procedures and/or the Local 2 Building Trades Collective Bargaining Agreement, the Local Union No. 2 Referral Procedures and CBA shall take precedence.

ARTICLE 4 HIRING PROCEDURE

Section 4-1. It is mutually agreed among the parties hereto that the following conditions shall govern hiring practices under this Agreement.

Section 4-2. When qualified journeymen sheet metal workers are required to properly execute work contracted for by the Employer in the manner and under the conditions specified in this Agreement, the Employer shall give the Union first opportunity with all other sources to provide suitable journeymen sheet metal workers. If the Union fails to supply journeymen sheet metal workers within forty-eight hours, the Employer may hire such employees and refer them to Sheet Metal Local 2 for enrollment.

Section 4-3. When additional qualified apprentices are required to properly execute work contracted for by the Employer in the manner and under conditions specified in this Agreement, the Employer shall obtain same from the Business Manager, or Business Representative, of Local Union No. 2.

Section 4-4. The Union shall refer applicants for employment without discrimination against such applicants because of race, color, religion, national origin, age, sex, or in any way affected by Union membership, by-laws, regulation, constitutional provisions or any other aspect or obligation of Union membership, policies or requirements.

Section 4-5. The Employer shall have the right to reject any applicant for employment except for reason of race, color, religion, national origin, sex, or age.

Section 4-6. The Union, if requested, shall advise the Employer of the unemployed sheet metal workers who are qualified to perform the specific class of work.

Section 4-7. The Employer agrees to notify the union immediately upon the employment of any sheet metal worker and how they were accepted for employment.

Section 4-8. The Employer agrees not to discriminate against able journeymen fifty-five (55) years of age and older who have ten (10) years' good standing in Local Union No. 2. If no members 55 years old or older are employed, the contractor agrees not to discriminate against able journeymen fifty-two (52) years of age and older. If no members 52 years old or older are employed, the contractor agrees not to discriminate against able journeymen fifty (50) years of age and older. The Employer further agrees to retain one such journeyman for each nine (9) other journeyman employed if it does not violate discrimination law.

Section 4-9. A copy of the hiring procedure shall be posted in the Union Hall and at the shop of each Employer.

Section 4-10. The Employer shall furnish a termination slip, furnished by Local No. 2 and SMACNA-KC with the final pay of each employee. Copies shall go to the employee and Local No. 2. All company property (approved tools checked out to employees, keys, cellphones, etc.) shall be turned in at the time of dismissal. When employees are discharged, an appropriate amount of time shall be allowed so employees can gather their tools and belongings. Upon return of all Company property, employers shall pay employees in full, immediately upon discharge. Each employer shall pay four (4) hours pay to the terminated employee for each 24 hour period said employee must wait for final pay.

Section 4-11. Each employer, who requests that the union refer additional manpower, on a job by job basis, will pay the first assigned journeyman at the foreman's rate. In addition, the second assigned journeyman shall be the steward and shall be present on the project for any hours worked.

Section 4-12. Each member shall receive, at minimum, a 10-minute break in the immediate or designated area, between start time and lunch each working day and a 10-minute break between lunch and quitting time when working 10-hour days or longer.

ARTICLE 5 UNION SECURITY

Section 5-1. 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 1 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 ground 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.

The Employer shall deduct from the wages of each employee, according to written authorization from the individual employee, the amount of Union initiation fees and dues, and forward to the Union between the first (1st) and tenth (10th) day of each month.

Section 5-2. 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 5-3. 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 provisions 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 involve employees immediately upon compliance with such conditions.

ARTICLE 6 TRAVEL EXPENSE LOCAL NO. 2 AREA

Section 6-1. When employed in a shop or on a job in Areas 1 through 6 (see Jurisdiction map) 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. The Employer shall pay the established wage rate for that area plus travel pay as indicated on the travel map when working outside of Area 1, defined as follows:

Yellow Counties - \$ 40 per day

Missouri

Buchanan, Clinton, Caldwell, Carroll, Saline, Pettis, Henry, Bates

Kansas

Linn, Anderson, Coffee, Osage, Shawnee, Jackson, Atchison

Blue Counties - ~~\$30~~ per day (personal vehicle) \$60 per day (Company vehicle)

Missouri

Andrew, DeKalb, Daviess, Livingston, Chariton, Howard, Morgan, Benton, St. Claire, Vernon

Kansas

Bourbon, Allen, Woodson, Lyon, Wabaunsee, Pottawatomie, Nemaha, Brown, Doniphan

Green Counties - The current GSA Lodging and Meal and Incidental per diem rate per day (www.gsa.gov/travel/plan-book/per-diem-rates)

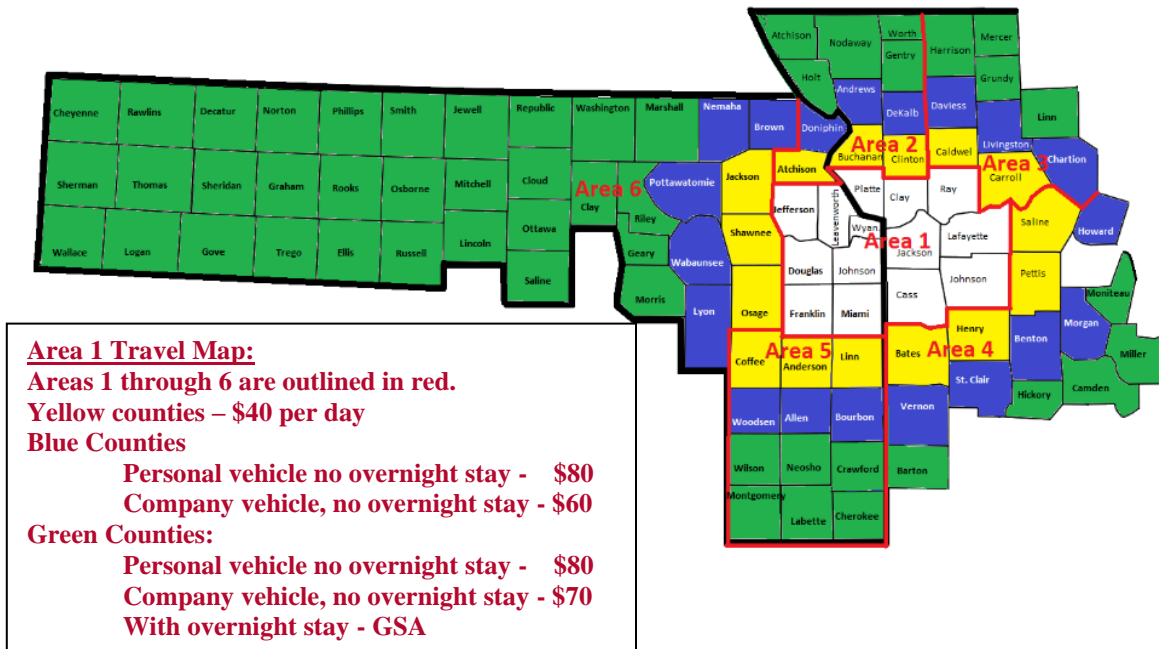
Missouri

Atchison, Holt, Nodaway, Worth, Gentry, Harrison, Mercer, Grundy, Linn, Moniteau, Miller, Camden, Hickory, Barton.

Kansas

Crawford, Cherokee, Neosho, Labette, Montgomery, Wilson, Marshall, Riley, Geary, Morris, Washington, Clay, Saline, Ottawa, Cloud, Republic, Jewell, Mitchell, Lincoln, Russell, Osborne, Smith, Phillips, Rooks, Ellis, Trego, Graham, Norton, Decatur, Sheridan, Gove, Rawlins, Thomas, Logan, Wallace, Sherman, Cheyenne.

Employees whose Employers' **principal** place of business is located in Area 1 will be paid in accordance to Article 41 for Areas 3-4-5.



Employees whose Employers' operational place of business is located in Area 2 will be paid in accordance to Article 42 Area 2.

If the employer's **principal** place of business or the employee resides in the same county **worked** in, travel is waived.

If traveling to Blue Zone in personal vehicle and no overnight stay is required, the member shall receive \$80 per day worked. If traveling to Blue Zone in a company vehicle and no overnight stay is required, the member shall receive \$60 per day worked.

If traveling to Green Zone for a single day in a Company vehicle and no overnight stay is required, the member shall receive \$70 per day. If traveling to Green Zone for multiple days in a Company vehicle, the member shall receive GSA per diem.

Section 6-2. In the event additional transportation during the working hours is provided by an employee's own vehicle, **the employee** shall be compensated for such transportation at the allowable IRS rate per mile. The Employer shall pay for all parking expense, road and bridge tolls incurred. The Employer may designate parking locations and routes and employees shall furnish receipts for all expenditures. If **a company vehicle is assigned to an employee and the employee** travels to or within a yellow county, travel pay and mileage is waived; however, the company will pay parking expenses and road and bridge tolls.

Section 6-3. Employees required to pay for all day parking shall be compensated up to \$10 per day, with a valid parking receipt. If the Employer provides parking accommodations for the employee within ¼ mile, no reimbursement will be provided.

ARTICLE 7 TRAVEL EXPENSE OUTSIDE LOCAL 2 AREA

Section 7-1. When the Employer has any work specified in Article 1 of this Agreement to be performed outside of the geographic area covered by this Agreement, but within the geographic area covered by another local union of SMART and qualified sheet metal workers are available in such area, they may send two (2) sheet metal workers per job, unless permission is given by the home local union to bring an additional number, 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 package specified in Article 8. One shall be a foreman and receive foreman wages per Article 8 but in no case less than the established wage package 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 that Local Agreement or this agreement, whichever is more stringent. If employees are sent into an area where there is no Local Agreement of the Sheet Metal Air, Rail and Transportation Workers Union covering the area then the minimum conditions of the home Local Union shall apply.

For an apprentice to travel out of jurisdiction of SMART Local Union No. 2, the employer must get approval of the business managers from both the home local and the visiting local prior to traveling. If an apprentice must travel home for an apprenticeship obligation by the JATC other than a disciplinary meeting, the apprentice shall be paid travel time and transportation to travel home and back to the jobsite.

* If the employee's own automobile **is used** for transportation, **the employee** shall be compensated for the use of the automobile at the allowable IRS rate per mile.

** If **traveling** by automobile during other than regular working hours **the employee** shall be compensated for travel time at the rate of **sixty-five** cents (\$0.65) per mile.

If the employee travels on company time in a company vehicle, travel pay and mileage is waived; however, the company will pay parking expenses and road and bridge tolls. If the employee begins travel during working hours and travel time extends past the regular work hours, **the employee** shall be compensated at a rate of **sixty-five** cents (\$ 0.65) per mile from that point forward.

*** When an employee works outside of the jurisdiction of Local No. 2, and when an overnight stay is required, the Employer shall have the option of paying the employee in either of the following ways:

1. Minimum board and room shall be paid at the current GSA Lodging and Meal and Incidental per diem rate for the area the employee is traveling to per day stayed. The employee shall be paid travel time and transportation to travel home each week. Lodging will be paid for overnight stays only. **If traveling in a Company vehicle and no overnight stay is required, the employee shall receive an amount equivalent to the Green Counties in Article 6.**

Or

2. Minimum board and room shall be paid at the current GSA Lodging and Meal and Incidental per diem rate for the area the employee is traveling to per day including Saturdays, Sundays and holidays, and the employee shall be paid travel time and transportation when the employee travels to and from the job location as assigned by the Employer. For jobs four weeks or more in duration, the employee shall be paid travel time and transportation to travel home and return to jobsite one time per four-week interval. Lodging will be paid for overnight stays only.

(GSA amounts can be found at www.gsa.gov/travel/plan-book/per-diem-rates)

It is agreed that if the employee is not assigned to the job location for at least seven (7) days, the employee shall be paid in accordance with Option 1.

No reimbursement will be required if all expenses are paid by the Employer and meet the GSA requirements at a minimum.

Out of town expenses in excess of the amounts listed in this contract and mutually agreed to between the **employee** and Employer shall be allowed and reported to the Union.

Travels on own time @ \$0.65 per Mile	Travels on Company Time @ Hourly Rate	Uses Personal Vehicle @ IRS Allowable Rate	Uses Company Vehicle	Mileage Pay Paid to Member On Weekly Basis
X		X		\$0.65 Per Mile +IRS Allowable
X			X	\$0.65 per Mile
	X	X		IRS Allowable
	X		X	No Travel Pay

If traveling by personal vehicle, mileage shall be paid prior to traveling.

ARTICLE 8 LOCAL WAGE RATES, FRINGE PACKAGE AND EXPENSE

Section 8-1. In addition to the fringe benefits listed in this Agreement, the minimum rate of taxable wages for journeyman 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 1 of this Agreement shall be as follows:

Section 8-2. The total Wage and Fringe package shall be as follows:

AREA 1 WAGE RATE AND FRINGE BENEFIT SUMMARY

Area 1	7/1/2022	7/1/2023	7/1/2024
Increase	\$2.75	\$2.50	\$2.35
Total wage & Fringe	\$74.90	\$77.40	\$79.75
Wage	\$48.68	\$50.43	\$52.28
Deductions before taxes			

401(k)	\$0.50	\$0.50	\$0.50
Deductions after taxes			
Working dues assessment	3.75% of Beneficial Wage		
Per Capita	\$0.18	\$0.23	\$0.23
LAC (Optional)	\$0.05	\$0.05	0.05
United Fund	\$0.02	\$0.02	0.02
SMW International Scholarship	\$0.01	\$0.01	0.01
Fringes AREA 1			
Pension	\$15.37	\$15.37	\$15.37
Mo-Kan*	\$8.66	\$9.41	\$9.91
Retiree Subsidy	\$0.55	\$0.55	\$0.55
ITI	\$0.12	\$0.12	\$0.12
Area 1 Local Industry Fund	\$0.47	\$0.47	\$0.47
Area 1 Local Training Fund	\$1.00	\$1.00	\$1.00
Continuing Education	\$0.00	\$0.00	\$0.00
NEMI	\$0.03	\$0.03	\$0.03
SMOHIT	\$0.02	\$0.02	\$0.02
Total Fringe	\$26.22	\$26.97	\$27.47
First Shift			
Journeyman Rate	\$48.68	\$50.43	\$52.28
Foreman (Total Pkg X 1.055 minus fringes)	\$52.80	\$54.69	\$56.67
General Foreman (Total Pkg X 1.08 minus fringes)	\$54.67	\$56.62	\$58.66
Second Shift			
Journeyman Rate	\$53.55	\$55.47	\$57.51
Foreman (Foreman Rate X 1.10)	\$58.08	\$60.16	\$62.33
General Foreman (General Foreman Rate X 1.10)	\$60.14	\$62.28	\$64.53

* Allocations **are** subject to change by Mo-Kan Trustees' recommendation **and voted on by the membership** at a Special Order of Business Meeting, prior to contractual increase. Any trustee recommended increases or decreases in Mo-Kan hourly contributions shall be added or subtracted to the taxable wage rate.

Area 1 JATC Wage Rate for Apprentices				
		7/1/2022	7/1/202	7/2/202
			3	3
Journeyman Hourly Wage Rate		\$48.68	\$50.43	\$52.28
	Taxable Rate			
Apprentice Wage Rate	%			
Pre-Apprentices	45%	\$21.91	\$22.69	\$23.53
Pre-Apprentice Members	50%	\$24.34	\$25.22	\$26.14
1st Year	55%	\$26.77	\$27.74	\$28.75
2nd Year	65%	\$31.64	\$32.78	\$33.98
3rd Year	75%	\$36.51	\$37.82	\$39.21
4th Year	85%	\$41.38	\$42.87	\$44.44
5th Year	90%	\$43.81	\$45.39	\$47.05

Area 1 Pension Rate for Apprentices Pre-Apprentices and Pre-Apprentice Members				
		7/1/2022	7/1/2023	7/1/2024
Journeyman Hourly Pension Rate		\$15.37	\$15.37	\$15.37
Apprentice Wage Rate	Taxable Rate			
	%			
Pre-Apprentices/Pre-Apprentice Members	5%	\$0.77	\$0.77	\$0.77
1st Year	55%	\$8.45	\$8.45	\$8.45
2nd Year	65%	\$9.99	\$9.99	\$9.99
3rd Year	75%	\$11.53	\$11.53	\$11.53
4th Year	85%	\$13.06	\$13.06	\$13.06
5th Year	90%	\$13.83	\$13.83	\$13.83

Pre-Apprentice/Pre-Apprentice Member Fringes				
		7/1/2022	7/1/2023	7/1/2024
Deductions before taxes				
401(k)		\$0.50	\$0.50	\$0.50
Deductions after taxes				
Working dues assessment	1.75% of Beneficial Wage			
Per Capita		\$0.18	\$0.23	\$0.23
LAC (optional)		\$0.05	\$0.05	\$0.05
Fringes				
Pension	See Below			
Mo-Kan*		\$8.66	\$9.41	\$9.91
ITI		\$0.12	\$0.12	\$0.12
Area 1 Local Training Fund		\$0.01	\$0.01	\$0.01
NEMI		\$0.03	\$0.03	\$0.03
SMOHIT		\$0.02	\$0.02	\$0.02

1st Year Apprentice Fringes				
		7/1/2022	7/1/2023	7/1/2024
Deductions before taxes				
401(k)		\$0.50	\$0.50	\$0.50
Deductions after taxes				
Working dues assessment	1.75% of Beneficial Wage			
Per Capita		\$0.18	\$0.23	\$0.23
LAC (optional)		\$0.05	\$0.05	\$0.05
Fringes				
Pension	See Below			
Mo-Kan		\$8.66	\$9.41	\$9.91
Retiree Subsidy		\$0.55	\$0.55	\$0.55
ITI		\$0.12	\$0.12	\$0.12
Area 1 Local Industry Fund		\$0.15	\$0.15	\$0.15
Area 1 Local Training Fund		\$0.01	\$0.01	\$0.01
Continuing Education		\$0.01	\$0.01	\$0.01
NEMI		\$0.03	\$0.03	\$0.03
SMOHIT		\$0.02	\$0.02	\$0.02

Area 1 - 2nd Thru 5th Year Apprentice Fringes			
	<u>7/1/2022</u>	<u>7/1/2023</u>	<u>7/1/2024</u>
Deductions before taxes			
401(k)	\$0.50	\$0.50	\$0.50
Deductions after taxes			
Working dues assessment	1.75% of Beneficial Wage		
Per Capita	<u>\$0.18</u>	<u>\$0.23</u>	<u>\$0.23</u>
LAC (optional)	\$0.05	\$0.05	\$0.05
United Fund	\$0.02	\$0.02	\$0.02
SMW International Scholarship	\$0.01	\$0.01	\$0.01
Fringes			
Pension	See Below		
Mo-Kan	<u>\$8.66</u>	<u>\$9.41</u>	<u>\$9.91</u>
Retiree Subsidy	\$0.55	\$0.55	\$0.55
ITI	\$0.12	\$0.12	\$0.12
Area 1 Local Industry Fund	\$0.15	\$0.15	\$0.15
Area 1 Local Training Fund	\$1.00	\$1.00	\$1.00
<u>Continuing Education</u>	<u>\$0.04</u>	<u>\$0.04</u>	<u>\$0.04</u>
NEMI	\$0.03	\$0.03	\$0.03
SMOHIT	\$0.02	\$0.02	\$0.02

Section 8-3. On all work specified in Article 1 of this Agreement, fabricated and/or assembled by journeymen, apprentices, and pre-apprentice sheet metal workers whose established wage scale is higher than the wage scale specified in this Agreement, the higher wage scale of the job site Union shall be paid to all classifications employed on such work in the home shop or sent to the job site.

Section 8-4. The provisions of Section 2 of this Article, Section 2 of Article 2 and Section 1 of Article 3 shall not be applicable to the manufacture for sale to the trade or purchase of the following items:

- | | |
|---|---|
| <ul style="list-style-type: none"> 1. Ventilators 2. Louvers 3. Automatic and fire dampers 4. Radiator and air conditioning unit enclosures * 5. Fabricated pipe and fittings for residential installations only <ul style="list-style-type: none"> a) Round pipe and elbows b) Boots, round to rectangular transitions and "Y" joints c) Register boxes | <ul style="list-style-type: none"> d) Wall riser, pipe, riser elbows, and angles up to 3-1/2" x 14" e) Furnace, smoke or vent pipe 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 |
|---|---|

*Residential installations of heating and air conditioning shall be defined as applying to work on any single-family dwelling, or on any multiple-family housing unit, **four stories or less**, where each individual-family apartment is individually conditioned by a separate and independent unit or system.

Section 8-5. The provisions of Section 3 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.

The provisions of Section 3 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. The Employer agrees to purchase only Yellow Label spiral pipe and fittings.**

Section 8-6. Except as provided in Section 3 and 11 of this Article, the Employer agrees that journeymen sheet metal workers hired outside of 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 8-7. In applying the provisions of Section **3, 6, 11** of this Article 8, 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 8-8. Fringe benefit contributions shall not be duplicated.

Section 8-9. Wages at the established rates specified herein shall be paid by check or alternative payroll procedure, i.e. electronic and/ or automatic deposit in the shop or at the job at or before quitting time of the payday of each week specified by the Employer and no more than three (3) regular work days pay will be withheld. **If an employee does not receive their weekly pay within three (3) days, [four (4) days when a holiday falls in the withholding period] they shall receive two (2) hours of compensation at the proper straight-time rate of pay for each twenty-four (24) hour waiting period, or portion thereof.** A statement in writing shall be provided to the employee with each pay, showing regular hours worked, overtime hours worked, gross pay and itemized deductions. However, employees when discharged shall be paid in full and Employer must be current on fringes. No employee will be discriminated against for the method of payroll procedure he/she elects.

Section 8-10. Journeymen, apprentice and pre-apprentice sheet metal workers, who report for work by direction of the Employer and are not placed at work, shall be entitled to two (2) hours' pay at the established rate. This provision, however, shall not apply if the employee has been notified a minimum of one hour before the established start time to not report to work.

Section 8-11. 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 SMART, 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 2 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 as long as the conditions meet or exceed this 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 8-12. The wage scale for all power plants in Area's 1-5 shall be worked as if they were located in Area 1.

ARTICLE 9 FOREMAN

Section 9-1. A foreman is defined as a journeyman sheet metal worker who in addition to **the employee's** regular work is assigned any of the following by their employer:

1. The **jobsite has** two or more sheet metal workers
2. Performing foreman duties at the jobsite or in the shop (including, but not limited to project coordination, detailing, measuring or making decisions on behalf of the contactor)

If a member is performing detailing in shop or field, either by hand or electronically, they shall be compensated as a foreman if:

- a. **The member, in addition to detailing, is performing project management duties with architects, engineers or other crafts.**
- b. **Coordinating, managing and scheduling work on the project**
- c. **Purchasing equipment and materials used for the project they are detailing.**

Section 9-2. A General Foreman is a journeyman sheet metal worker who in addition to regular work is assigned the supervision of one or more foreman. A General Foreman shall receive General Foreman wages per Article 8 of this Agreement.

Section 9-3. Each Employer working under this Agreement shall have a foreman in its shop. **The shop shall have a General Foreman for shop crews of 16 or more.**

Section 9-4. Each Employer working under this Agreement shall have a General Foreman in addition to the foreman mentioned above on each field crew of 12 or more.

Section 9-5. Each Employer having three crews (each with less than three employees) on any one project at the same time shall have a foreman to supervise these crews.

ARTICLE 10 GRIEVANCE PROCEDURE

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 10-1. 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 duly authorized representative of the Union, if possible. An Employer may have the local Association

present to act as **their** representative.

To be valid, grievances must be raised within sixty (60) calendar days following the occurrence giving rise to the grievance, or, if the occurrence was not ascertainable, within sixty (60) days after an investigation determines the facts giving rise to the grievance.

Section 10-2. Grievances not settled as provided in Section 1 of this Article may be appealed by either party to the Local Joint Adjustment Board in the area in which the work is performed 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 Chairman and Co-Chairman to render a final and binding determination, except as provided in Section 3 and 5 of this Article. The Board shall consist of an equal number of representatives of the Union and of the local Employers' Association and both sides shall cast an equal number of votes at each meeting. The local Employers' Association, on its own initiative, may submit grievances for determination by the Board as provided in this Section. 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 mutual agreement of the parties.

Section 10-3. Grievances not disposed of under the procedure 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*. 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 the 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.

Notwithstanding the provisions of Paragraph 1 of this Section, 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, and request a Panel hearing as set forth in Section 3 of this Article, providing such appeal is approved by the Co-Chairmen of the National Joint Adjustment Board.

*All correspondence to the National Joint Adjustment Board shall be sent to the following address: National Joint Adjustment Board, P. O. Box 220956, Chantilly, VA 22022-0956, or 4201 Lafayette Center Drive, Chantilly, VA 22021-1209.

Section 10-4. 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 shall be submitted within thirty (30) days after termination of 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 their entirety.

Section 10-5. 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 10-6. 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 is directed by the courts.

Section 10-7. 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 lockout during the pendency of the procedures provided for in this Article. Except in case of deadlock, the decision of the National Joint Adjustment Board shall be final and binding.

Section 10-8. Nothing contained in this Article shall apply to any controversy or dispute arising out of any notice of reopening of this Agreement as provided in Article 44 thereof.

Section 10-9. It is mutually agreed by both parties to this Agreement that in the event Sheet Metal and Air Conditioning Contractors National Association, Inc., and Sheet Metal Air, Rail and Transportation Workers Union fails to function as per this Article, the parties to this Agreement will amend Article 10 with a new grievance procedure mutually agreed to by both parties.

ARTICLE 11 WORK HOURS – OVERTIME

Section 11-1. The regular working day shall consist of eight (8) hours of labor in the shop or on the job between seven (7) a.m. and three-thirty (3:30) p.m. and the regular work week shall consist of five (5) consecutive eight (8) hour days of labor in the shop or on the job beginning Monday and ending with Friday of each week. All full-time or part-time labor performed during such hours shall be recognized as regular working hours and paid for at the regular hourly rate. Except as provided Article 11-5 or as otherwise provided in this Agreement or agreed to by the Union, all work performed outside of regular working hours during the regular work week, shall be at double (2) times the regular rate. Working hours may be varied by two hours. **Any changes to the established working hours** must be made with prior notification to Local No. 2. When working continuously, the highest overtime rate attained will continue until a **rest period** of a minimum of eight (8) hours is **provided to the employee**, then the appropriate pay rate will again apply.

When circumstances warrant and when it is mutually beneficial and agreed to by both the Employer and the Union, the Employer may institute a work week consisting of four (4) consecutive ten (10) hour days, between the hours of five (5:00) a.m. and six (6:00) p.m., Monday through Thursday, with one-half (1/2) hour allowed for a lunch period each day. In the event of unforeseeable circumstances beyond the control of the employer, Friday will be used as a make-up day, and, if utilized, a minimum of eight (8) hours work must be scheduled. A decision not to work may not be held against the employee. When working 4 (four) ten (10) hour days, overtime will be paid at the 1 ½**X the regular** rate for the eleventh and twelfth hour, all other hours worked will be paid at the 2**X the regular** rate. **Friday and Saturday overtime shall be 1 ½ X for the**

first 8 hours worked, all other hours worked will be paid at 2X rate.

Section 11-2. Upon written request from an Employer, the Business Manager of Local No. 2 may grant permission to vary the hours and/or work week set out in Section 11-1.

Section 11-3. New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, or days locally observed as such, and Sunday shall be recognized as holidays. Veterans Day may be observed as a holiday (if a member chooses to work, it shall not be a holiday). If a holiday falls on Saturday, Friday shall be observed; if it falls on Sunday, Monday shall be observed. All work performed on holidays shall be paid as double time.

Section 11-4. 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 Local Union in advance of scheduling such work. Preference to overtime and holiday work shall be given to all qualified employees on the job on a rotation basis so as to equalize such work as nearly as possible. The jobsite steward shall be present on the job for any hours worked **and** qualified to perform.

Section 11-5. (a) The first two hours of overtime, Monday through Friday, and the first 8 hours on Saturday shall be at time and one-half (**1 ½X**) for all work. All other overtime shall be at double time or double the appropriate shift rate.

The first two hours of overtime must be concurrent with the regular work day (Section 11-1), two hours prior to or following the regular work day are at 1½ times.

The regular working hours (defined in Section 11-1) on Saturday is paid at 1 ½ times. Work performed outside of the regular Saturday working hours is at double time.

(b) The employee of the employer has the right to reject provisions as stated in Section 11-5 without discrimination to employment.

Section 11-6. Employees required to be on-call on a rotating basis shall receive two (2) hours pay at the straight time rate, including fringe benefits, for Saturday on-call, and two (2) hours pay at the straight time rate, including fringe benefits, for Sunday and holiday on-call. If the employee is called out, the two (2) hours on-call pay for that day shall be applied to the hours worked that day but at the appropriate overtime rate.

Section 11-7. Employees shall notify their employer in advance to request vacation or personal time off, without jeopardy of layoff or termination.

ARTICLE 12 NIGHT WORK

Section 12-1. Night work in occupied buildings where work is performed within our regular forty (40) hour week which would conflict with owners' business and would be dangerous to the public, may be executed under the following schedules.

Section 12-2. Night work shall be paid at the appropriate shift rate as outlined in Article 13.

Section 12-3. If it is necessary to work more hours than specified in Article 13 on night work, overtime shall be paid per Article 11, overtime shall be calculated using the appropriate shift rate.

Section 12-4. The above-referred-to night work does not pertain to unoccupied buildings or theater buildings. Work performed on Saturday, Sunday or recognized holidays, will be paid as per Article 11, overtime shall be calculated using the appropriate shift rate.

Section 12-5. Local No. 2 must be notified prior to the commencement of any work by the Employer on the job site, in order for the Employer to be allowed to pay its employees under this Article.

ARTICLE 13 SHIFT WORK

Section 13-1. **Shift work shall be defined as work two or more consecutive 8 hour work periods per day. First shift shall be paid at the straight time rate. Second shift shall be paid at the taxable rate plus 10 percent. Third shift shall be paid at the second shift rate plus 5 percent.** Shift work shall be **paid** at the following schedule:

PAY RATE FOR HOURS WORKED

	<u>Elapsed Hours</u>	<u>Work Hours</u>	<u>7-01-22</u>	<u>7-01-23</u>	<u>7-01-24</u>
First Shift	8 ½	8	\$48.68	\$50.43	\$52.28
Second Shift	8 ½	8	\$53.55	\$55.47	\$57.51
Third Shift	8 ½	8	\$56.23	\$58.25	\$60.38

First Shift	7:00 a.m. to 3:30 p.m.
Second Shift	3:00 p.m. to 11:30 p.m.
Third Shift	11:00 p.m. to 7:30 a.m.

When working hours overlap into another shift, overtime shall be paid at the established shift rate. Start times may be varied by two hours. Once shift hours have been established, changes must be approved by Local No. 2. To utilize this article there must be a minimum of one work week duration.

Section 13-1 (a) If the option to work (4) four (10) ten hour days as provided in Article 11 of this Agreement is exercised for the Second or Third Shift as established in Section 13-1, then the shift rate for the shift in which the work starts will be paid for all ten (10) hours worked. Shift starting time by necessity may be varied with approval of Local 2.

Section 13-2. When shift work occurs on Saturdays, Sundays, or recognized holidays, the wage scales shall be as set forth in Article 11 of this Agreement.

Section 13-3. Local No. 2 must be notified in advance, when work is to be done under this Article.

Section 13-4. If it is necessary to work more hours than specified in Article 13-1 on Shift Work, overtime shall be paid per Article 11, overtime shall be calculated using the appropriate shift rate.

Section 13-5. The employee of the employer has the right to reject provisions as stated above without discrimination to employment.

ARTICLE 14 OUT-OF-TOWN OVERTIME

Section 14-1. Permission may be granted by the Business Representative of Local Union No. 2 for employees to work overtime at one and one-half (1-1/2) times the basic rate of pay for work on out-of-town jobs in the jurisdiction of Local Union No. 2 provided, however, such overtime does not occur on Sundays or holidays. Upon request from employer, the business agent may grant permission to vary hours and/or work week as set out in Article 11, Section 2. All members working on this project must agree with the above conditions, prior to being enforced and will be on a job by job basis only.

ARTICLE 15 SPECIAL CONDITIONS - OVERTIME

Section 15-1. It is recognized by both parties to this Agreement that in some segments of the sheet metal industry, it is impossible to pay double time for overtime and still be competitive. Because of this competitive situation, the parties do agree: On any work described in Article 1 where the Employer has reason to believe that double time instead of time and one-half for overtime will be non-competitive, **the employer** may petition the Union in writing prior to bidding, to be allowed to pay time and one-half for overtime. The Union will render its decision in writing and the Employer shall be bound by such decision. Copies of all correspondence regarding this Article shall be sent to the Sheet Metal and Air Conditioning Contractors National Association-Kansas City Chapter, Inc.

Section 15-2. It is also recognized by both parties to this Agreement that often signatory contractors will be required to compete against another craft or contractor that allows a make-up day. It is Local No. 2's sole discretion to permit a make-up day in any and all instances. The employee of the employer has the right to reject provisions as stated above without discrimination to employment.

ARTICLE 16 RESIDENTIAL

Section 16-1. This Article covers the rates of pay, rules and working conditions of all employees of the Employer engaged in the fabrication, erection, installation, repairing, replacing and servicing of all residential heating and air conditioning systems and the architectural sheet metal work on such residences.

Section 16-2. Residential work shall be defined as applying to work on any single family dwelling or multiple family housing unit where each individual family apartment is individually conditioned by a separate and independent unit or system. It shall also include work on individual

fan coils in individual air handlers and their connected duct work systems, in each individual-family apartment or unit where these fan coils are hooked to a central boiler and/or a central chiller.

Section 16-3. The wages and fringes paid under this Article shall be in accordance with Article 8 of this Agreement, or, with the Residential Addendum and made part of this Article and the current Collective Bargaining Agreement.

ARTICLE 17 TOOLS

Section 17-1. Journeyman and apprentice sheet metal workers covered by this Agreement shall provide for themselves all necessary hand tools. The Union and the Employer agree to the following hand tools:

Tinner's hammer 18 oz.	Drift pin
Snips 1 left 1 right	Awl
Combination square	Sheet metal tongs
Screw driver	
1 regular 1 Phillips	
Vise grips 1 regular 1 c grips	Adjustable wrench
Tape measure	7/16-3/4 end wrenches
1 pr. Dividers	Center punch

Section 17-2. Journeyman and apprentice sheet metal workers covered by this Agreement shall not be permitted to furnish the use of their automobile or other conveyance to transport men, tools, equipment or materials from shop to job, from job to job, or from job to shop, other than those approved in this agreement; 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 job to home at quitting time.

Company tools that can be transported are limited to a battery drill/screw gun, checked out to the member, and company provided personal protective equipment (includes safety harness and related fall protection equipment).

Section 17-3. Personal Electronic Devices: Personal Electronic Devices, including, but not limited to cell phones, smart phones, PDA's, tablets, headphones and ear buds are strictly prohibited on the job site or in the shop. The use of these devices will only be allowed at break and lunch time. Members required to have cell phones for business use shall be provided a cell phone by their employer.

ARTICLE 18 COLLECTION OF FRINGE BENEFITS

Section 18-1. Employers shall electronically report on a monthly basis, the fringe benefit contributions listed in Section 8-2 of this agreement through the reporting system selected and established by SMACNA-KC and Local No. 2. Employers shall remit, **by ACH payment**, on a monthly basis to a bank selected by SMACNA-KC and Local No. 2, the fringe benefit contributions listed in Section 8-2 and such payments shall be distributed by an authority designated by SMACNA-KC and Local No. 2 in accordance with Section 8-2.

Section 18-2. Apprentice fringes shall be paid in accordance with Article 8 of this Agreement.

Section 18-3. Contributions to the National Pension Fund, National Training Fund, National Energy Management Institute, Mo-Kan Welfare Fund, Apprenticeship Training Fund, the SMOHI Fund, SMACNA-KC Industry Advancement Fund, Sheet Metal Local #2 Supplemental Dues, the 401-K Plan, the Sheet Metal Workers Scholarship Fund, the United Way Fund, the LAC Fund, and any other fund that the bargaining parties to this agreement require contributions to be made to, pursuant to this agreement (hereinafter referred to collectively as the “Fringe Funds”), as stipulated under Section 1 of this Article, for all payroll periods ending in any calendar month is due and payable on or before the tenth (10th) day of the following month. If on the fifteenth (15th) day of said following month, the employer has failed to pay contributions as stipulated in this Article, then the employer shall be considered delinquent and interest, liquidated damages, and costs of collection shall be paid, as determined by the Fringe Funds Trustees, and/or their designated collection committee.

The Trustees of the aforementioned trust funds and/or their designated collection committee have broad powers to insure collection of contributions and preservation of the trusts, including but not limited to, requiring employers to be on an advanced cash basis, or to post surety bonds, and to require the payment of all collection costs, auditing costs and reasonable attorney fees if the employer is deemed to be delinquent or should it be necessary for the various funds to file suit for collection of monies owed. In addition, the Union shall have the right to enforce payment by whatever legal means (including but not limited to pulling **members** from the service of the employer or notifying other parties of the delinquencies) against delinquent employers without resorting to the grievance procedure (Article 10) of this Agreement; however, in such event, the Union shall notify SMACNA-KC of such intent at least two working days prior to taking any overt action.

The Trustees and collection committee of the aforementioned funds shall have the specific authority to require that out of town visiting contractors, new contractors who have not signed a collective bargaining agreement before, and also local contractors who are delinquent in paying fringe benefit contributions two or more times in a calendar year, to post a bond to guarantee the payment of fringe benefits. The amount and form of the bond shall be reasonably determined by said trustees.

Section 18-4. The employer expressly accepts and agrees to be bound by each and all of the terms and provisions of the Trust Agreements and other documents establishing the various fringe funds outlined above in Section 18-3. The employer further accepts and agrees to be bound by all amendments, alterations, additions and changes to the aforementioned trust agreements, heretofore and hereafter made. The employer further expressly accepts and agrees to be bound by and to adhere and comply with all rules, regulations, and resolutions duly adopted by the Boards of Trustees of said Funds heretofore or hereafter made, including but not limited to the collection of fringe benefit contributions.

The Employer shall, upon request of an official agent of any of the boards of trustees permit such agent or designee during regular business hours to inspect and make copies of any and all records of the Employer pertaining to compensation paid to employees, hours worked by employees, monies withheld from employees for taxes paid on account of employees, and all other

records relevant to and of assistance in determining whether the Employer's obligation hereunder to make payments to the depository have been faithfully performed.

Employer authorizes and agrees that the parties said Trust Agreements shall appoint Trustees and successor trustees as provided for in said Trust Agreements and the Employer hereby ratifies and accepts the Trustees so appointed.

Section 18.5. It is further agreed by and between the parties hereto that these funds will be used and operated at all times in such a manner that payments by the employer contributors will be deductible as expense items of said employers for income tax purposes with all governmental taxing units.

Section 18-6. The parties recognize the importance of maintaining sufficient records to support the current prevailing wage determination. The Employer agrees to report according to local, state, or federal reporting requirements the necessary information required to help set the prevailing wage in the counties represented by the Union. The Employer further agrees to provide the Union with copies of all prevailing wages reports the Employer submits.

Section 18-7. The bonding requirement for employers under the 401(k) Plan is set forth in Article 29 of this Agreement.

ARTICLE 19 APPRENTICE AND JOURNEYMAN TRAINING ASSESSMENT

Section 19-1. An apprentice training and educational program budget shall be established for purposes as set forth in the "Apprentice & Journeyman Training Trust", as heretofore and hereafter amended.

Section 19-2. The Apprentice Committee shall, once a year, make a determination of the contribution on a per-hour basis necessary to meet the Apprentice Committee budget for the fiscal year. The employee and the Employer employing **members** under this Agreement shall equally pay to the Sheet Metal Joint Apprentice Committee one-half (1/2) the amount determined by the committee per hour for all hours worked by journeymen sheet metal workers and apprentices covered by this Bargaining Agreement, to the Sheet Metal Joint Apprentice Committee.

Section 19-3. No signatories to this Contract shall be entitled to employ members of Sheet Metal Workers' Local 2 if they have not paid their proportionate share of the apprentice training and educational program budget.

Section 19-4. It is mutually agreed by the parties to this Agreement that the Training Fund should pay cost of maintenance, upkeep, utilities, taxes and other such costs arising from the operation of the training center.

ARTICLE 20 INTERNATIONAL TRAINING INSTITUTE

Section 20-1. Each Employer working under this Agreement agrees to pay an amount per hour as assessed by the International Training Institute, for every hour worked by journeymen and apprentices covered by this Agreement, directly to the depository specified by the International

Training Institute remitted on the National Pension Fund Plan A report.

ARTICLE 21 WELFARE

Section 21-1. Each Employer working under Agreement agrees to contribute to the Mo-Kan Welfare Fund the rate specified by Article 8 per hour for each hour worked by employees covered by this Bargaining Agreement, as set by the Trustees of Mo-Kan Health and Welfare Fund.

Section 21-2. The Mo-Kan Welfare Fund shall be administered pursuant to the Agreement and Declaration of Trust dated May 5, 1952, as heretofore amended, executed by the Sheet Metal Workers' International Association Local No. 2 and the Sheet Metal and Air Conditioning Contractors' National Association - Kansas City Chapter, Inc., now SMACNA-KC, and said Agreement and Declaration of Trust shall be considered a part hereof as if set forth in detail.

Section 21-3. Welfare 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 & Welfare Trust Fund to transmit health and welfare contributions made on behalf of the employee to the Health and Welfare 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 collective bargaining agreement when health and welfare contributions are transmitted on their behalf by trust funds from other areas.

ARTICLE 22 PENSION FUND AND RETIREE PENSION ADJUSTMENT

Section 22-1. Each Employer agrees to pay the listed amounts for every hour worked by employees covered by this Agreement to be forwarded directly to the National Sheet Metal Workers' Pension Fund. Pension contributions shall be made on behalf of Journeyman and Apprentices in accordance with the provisions of Article 8 of this Agreement.

Section 22-2. The Sheet Metal Workers' National Pension Fund shall be administered pursuant to the Agreement and Declaration of Trust, as heretofore and hereafter amended, executed by the Sheet Metal Workers' International Association and the Sheet Metal and Air Conditioning Contractors National Association, and said Agreement and Declaration of Trust shall be considered a part hereof as if set forth in detail.

Section 22-3. **The Employer will contribute to the NPF at the hourly rates set forth in this Agreement, in accordance with the NPF's Plan and Trust Documents (copies of these documents have been made available to the parties and are available at www.smwnpf.org). The parties acknowledge that, notwithstanding any other provision herein, the failure to adopt any contribution rate increases required to maintain certain subsidized benefits and**

optional forms under the NPF Plan Document will result in the loss of those certain benefits and the provisions of benefits as provided under the NPF's Default Schedule as described in its Funding Improvement Plan.

The NPF's Trust Document, as amended from time to time, is incorporated into this Agreement; the Employer hereby agrees to be bound as a party by all terms and provisions of the Trust Document. The Employer will report Covered Employment and pay its required monthly NPF contributions no later than the 20th day of the month following the month in which the Covered Employment was performed. Failure to pay on time and in full will constitute a delinquency and will subject the Employer to applicable interest, liquidated damages, fees and costs. The Employer shall transmit contributions and remittance data electronically via the National Benefit Funds' secure online Internet Payment System ("IPS"), accessible at www.smwnbf.org (contact the IPS Support Team via email at ips@smwnbf.org or by calling 800-231-4622).

If this Agreement or the Local require the Employer to secure a Guaranty or Performance Bond, such bond will guarantee the payments required to be paid by the Employer pursuant to the terms of this Agreement to the following funds, Sheet Metal Workers' National Pension Fund, SASMI, NEMIC, SMOHIT, ITI, and the Sheet Metal Workers' National Supplemental Savings Plan. Employers shall furnish said bond to the Sheet Metal Workers' National Pension Fund within fifteen (15) days of the execution of this Agreement. The bond as required under the provisions of this Section shall remain in full force and effect until the termination of this Agreement and furnished, at least on an annual basis.

1. For the duration of this Agreement and any renewals or extensions thereof, the Employer will contribute to the NPF the negotiated rate per this Agreement and as required by the First Alternative Option in effect at the time the increases are due and the Trust Document, for each hour or part of an hour for which an Employee covered by this Agreement receives the basic hourly wage rate. The Employer shall contribute for hours for which payment is due to the employees under this Agreement such as vacation time, sickness, absences, and school, unless no funds for which cents-per hour contributions are due under this Agreement require payment for hours for which a Covered Employee is paid but does not perform services.
2. Contributions shall be paid starting with the employee's first day of Covered Employment (as defined in the Plan Document).
3. All contributions shall be made at such time and in such manner, as the Trustees require. Employers shall submit a remittance report and the required contributions to the Fund Office no later than the twentieth (20th) of the month following the month when Covered Employment was performed. Employers should report and contribute via the Fund's on-line reporting and remittance system at www.smwnpf.org.
4. The Fund may audit the Employer's financial, payroll, wage, job or project records for determining the accuracy of Fund contributions and the Employer's ability to meet its contribution obligations. If the audit reveals that an Employer made inaccurate contributions or failed to pay contributions in full, Employer agrees to pay interest, liquidated damages and fees, as the Trust Document requires. Failure to timely pay and file

remittance reports constitutes a delinquency in violation of the Employer's obligation under this Agreement, the Trust Document and ERISA. The Trustees may take whatever steps they deem necessary, including legal action and termination of the Employer and/or termination of Covered Employment for service with the Employer, to collect such delinquent payments, notwithstanding any other provisions of this Collective Bargaining Agreement.

5. If this Agreement or the Local require the Employer to secure a Guaranty or Performance Bond, such bond will guarantee the payments required to be paid by the Employer pursuant to the terms of this Agreement to the following funds, Sheet Metal Workers' National Pension Fund, SASMI, NEMIC, SMOHIT, ITI, and the Sheet Metal Workers' National Supplemental Savings Plan. Employers shall furnish said bond to the Sheet Metal Workers' National Pension Fund within fifteen (15) days of the execution of this Agreement. The bond as required under the provisions of this Section shall remain in full force and effect until the termination of this Agreement and furnished, at least on an annual basis.
6. The Employer will pay its required monthly NPF contributions no later than the 20th day of the month, after the month in which the Covered Employment was performed. Failure to pay on time and in full will constitute a delinquency and will subject the Employer to applicable interest, liquidated damages, fees and costs. The Employer shall transmit contributions and remittance data electronically via the National Benefit Funds' secure online Internet Payment System (IPS), accessible at www.smwnbf.org (contact the IPS Support Team via email at ips@smwnbf.org or by calling 800-231-4622).

ARTICLE 23

SHEET METAL WORKERS' INTERNATIONAL SCHOLARSHIP FUND

It is mutually agreed that an amount per hour as assessed by the International Scholarship Fund after taxes will be forwarded to the Sheet Metal Workers' International Scholarship Fund on the National Remittance Form.

ARTICLE 24

INDUSTRY FUND

Section 24-1. Each Employer working under this Contract agrees to pay to the Sheet Metal and Air Conditioning Contractors' National Association assessment of Article 8 per hour for each hour worked by journeyman sheet metal workers covered by this Agreement.

Section 24-2. The Sheet Metal and Air Conditioning Contractors' National Association – Kansas City Chapter, Inc. Industry Fund shall be administered pursuant to the Agreement and Declaration of Trust dated October 1, 1960, as heretofore and hereafter amended, executed by the Sheet Metal and Air Conditioning Contractor' National Association – Kansas City Chapter, Inc., now SMACNA – KC, and said Agreement and Declaration of Trust shall be considered a part hereof as if set forth in detail.

Section 24-3. The Employer agrees to promote programs of the industry including education, training, and administration of Collective Bargaining Agreements, research and

promotion. These programs will serve 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 training and employment opportunities for employees. No part of these payments shall be used for political or anti-Union activities.

Section 24-4. It is mutually agreed that the Business Manager may attend Industry Fund Trustees' meetings, to keep informed on how said monies are being disbursed.

Section 24-5. The local industry fund shall agree to an audit by the Union on an annual basis upon written request of the Business Manager.

ARTICLE 25 THE LOCAL UNION NO. 2 WORKING DUES ASSESSMENT

Section 25-1. The Employer shall deduct an amount equal to the amount specified by the Union per hour for each hour worked from wages of employees who are members of the Union, provided no such deduction shall be made from the wages of any employee who has not executed and delivered to the Employer irrevocable written authorization for each deduction. This deduction is to be remitted monthly by the Employer together with a report stating the number of hours worked by each employee; and the Union shall deposit said monies with a suitable depository.

The Working Dues Assessment deduction will be used to fund both the General Dues and Supplemental Dues. The Supplemental Dues is a special account designated as the "Educational, Organizing, Public Relations and Building Fund" and it is mutually agreed that said Supplemental Dues shall be used exclusively for the four purposes stated: Educational, Organizing, Public Relations and Building Fund. The Business Manager of Local No. 2 will appoint any Committees for said purpose.

ARTICLE 26 UNITED WAY

Section 26-1. Each Contractor-Employer will deduct from the after-tax wage of every journeyman and apprentice working under this Agreement two cents (\$0.02) per hour on hours worked.

The monies contributed and deducted shall be forwarded monthly to a bank as selected by the Association and the Union, along with all other fringe benefit payments due under this Agreement.

All United Way monies and interests received by the depository bank shall be forwarded to the United Way Campaign annually.

ARTICLE 27 LEGISLATIVE ACTION COMMITTEE

Section 27-1. The Employer shall deduct five cents (\$0.05) per hour for each hour worked from wages of any employee who has executed and delivered to the Employer written authorization for such deduction. This deduction is to be remitted monthly together with a report

stating the hours worked by each employee and the Legislative Action Committee shall deposit said monies with a suitable depository in a special account designated "Legislative Action Committee Fund". Said Committee at its discretion may forward an amount (presently \$0.02 per hour) to the Sheet Metal Workers' International Association Political Action League Fund. The Business Manager of Local 2 will appoint the Legislative Action Committee for said purposes.

It is mutually agreed that if the law is changed during the life of this Agreement to allow contractors to have a similar fund, they can duplicate the Legislative Action Contribution.

ARTICLE 28
NATIONAL ENERGY MANAGEMENT INSTITUTE
and
SHEET METAL OCCUPATIONAL HEALTH INSTITUTE TRUST

Section 28-1. The National Energy Management Institute Committee shall be administered pursuant to the Agreement and Declaration of Trust, as heretofore and hereafter amended, executed by the Sheet Metal Workers' International Association and the Sheet Metal and Air Conditioning Contractors' National Association, and said Agreement and Declaration of Trust shall be considered a part hereof as if set forth in detail. The three cents (\$0.03) per hour or an amount assessed by the trustees being paid to the National Energy Management Institute shall continue to be paid. In the event NEMI is discontinued, or becomes voluntary, three cents (\$0.03) or the amount assessed will be added to the employee's taxable wage, unless the Sheet Metal, Air, Rail and Transportation Workers' International Association and the Sheet Metal and Air Conditioning Contractors' National Association directs this amount be contributed to a different international fund.

Section 28-2. During the term of this Agreement the employers will contribute to the Sheet Metal Occupational Health Institute Trust (SMOHIT) two cents (\$0.02) or an amount assessed by the trustees per hour for each hour worked by each employee of the Employer covered by this Agreement until the Institute Trustees determine that Trust is financially self-sufficient. Payment shall be made directly to the depository specified by the Sheet Metal Workers National Benefit funds as a part of the National Pension Fund fringe report. In the event the trustees determine the fund is self-sufficient, is discontinued or becomes voluntary, the two cents (\$0.02) or the amount assessed contribution shall be added to the employee's taxable wage, unless the Sheet Metal, Air, Rail and Transportation Workers' International Association and the Sheet Metal and Air Conditioning Contractors' National Association directs that this amount be made in contributions to a different international fund.

ARTICLE 29
SHEET METAL WORKERS' LOCAL No. 2 - 401(k) PLAN

Section 1. Each employer working under this agreement agrees to deduct from wages \$0.50 cents per hour for each hour worked by the employees covered in this bargaining agreement (the employee's mandatory deferred savings account). A participant may voluntarily change the amount of the tax - deferred savings as of January 1st and July 1st each year (with at least 21 days advance notice) in units of .50 cents, up to the maximum permitted by federal law each year. Such a change must comply with the Internal Revenue Code nondiscrimination guidelines. Changes in deductions as set out in this Agreement must be mutually agreed to by the Trustees of the Sheet Metal Workers' Local No. 2 401(K) Plan and the Labor Committees of Sheet Metal & Air

Conditioning Contractors National Association, Kansas City Chapter, Inc. and Sheet Metal Workers' International Association, Local Union No. 2.

The Sheet Metal Workers' Local No. 2 401(K) Plan shall be administered pursuant to the Plan Document and Declaration of Trust dated July 1, 1998. Said Plan Document and Declaration of Trust shall be considered a part hereof as if set forth in detail.

The monies deducted shall be forwarded monthly to a financial institution as selected by the Association and the Union, along with all other fringe benefit payments due under this Agreement.

Employers contributing to the Sheet Metal Workers' Local No. 2 401(k) Plan shall be responsible for forwarding all deductions from the employee's wages to the financial institution within the terms and conditions of the Plan and Trust Document and shall comply with all federal and state law with regard to forwarding such deductions to the Plan. In addition, employers are responsible for forwarding to the Plan each employee's compensations information required by the IRS for discrimination testing of the Plan. Except as required by law, the employer shall not be deemed to be a Plan administrator or a fiduciary with respect to the Plan unless they accept such a position on the Board of Trustees.

Except as otherwise allowed by the Board of Trustees of the Sheet Metal Workers' Local No. 2 401(k) Plan, certain employers shall be required to deposit and maintain a surety bond to guarantee the prompt forwarding of employee deductions required by this agreement. Employers that are subject to such bonding requirement include those employers working under this bargaining agreement that are classified as (1) delinquent contractors, (2) new contractors, or (3) out of town contractors. An employer is considered a "delinquent contractor" the first month that the employer fails to forward employee deductions within the terms and conditions of the Plan, the Trust Document, this bargaining agreement, or federal or state law. Such employer will retain "delinquent contractor" status and is required to fulfill and maintain the bonding requirement until twelve (12) months after all required employee deductions are forwarded and all applicable interest, costs, and damages are paid in full. An employer is considered a "new contractor" for the first twelve (12) months after becoming a signatory to this bargaining agreement. Such employer will retain "new contractor" status and is required to fulfill and maintain the bonding requirement for the first twelve (12) months of becoming a signatory to this bargaining agreement. An employer is considered an "out of town contractor" if such employer is not located in the Kansas City metropolitan area and does not regularly perform services within the Kansas City metropolitan area. Such employer will retain "out of town contractor" status and is required to fulfill and maintain the bonding requirement for all time periods in which such employer is not located in the Kansas City metropolitan area and does not regularly perform services within the Kansas City metropolitan area.

The bond shall be in a form satisfactory to the Board of Trustees and in an amount of \$_____/employee covered in this agreement. The bond shall guarantee payment of all delinquent employee deductions, interest, liquidated damages, attorney's fees, and other costs of collection owed by the employer. The number of employees per employer shall be based on the average number of employees reported to the Plan during the preceding ____month period. The Board of Trustees shall have the authority to adjust the bond amount or increase the bond required under this section if the employer is delinquent ____ times in forwarding employee deductions or the Board of Trustees determines that such increase is required to protect employees and ensure

prompt payment of employee deductions. In lieu of a security bond, an employer may, with written permission of the Board of Trustees, deliver an irrevocable letter of credit or deposit cash into an escrow account (in the same amount as required for the bond) under the terms of which the escrow trustee will pay to the Plan such employee deductions which the employer is determined to owe under this agreement. In the event an employer fails to deposit and maintain said bond, letter of credit, or escrow account, the Union shall have the right to enforce the bond requirement and payment of employee deductions by whatever legal means (including, but not limited to, pulling men from the service of the employer, or notifying other parties of the delinquencies) against delinquent employer without resorting to any grievance procedure set forth in this or any other agreement; however, in such event, the Union shall notify SMACNA-KC of such intent at least two working days prior to taking any such action.

Section 2. 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.

ARTICLE 30 CREDIT UNION CHECK-OFF

Section 30-1. The Employer agrees to deduct (after taxes) any amount authorized by an employee for the employee's savings in a depository selected by the Union. Such deduction shall be consistent and on a weekly basis. An Employer shall have the right to discontinue such deductions if an employee requests a change in such deductions more than one time in any calendar year. Authorization forms shall be provided by the Credit Union.

Section 30-2. The Employer agrees to forward on a monthly basis such monies as have been deducted to a depository selected by the Union accompanied by completed forms provided by the depository.

ARTICLE 31 APPRENTICE AND JOURNEYMAN TRAINING FUND

Section 31-1. All duly qualified apprentices shall be under the supervision and control of a Joint Apprentice committee composed of six (6) members, three (3) of whom shall be selected by the Employer and three (3) by the Union as per current trust agreement. Additional trustees may be added in the future as determined by the Joint Apprentice Committee. 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, advancement, discipline, 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 (subject to the Trust Agreement) shall be recognized as part of this Agreement.

Section 31-2. The Joint Apprentice Committee designated herein shall serve for the life of this Agreement, except that vacancies in said Joint Apprentice 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 Apprentice Committee.

Section 31-3. 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 of 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, the Local JATC shall be prohibited from utilizing International Training Institute materials and programs.

It is hereby agreed that apprentices shall be granted by the Joint Apprentice Committee and will be dispatched by the Union to the Employer. It is understood that apprentices on the out-of-work list will be dispatched before any of the new apprentices are employed. To avoid an unequal distribution of first-year apprentices, the Business Manager shall have the authority and shall equalize the distribution of the first-year apprentices, between the contractors utilizing apprentices.

On a weekly basis each Employer will post a list or provide the steward with a list of all current employees, identifying each employee as a journeyman or apprentice. When a contractor is found to be out of compliance with journeyman-to-apprentice ratios, the employer will be notified.

The Employer shall have five (5) working days to comply with the journeyman-to-apprentice ratios. After said five working days the Business Manager shall have the authority to remove any apprentices in order to bring the employer back into compliance with the contractual ratios. The Employer may, in writing, apply to the Business Manager for a temporary exception from journeyman-to apprentice ratios. It is within the sole discretion of the Business Manager to grant such a request.

The parties agree it is the responsibility of the Joint Apprentice Committee to recruit and maintain an eligibility list of qualified apprentice candidates in numbers sufficient to meet the needs of the industry.

Section 31-4. Apprentices in the program (up to five year) shall complete the apprenticeship under that program. Apprentices shall not be put in charge of work on any job and shall work under the supervision of a journeyman, until their apprenticeship term has been completed and they have qualified as journeymen, unless approved by the Business Manager in advance by written request. However, an apprentice who is in the second half of the last year of apprenticeship may be allowed to work on jobs by themselves.

Section 31-5. It is mutually agreed that apprentices shall attend up to four special union

meetings per year. For all indentured apprentices pension contributions shall be as set forth in Article 8.

Section 31-6. A graduated wage scale for apprentices shall be established and maintained on a percentage basis of the established wage rate of journeymen sheet metal workers as shown in Article 8 of this Agreement.

Section 31-7. Apprentices **in Years 1 and 2** may be laid off in any order if the apprentice has less than one year of employment with the contractor. **Apprentices in Years 3 through 5** shall be laid off by seniority, last hired, first laid off, and layoff for cause shall be according to Article 10 Grievance Procedure.

Section 31-8. On July 1 of each year, the number of journeymen working in Areas 1-5 will determine the maximum number of apprentices allowed for that contract year. The Employers, **industry wide**, shall be entitled to a journeyman-to apprentice ratio of one (1) apprentice for each three (3) journeymen. Employers may have a maximum ratio of two (2) journeymen and one (1) apprentice until the maximum number of apprentices is depleted. **When calculating ratios, apprentices in their final year of apprenticeship shall not be figured in the ratio calculation, nor shall they be counted as a journeyman.** In the event there are apprentices on the out-of-work list, **at the Business Manager's ~~may at his~~ discretion, the Union may** dispatch additional apprentices to an employer for a temporary period. Said Apprentices will be reassigned to Employers entitled to apprentices upon receipt of a request for apprentices. The Business Manager shall also have the authority to remove any apprentices from any Employer who is out of ratio or not working an apprentice an acceptable amount of hours per week. The JATC trustees will fulfill the above mentioned ratios.

Section 31-9. 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 31-10. The parties agree that a mutually agreeable physical examination, including hearing, will be instituted for starting apprentices and a physical at the apprentice's completion of the program. The cost to be borne by the Joint Apprentices Trust.

Section 31-11. It is hereby agreed that the Employer may apply to the Joint Apprenticeship and Training Committee and the Joint Apprenticeship and Training Committee shall grant pre-apprentices on the basis of one (1) pre-apprentice for each two (2) apprentices employed by the Employer. Provided, however, that an Employer who employs one (1) or more apprentices and at least three (3) sheet metal journeymen shall be entitled to at least one (1) pre-apprentice. Any apprentice of the Employer on layoff must be rehired before said Employer is entitled to any pre-apprentice. Thereafter, the same conditions and ratios shall apply.

In the event the Employer is entitled to employ a pre-apprentice and the Union fails to comply with the Employer's written request to furnish a pre-apprentice within **ten (10) days**, the

Employer may hire such employees **after** referring them to the Joint Apprenticeship and Training Committee for enrollment.

Pre-apprentices shall be on the Apprenticeship application list for future openings in the apprentice program. **Employers shall fill out monthly evaluations on the job performance of pre-apprentices for the first ninety (90) days and remit to the JATC. After ninety (90) days, the pre-apprentice shall be evaluated by the Committee and if found by the JATC to be satisfactory, shall be advanced to pre-apprentice member.** After six months **as** pre-apprentice members, they shall be required to meet with the JATC for counseling concerning their pre-apprenticeship. No pre-apprentice **members** shall be retained beyond one (1) year.

Pension contributions will be paid on all hours worked beginning with the first payroll period in the amount of five percent (5%) of the journeyman pension fund contribution, to the next whole cent for each hour worked on or after the effective date of this agreement. The parties shall make all necessary arrangements so that any pre-apprentice being reclassified shall experience no break in benefits coverage.

ARTICLE 32 RECRUITMENT

The parties to this Agreement agree to work with local groups to develop affirmative action programs to recruit women and minorities into the industry. All recruits will be referred to the Joint Apprentice Committee.

ARTICLE 33 CONTRACTOR REGULATIONS

Section 33-1. Each employer signatory to this Contract shall furnish to the Union a list of its principals. If the Employer is incorporated, the Union will be furnished a list of the officers of the corporation. If the Employer is a partnership, limited liability corporation or an individual proprietorship, the Union will be furnished a list of partners or the name of the proprietor. The Union shall maintain an up-to-date file showing the ownership of all company's signatory to this Contract, which files shall be subject to audit by representatives of the Joint Adjustment Board.

Section 33-2. All Employers signing this Contract must furnish the Union a Certificate of Insurance, containing a 30-day notice of cancellation clause, from an insurance company authorized to do business in the state, either Missouri or Kansas, showing adequate Workmen's Compensation coverage for all employees under the Contract. The Union shall maintain an up-to-date file of these Certificates, which file shall be subject to audit by a representative of the Joint Adjustment Board.

Section 33-3. Employers must supply to the Union **the Company** Social Security Account Number or Federal Tax Identification Number and Unemployment Compensation Account Number **used to pay** these accounts, at the time of signing this Agreement.

Section 33-4. Each Employer signatory to this Agreement agrees to maintain a place of business in accordance with applicable zoning regulations for **the** type of operation and agrees to

maintain proper and safe equipment for **the** particular operation. **The Employer** further agrees to maintain all licenses required by State, Federal and Municipal Governments, which are pertinent to such business.

Section 33-5. All signators agree to identify all commercial-type vehicles used in the operation of their business by placing the company's name and address on each side of any such vehicle, using easily readable letters. In addition, the company may have the partnership branding on the vehicle.

Section 33-6. All signators installing residential heating and/or cooling agree to identify such installation by placing on the equipment a permanent or semi-permanent type sign indicating the name, address and telephone number of their company. In addition, the company may have the partnership branding incorporated with their information.

Section 33-7. 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. However, it will be permissible for an owner-member to be the journeyman sheet metal worker.

No more than one person connected or associated with the management of a company in which they have a financial interest may work with the tools of the trade unless they are owner-members. When **working** with **the** tools, **a company owner** must comply with the same working hours of the day and week as that of the journeymen sheet metal workers.

Section 33-8. Employer agrees not to discriminate against any employee for Union activities conducted on the employee's own time.

Section 33-9. It is mutually agreed that Local No. 2 and SMACNA-KC will continue to cooperate to maintain a Building Trades Joint Labor-Management Council.

Section 33-10. Non-Discrimination: The Company agrees that there shall be no discrimination against any employees based upon sex, religion, national origin, age, handicap, race, Vietnam Era veteran or disability. Whenever the male pronoun is referred to in this contract, it shall be deemed to include both male and female genders.

ARTICLE 34 STEWARDS

Section 34-1. Stewards appointed by the Business Representative of Local No. 2 shall not be subject to discrimination by the Employer because of the performance of duties as steward. A steward shall receive, at minimum, the regular journeyman's rate of pay and be subject to the same terms of employment as any other employee except as otherwise provided in this Agreement. Equal opportunity to work overtime and holiday work shall be given to all employees on the job (including stewards on the job) on a rotation basis so as to equalize such work as nearly possible.

Section 34-2. The Business Representative may appoint a steward for each shop or job. The steward shall be selected from employees having at least six months' tenure with the Employer. If no such employee is available, the steward will be the first employee on the job other than the foreman. The Employer will receive notice in writing at **the** place of business of the appointment of all stewards. It will be the responsibility of the Employer to cooperate with Local

Union No. 2 to promote the efficiency of appointed stewards in the performance of their assigned duties.

Section 34-3. A steward shall not be terminated without just cause and the Employer shall notify the Business Representative prior to the Steward's termination. If there is a difference of opinion between the Business Representative and the Employer, as to what is just cause, the matter shall be settled by referral to the Local Joint Adjustment Board.

Section 34-4. The duties of a steward shall be as outlined in the Constitution and Ritual of the Sheet Metal Workers' International Association and as follows:

It shall be the duty of a steward to observe conditions of employment and the conduct of members to the end that the duties and obligations of members and the provisions of existing Union Agreements shall be complied with; to assist whenever possible in adjusting differences or misunderstandings which arise out of the interpretation or application of the provisions of existing Union Agreements in connection with the employment of members in shops or on jobs; to advise eligible applicants for membership regarding the requirements of membership and refer said applicants to the Financial Secretary or the Business Representatives of the Local Union; to direct traveling members of other Local Unions, who are seeking employment, to report to the Financial Secretary, Business Manager or Business Representative and comply with the provisions of the constitution regarding the deposit of transfer cards; to submit regular reports to the Local Union and to immediately report to the Business Manager or Business Representative any matter which warrants or requires their attention.

Shop Stewards shall require absolute compliance with all provisions and requirements of the Constitution regarding the issuance and use of Union labels, and all rules and regulations governing wages and conditions of employment, and immediately report any violations or evasion to the Business Manager or Business Representative of the Local Union.

ARTICLE 35

AGENCY

Section 35-1. An Agency Clause will be in effect for any state where such a clause is legal. Each employee who would be required to acquire or maintain membership in the Union, if the foregoing Union security provisions (Ref Article 5) could lawfully be enforced, and fails voluntarily to acquire or maintain membership in the Union, shall be required as a condition of employment, beginning on the eighth day following the beginning of such employment or the effective date of this Agreement, whichever is later, pay to the Union each month a service charge as a contribution toward the administration of this contract and the representation of such employees. The service charge for the first month shall be in an amount equal to ninety percent (90%) of the Union's regular and usual initiation fee and dues, and for each month thereafter in an amount equal to ninety percent (90%) of the regular and usual monthly dues.

Section 35-2. The Employer shall not be required to discharge any employee for non-compliance with the foregoing until receiving a written request from the Union specifying the reason for such request, and the Union agrees to indemnify the Employer and hold the Employer harmless for any liability or claims by reason of compliance with the request of the Union.

ARTICLE 36 PICKET CLAUSE

Section 36-1. It shall not constitute a breach of this Agreement for any employee covered herein under to refuse to cross any picket line and perform work in any instance.

Section 36-2. Members who are in doubt concerning their right to honor a picket line, should contact Local No. 2 for information relating to such picket.

ARTICLE 37 SAFETY & HEALTH

Section 37-1. If in the reasonable judgment of the Employer and the Union Business Representative, an adequate place is not available and weather conditions so require, and if the number of employees and the length of the job so warrant, the Employer shall provide a heated area for use of the employees. This area shall be available for thirty (30) minutes before starting time, thirty (30) minutes after quitting time and during lunch period. Vehicles shall not be considered an adequate place unless the vehicle is supplied by the Company and has the ability to house the entire crew.

Section 37-2. If adequate sanitary facilities are not readily available at the job site, they shall be furnished by the employer. If fresh, cold drinking water is not provided by the General Contractor, it shall be provided by the employer at the jobsite or shop.

Section 37-3. Any Company that requires employees to wear steel or composite safety toed shoes or boots shall provide a minimum of \$40, **reimbursable with receipt**, for the purchase of the shoes or boots on an annual basis. **In addition, any personal protective equipment specified by OSHA to be provided by the Employer, the PPE will be provided, and at no charge to the employee.**

Section 37-4. Any employee that receives a head injury on the job or is observed to have received a head injury on the job and medical attention is requested, appropriate medical attention will be provided by the employer.

Section 37-5. An appropriate, sanitary lactation space, as defined by the Department of Labor guidelines, shall be provided by the employer when necessary.

Section 37-6. Employees shall be provided, at no cost, fire retardant clothing, if required by the jobsite.

ARTICLE 38 EMPLOYER REPRESENTATIVE AND BUSINESS REPRESENTATIVE ACCESS

Section 38-1. The Employer shall not prohibit the Employer Representative or the Business Representatives of the Union from access to any job or shop, provided the representative notifies a representative of the Employer of their presence. (A representative of the Employer is interpreted as an office employee, shop foreman or the foreman on the job.)

Section 38-2. It is mutually agreed that the Executive Director of Sheet Metal and Air Conditioning Contractors National Association, Kansas City Chapter, Inc. and the Business Manager of Sheet Metal, Air, Rail and Transportation Workers' International Association, Local No. 2, or their designated representative, shall have access to all meetings of trustees funded through this Agreement.

**ARTICLE 39
NOTICE OF CONTRACTS BY UNION**

Section 39-1. The Union agrees to furnish the Sheet Metal and Air Conditioning Contractors National Association, Kansas City Chapter, Inc. a complete list of all Employers in Contract with Local No 2 upon request by SMACNA. In addition, SMACNA will be contacted whenever new contractors are signed or contractor information is changed.

**ARTICLE 40
AMENDMENT BY ADDENDA**

Section 40-1. The Parties to this Agreement recognize that competition from sources other than signatories to this Agreement is becoming more intense in all segments of the sheet metal industry. Therefore, it is agreed that this Agreement can be amended by addenda for the relief of all segments of the sheet metal industry upon the approval of the Local Joint Adjustment Board. The parties to this agreement hereby recognize the existence of Resolution 78 as passed at the 36th General Convention of the SMART and hereby agree that said Resolution shall be part of this Agreement. In the event Resolution 78 is revoked at any future General Convention of SMART, this provision shall become null and void.

**ARTICLE 41
AREAS 3-4-5-6**

Section 41-1. All provisions of this contract shall apply to Areas 3-4-5-6, except as outlined in this article.

Section 41-2. Areas 3-4-5-6 (See Jurisdiction Map).

AREA 3-4-5-6 WAGE RATE AND FRINGE BENEFIT SUMMARY

Area 3-4-5-6	7/1/2022	7/1/2023	7/1/2024
Increase	\$2.75	\$2.50	\$2.35
Total wage & Fringe	\$71.67	\$74.17	\$76.52
Wage	\$45.45	\$47.20	\$49.05
Deductions before taxes			
401(k)	\$0.50	\$0.50	\$0.50
Deductions after taxes			
Working dues assessment	3.75% of Beneficial Wage		
Per Capita	\$0.18	\$0.23	\$0.23
LAC (Optional)	\$0.05	\$0.05	0.05
United Fund	\$0.02	\$0.02	0.02
SMW International Scholarship	\$0.01	\$0.01	0.01
Fringes			

Pension	\$15.37	\$15.37	\$15.37
Mo-Kan*	\$8.66	\$9.41	\$9.91
Retiree Subsidy	\$0.55	\$0.55	\$0.55
ITI	\$0.12	\$0.12	\$0.12
Area 1 Local Industry Fund	\$0.47	\$0.47	\$0.47
Area 1 Local Training Fund	\$1.00	\$1.00	\$1.00
Continuing Education	\$0.00	\$0.00	\$0.00
NEMI	\$0.03	\$0.03	\$0.03
SMOHIT	\$0.02	\$0.02	\$0.02
Total Fringe	\$26.22	\$26.97	\$27.47
First Shift			
Journeyman Rate	\$45.45	\$47.20	\$49.05
Foreman (Total Pkg X 1.055 minus fringes)	\$49.39	\$51.28	\$53.26
General Foreman (Total Pkg X 1.08 minus fringes)	\$51.18	\$53.13	\$55.17
Second Shift			
Journeyman Rate	\$50.00	\$51.92	\$53.96
Foreman (Foreman Rate X 1.10)	\$54.33	\$56.41	\$58.58
General Foreman (General Foreman Rate X 1.10)	\$56.30	\$58.45	\$60.69
Third Shift			
Journeyman Rate	\$52.49	\$54.52	\$56.65
Foreman (2nd Shift Foreman Rate X 1.05)	\$57.05	\$59.23	\$61.51
General Foreman (2nd Shift General Foreman Rate X 1.05)	\$59.12	\$61.37	\$63.72

* Allocations **are** subject to change by Mo-Kan Trustees' recommendation **and voted on by the membership** at Special Order of Business Meeting, prior to contractual increase. **Any trustee recommended increases or decreases in Mo-Kan hourly contributions shall be added or subtracted to the taxable wage rate.**

In the event no contractor whose principal place of business is located in Area 1 bids on a project in Area 3-4-5-6, shop fabrication hours will be paid at Area 2 rates.

For any contractor bidding on projects in Area 3-4-5, shop fabrication hours will be paid at the higher rate of pay between the rate of pay the shop is located in and the rate of pay of Areas 3-4-5.

Section 41-3. Area 1 contractors that secure work in Area 6 shall be allowed to send two employees from Area 1. Employees that are currently working or have worked for the employer within the last 3 months shall be paid according to Article 8 of this agreement with appropriate travel pay. Additional journeymen shall be referred on a first in, first out basis from the Area 6 out-of-work list. If the number of workers is not secured and the Area 6 out-of-work list is exhausted, journeymen shall be referred on a first in, first out basis from the Area 1 out-of-work list.

At the option of the employer, they shall have the option to secure additional manpower by requesting or soliciting members from the Area 1 out-of-work list and shall pay the members according to Section 2 of this article and appropriate travel pay.

ARTICLE 42 AREA 2

Section 42-1 All provisions of this contract shall apply to the Area 2, except as outlined in this Article.

Section 42-2 Area 2. (See Jurisdiction Map)

AREA 2 WAGE RATE AND FRINGE BENEFIT SUMMARY

Area 2	7/1/2022	7/1/2023	7/1/2024
Increase	\$2.75	\$2.50	\$2.35
Total wage & Fringe	\$71.57	\$74.07	\$76.42
Wage	\$45.45	\$47.20	\$49.05
Deductions before taxes			
401(k)	\$0.50	\$0.50	\$0.50
Deductions after taxes			
Working dues assessment	3.75% of Beneficial Wage		
Per Capita	\$0.22	\$0.23	\$0.23
LAC (Optional)	\$0.05	\$0.05	0.05
United Fund	\$0.02	\$0.02	0.02
SMW International Scholarship	\$0.01	\$0.01	0.01
Fringes			
Pension	\$15.37	\$15.37	\$15.37
Mo-Kan*	\$8.66	\$9.41	\$9.91
Retiree Subsidy	\$0.55	\$0.55	\$0.55
ITI	\$0.12	\$0.12	\$0.12
Area 1 Local Industry Fund	\$0.47	\$0.47	\$0.47
Area 2 Industry Fund	\$0.07	\$0.07	\$0.07
Area 2 Local Training Fund	\$0.83	\$0.83	\$0.83
Continuing Education	\$0.00	\$0.00	\$0.00
NEMI	\$0.03	\$0.03	\$0.03
SMOHIT	\$0.02	\$0.02	\$0.02
Total Fringe	\$26.12	\$26.87	\$27.37
First Shift			
Journeyman Rate	\$45.45	\$47.20	\$49.05
Foreman (Total Pkg X 1.055 minus fringes)	\$49.39	\$51.27	\$53.25
General Foreman (Total Pkg X 1.08 minus fringes)	\$51.18	\$53.13	\$55.16
Second Shift			
Journeyman Rate	\$50.00	\$51.92	\$53.96
Foreman (Foreman Rate X 1.10)	\$54.32	\$56.40	\$58.58
General Foreman (General Foreman Rate X 1.10)	\$56.29	\$58.44	\$60.68
Third Shift			
Journeyman Rate	\$52.49	\$54.52	\$56.65
Foreman (2nd Shift Foreman Rate X 1.05)	\$57.04	\$59.22	\$61.51
General Foreman (2nd Shift General Foreman Rate X 1.05)	\$59.11	\$61.36	\$63.71

* Allocations **are** subject to change by Mo-Kan Trustees' recommendation **and voted on by the membership** at Special Order of Business Meeting, prior to contractual increase. **Any trustee recommended increases or decreases in Mo-Kan hourly contributions shall be added or subtracted to the taxable wage rate.**

Section 42-2a. Apprentices that are registered with the Saint Joseph Area Apprenticeship Program will be governed by the Area 2 Saint Joseph MO. Sheet Metal Workers Joint Apprenticeship and Training Committee.

Area 2 JATF Wage Rate for Apprentices				
		7/1/2022	7/1/2023	7/1/2024
Journeyman Hourly Wage Rate		\$45.45	\$47.20	\$49.05
Apprentice Wage Rate	Taxable Rate %			
Pre-Apprentices	45%	\$20.45	\$21.24	\$22.07
Pre-Apprentice Members	50%	\$22.73	\$23.60	\$24.53
1st Year	55%	\$25.00	\$25.96	\$26.98
2nd Year	65%	\$29.54	\$30.68	\$31.88
3rd Year	75%	\$34.09	\$35.40	\$36.79
4th Year	85%	\$38.63	\$40.12	\$41.69

Area 2 Pension Rate for Apprentices Pre-Apprentices and Pre-Apprentice Members				
		7/1/2022	7/1/2023	7/1/2024
Journeyman Hourly Pension Rate		\$15.37	\$15.37	\$15.37
Apprentice Wage Rate	Taxable Rate %			
Pre-Apprentices/ Pre-Apprentice Members	5%	\$0.77	\$0.77	\$0.77
1st Year	55%	\$8.45	\$8.45	\$8.45
2nd Year	65%	\$9.99	\$9.99	\$9.99
3rd Year	75%	\$11.53	\$11.53	\$11.53
4th Year	85%	\$13.06	\$13.06	\$13.06

Section 42-3. The regular working day shall consist of eight (8) hours labor in the shop or on the job between 7:00 A.M. and 3:30 P.M. 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. Start time may be varied by two hours. Once start time is established, any changes must be made with prior notification to Local Union No. 2.

When circumstances warrant and when it is mutually beneficial and agreed to by both the Employer and the Union, the Employer may institute a work week consisting of four (4) consecutive ten (10) hour days, between the hours of five (5) a.m. and six (6) p.m., Monday through Thursday, with one-half (1/2) hour allowed for a lunch period each day. When working 4 (four) ten (10) hour days, overtime will be paid at the 1 ½ rate for the eleventh and twelfth hour, all other hours over 12 (twelve) in one day will be paid at the 2X rate. In the event of unforeseeable circumstances beyond the control of the employer, Friday will be used as a make-up day, and, if utilized, a minimum of eight (8) hours work must be scheduled. A decision not to work may not be held against the employee. (Ref) Article 15 Section 15-2.

All full time or part time labor performed during such hours shall be recognized as regular working hours and paid for at the regular hourly rate. All work performed outside the regular working hours and performed during the regular work week, shall be at one and one-half (1 ½) times the regular rate. **The first two hours of overtime must be concurrent with the regular work day, as noted above, two hours prior to or following the regular work day are at 1½ times.** Two (2) times the regular rate shall be paid for all hours over **ten (10)** consecutive hours. Employees shall be at the shop or project site at scheduled starting time each day and shall remain until quitting time.

Section 42-4. All work performed on Saturday for the first eight (8) hours will be paid at 1½ times the regular rate. Two (2) times the regular rate shall be paid for all hours over eight (8) consecutive hours.

Section 42-5 Car & Travel Allowance -

Yellow Counties - \$ 20 per day

Missouri

Atchison, Caldwell, Daviess, Harrison, Jackson and Ray Counties.

Kansas

Brown, Douglas, Jefferson, Johnson and Wyandotte Counties.

Blue Counties - \$ 30 per day

Missouri

Carroll, Cass, Grundy, Lafayette, Livingston, Johnson and Mercer Counties.

Kansas

Franklin, Jackson, Miami, Nemaha, Osage, Shawnee Counties.

Green Counties - The current GSA Lodging and Meal and Incidental per diem rate

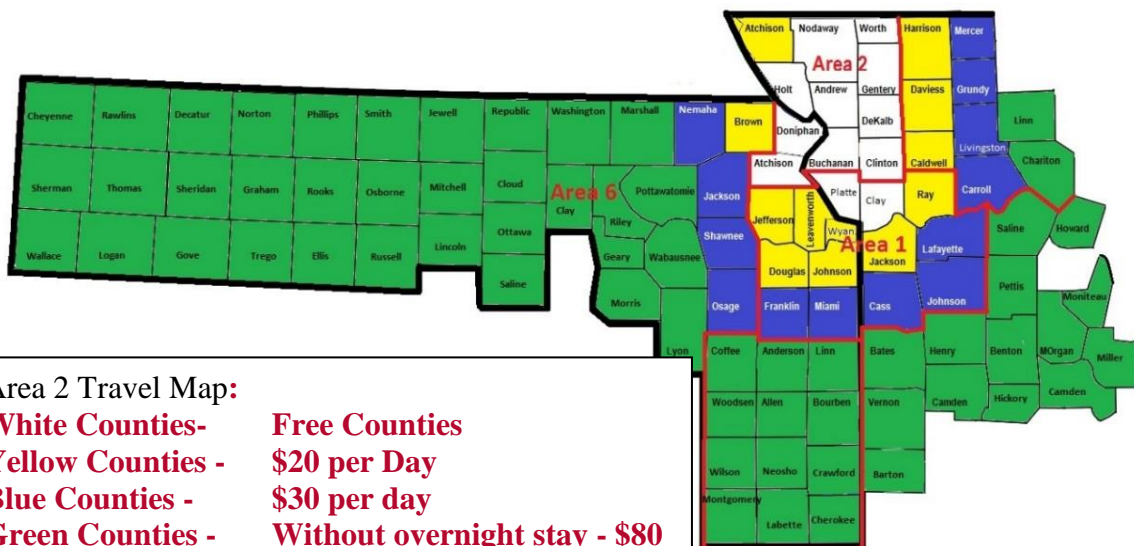
(GSA amounts can be found at www.gsa.gov/travel/plan-book/per-diem-rates)

Missouri

Chariton, Howard, Morgan, Benton, St. Claire, Vernon, Linn, Moniteau, Miller, Camden, Hickory, Barton, Pettis, Saline, Henry and Bates.

Kansas

Allen, Anderson, Bourbon, Cloud, Cherokee, Cheyenne, Clay, Coffee, Crawford, Decatur,



Area 2 Travel Map:

- White Counties - Free Counties**
- Yellow Counties - \$20 per Day**
- Blue Counties - \$30 per day**
- Green Counties - Without overnight stay - \$80**
- With overnight stay - GSA**

Ellis, Geary, Gove, Graham, Jewell, Labette, Lincoln, Linn, Logan, Lyon, Marshall, Mitchell, Montgomery, Morris, Neosho, Norton, Osborne, Ottawa, Phillips, Pottawatomie, Rawlins, Republic, Riley, Rooks, Russell, Saline, Sheridan, Sherman, Smith, Thomas, Trego, Wabaunsee, Wallace, Washington, Wilson and Woodson.

If the employee resides in the same county **worked** in, travel is waived.

Section 42-6. In the event additional transportation during the working hours is provided by an employee's own vehicle, **the employee** shall be compensated for such transportation at the allowable IRS rate per mile. The Employer shall pay for all parking expense, road and bridge tolls incurred. The Employer may designate parking locations and routes and employees shall furnish receipts for all expenditures. If the employee travels to or within a yellow county and a company vehicle is provided, travel pay and mileage is waived; however, the company will pay parking expenses and road and bridge tolls.

Section 42-7. Any loading or unloading Company vehicles shall be done on Company time. If traveling to the jobsite in a Company vehicle, travel time may be off the clock until the regular start time.

ARTICLE 43 RECOGNITION

Section 43-1. Each contractor signatory to this Agreement, in response to the Union's claim that it represents a majority of the contractor's employees, acknowledges and agrees that there is no good faith doubt that the Union had been authorized to and in fact does represent such majority of employees. Therefore, the Union is hereby recognized under 9(a) of the National Labor Relations Act as the sole and exclusive collective bargaining representative for the employees now or hereafter employed in the bargaining unit with respect to wages, hours of work and other terms and conditions of employment.

ARTICLE 44 TENURE OF CONTRACT

Section 44-1. This Agreement shall become effective on the 1st day of July **2022** and remain in full force and effect until the 30th day of June **2025**, 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 conferences relating thereto have been terminated by either party.

Section 44-2. 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 44-3. 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 National Joint Labor Relations Adjustment committee, 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 to this Agreement for the duration of the term hereof. There shall be no strike or

lockout over this issue.

Executed this 1st Day of July, 2022.

SMART Local 2

Sheet Metal and Air Conditioning
Contractors National Association,
Kansas City Chapter, Inc.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Contractor Name _____

Contractor Address _____

Signed by _____

Title _____

Federal Tax ID or FICA _____

Workers' Compensation _____

Liability Policy Number _____

Insurance Carrier _____

**ATTACHMENT "A"
DRUG/ALCOHOL TESTING POLICY FOR**

**SHEET METAL AND AIR CONDITIONING CONTRACTORS' NATIONAL
ASSOCIATION, KANSAS CITY CHAPTER, INC.**

AND

**SHEET METAL AIR, RAIL AND TRANSPORTATION
UNION NO. 2, KANSAS CITY MISSOURI**

This Drug/Alcohol Testing policy for Sheet Metal and Air Conditioning Contractors' National Association, Kansas City Chapter, Inc. and Sheet Metal Air, Rail and Transportation Workers Local Union No. 2, Kansas City, Missouri has been adopted and implemented pursuant to negotiations between the Sheet Metal Air, Rail and Transportation Workers Local Union No. 2, Kansas City, Missouri (hereinafter referred to as "Local 2" or the "Union") and Sheet Metal and Air Conditioning Contractors' National Association, Kansas City Chapter, Inc. (hereinafter referred to as SMACNA-KC or the "Employer").

Should any dispute arise with respect to the application or implementation of this policy between workers employed pursuant to the collective bargaining agreement between SMACNA-KC and

Local Union No. 2, such disputes shall be submitted to the grievance and arbitration provisions of the agreement.

PURPOSES

This policy is negotiated and implemented pursuant to the Drug Free Work Place Act of 1988. It is not the intent of this program that it be used as punishment, but rather to assist employees with alcohol and/or drug abuse problems. The program to be put in place no later than August 1, 1999.

POLICY STATEMENT

This policy applies to all employees of the employer, both bargaining unit and non-bargaining unit, including sales, clerical, management, owners, part-time employees, as well as applicants for employment.

PREFACE

Alcohol/substance abuse is recognized as a treatable illness. The desired result and preferred procedure is rehabilitation resulting through referral to locally operated industry Employee Assistance Program (EAP). The EAP should provide the employee and the supervisor educational programming, individual and family counseling, as well as treatment referral services.

CONDITIONS AND DEFINITIONS

1. Workplace problems arising out of an employee's relationship with substance abuse may warrant a variety of management responses, including referral for treatment, testing, disciplinary action, or termination of employment.
2. The parties to this Policy regard urine testing as problematic and do not advocate total reliance on such procedures to identify individuals with an alcohol/chemical dependency. However, certain circumstances support substance testing as a warranted vehicle for determining possible impairment and/or a propensity for substance abuse. These include:
 - A. Pre-employment testing;
 - B. Probable cause testing, (i.e. post accident and/or injury)
 - C. Work opportunities mandated testing. 1
3. The use of alcohol or illegal drugs during working hours, or on a job site or on the employer's premises is absolutely forbidden. Any employee who violates this policy may be required to undergo rehabilitation and/or may be subject to disciplinary action, including termination.
4. The term USE means consuming, possessing, selling, concealing, distributing or arranging to buy or sell, being under the influence or reporting for duty under the influence of alcohol

Work opportunities mandated testing refers to situations which require the successful contractor to comply with a substance abuse testing procedure required by the owner or owner agent. (See Item 15 below)

or illegal drugs.

5. EMPLOYER'S PREMISES includes all property, facilities, land, buildings, structures, automobiles, trucks, and other vehicles owned, leased, or used by the Company, and construction sites where the Company is providing services and employment.
6. The term ALCOHOL or ILLEGAL DRUGS means any form of alcohol and/or other intoxicating substance, narcotic plant or similar narcotic substance, illegal chemical substances or drugs (including legal drugs obtained or used illegally or without proper medical supervision or authorization).
7. An EMPLOYEE ASSISTANCE PROGRAM (EAP) means a program designed to assist employees with alcohol and/or substance abuse, or other problems by means of counseling, treatment, or referral to more specific centers. The emphasis of the program is centered on the recovery of the individual and to provide services designed to assist in recovery.
8. The term EMPLOYEE includes all employees of the employer, both bargaining unit and non-bargaining unit, including sales, clerical, management, owners, part-time employees, as well as applicants for employment.
9. The term WORKING HOURS means all of the time in which an employee is engaged in work duties or duties complementary to work, including rest periods, lunch periods, travel time or time subject to employer control.
10. An employee's private property may be inspected only for probable cause. (See Item 14 below).
11. UNDER THE INFLUENCE OF ALCOHOL means a blood alcohol content of .05% or greater.
12. UNDER THE INFLUENCE OF A CHEMICAL SUBSTANCE OR DRUG means a urine content determined to equal or exceed the levels mutually agreed upon by the parties of this agreement and referenced in the Confirmation Threshold Limits Table.
13. PRE-EMPLOYMENT SCREENING - the screening of prospective employees may be implemented to ascertain whether an applicant is capable of safely performing the duties of and meeting the prerequisites for the employment offered. Pre-employment testing will not apply to an employee who returns to active employment with an employer following an absence of less than six (6) consecutive months.
14. PROBABLE CAUSE - those circumstances, based upon objective evidence about an employee's conduct in the workplace that would cause a reasonable person to believe that the employee is demonstrating signs of impairment due to alcohol or chemical substances. (See Item 4 above "USE"). Depending upon the circumstances existing at the time, probable cause may automatically apply to employee work behavior which results in injury to or endangerment of the health and safety of others in the workplace.²

This refers to any event resulting in injury to an individual or property to which an employee

15. WORK OPPORTUNITY MANDATED TESTING - In all situations where an employer is required to agree to a testing program over which **the Employer** has no control or direct input in order to qualify as a provider of services and/or products, testing shall be approved; however, the employer shall exert maximum pressure to insure that the testing is performed in accordance with the standards enumerated in this Policy and applied uniformly to all personnel having access to the affected workplace or specific work order. There shall be no discrimination against any employee who refuses a job assignment to a job or project that is subject to testing. An employee who refuses a job assignment to a job or project for which the employer is required to agree to a random testing program may be laid off if there is no alternate work available for which said employee is qualified.
16. An employee who is convicted of violations of laws involving illegal chemical substances or drugs while on work status will be considered to be in violation of this Policy and subject to action noted herein.
17. An employee who suspects **they have** developed an addiction to, dependency on, or otherwise has a problem with alcohol or chemical substances or drugs, is expected to seek assistance through the EAP or other competent resource. Any person who voluntarily seeks assistance or rehabilitation for alcohol and/or chemical substance or drug related problems shall be granted amnesty and disciplinary remedies waived so long as the person continues to participate satisfactorily in the rehabilitation or counseling program. An employee cannot voluntarily seek assistance or rehabilitation and thereby gain amnesty following the occurrence of circumstances which gave rise to probable cause for testing.
18. The failure of an employee to promptly participate in testing or a search under probable cause at management's request, or should an employee's test results be positive and the employee refuse to seek rehabilitation or fail to complete a rehabilitation program, such employee shall be subject to disciplinary action including termination.
19. Any employee who has tested positive for alcohol and/or chemical substance or drugs shall be required to enroll through the local EAP in a state approved counseling or rehabilitation program. Upon submission of a work release from the program, said employee may return to work if a job is available, or be referred from the out-of-work list.
20. The employer with the approval of the local union shall select at least one, no more than two, DESIGNATED REPRESENTATIVES to handle all confidential matters regarding this Policy. Only the Designated Representative(s) will be informed of test results. The name(s) of the employer Designated Representative(s) will be communicated to the EAP in writing.
21. Nothing in this Policy is intended, nor shall it be construed, to authorize any action that is unlawful under federal or state law.
22. Discipline of bargaining unit members shall be in accordance with the provisions of the

contributed as a direct or indirect cause.

collective bargaining agreement and/or the rules of the Joint Apprenticeship & Training Committee as appropriate. Union members subject to this policy continue to have access to the usual protections provided as a part of their union membership. Union members may request that a union representative be available or present prior to any action taken by an employer at any stage of the policy and its administration. If an individual is aggrieved by any action taken under this Drug /Alcohol Policy and his complaint cannot be resolved, it may, if the individual or Union requests, be referred as a grievance under the grievance and arbitration provisions of the individual's collective bargaining agreement. In the event the matter is referred to arbitration, the Arbitrator shall be bound substantively by the provisions of the Drug/Alcohol Policy.

23. An employee who tests positive and is granted an opportunity for rehabilitation as an alternative to discipline will, prior to returning to work and upon proper release by an authorized representative of the treatment agency or program, sign a "Last Chance Agreement", a copy of which is attached to this Policy as Addendum "A".
24. **PRESCRIPTION DRUGS** - any substance prescribed for an individual by a licensed medical practitioner. Prescription drugs may be brought upon Company Premises only by the person for whom they are prescribed, and shall only be used in the manner, combination and quantity prescribed. Employees using a prescription drug which may impair mental or motor function shall inform their supervisor of such use. For the safety of all employees, the employer may place persons using such drugs in a less hazardous job assignment or place them on temporary unpaid leave until released as fit for duty by the prescribing physician. The employer reserves the right to have its physician determine if a prescription drug produces hazardous effects or to restrict the quantity the employee is allowed to bring to the workplace. (No employee shall be discriminated against for the use of a prescribed drug).

This policy shall be distributed to all employees at the time it becomes effective. All employees shall sign a document acknowledging receipt of the policy and consenting to alcohol and drug testing conducted in accordance with the policy. The policy shall also be posted on a bulletin board at the Employer's place of business.

An employee found in violation of this Section may be subject to immediate disciplinary action.

TESTING

1. The initial screen may consist of an instant screen, eleven panel one-step immunochromatographic test or an eleven panel lab based using an Enzyme immunoassay (EMIT) test. All specimens that screen non-negative on the initial test or are sent for lab based testing will be sent to a S.A.M.S.H.A. certified laboratory for confirmation. The initial screen at the laboratory will be an Enzyme Immunoassay (EMIT) are to be confirmed by Gas Chromatography/Mass Spectrometry (GC/MS) testing.

Initial and Confirmation Threshold Limits

NG/ML DRUG	Screen Cutoff	Confirmation Test
-------------------	----------------------	--------------------------

Amphetamines	1000 ng/ml	1000 ng/ml
Barbiturates	200 ng/ml	300 ng/ml
Benzodiazepines	300 ng/ml	300 ng/ml
Cocaine	300 ng/ml	300 ng/ml
Methamphetamines	1000 ng/ml	1000 ng/ml
Methadone	300 ng/ml	300 ng/ml
Opiates	2000 ng/ml	300 ng/ml
Oxycodone	100 ng/ml	100 ng/ml
Phencyclidine (PCP)	25 ng/ml	25 ng/ml
THC	50 ng/ml	50 ng/ml
Propoxyphene	300 ng/ml	300 ng/ml

2. Drug testing and the “chain of custody” shall be conducted in accordance with the procedures of the U.S. Department of Health and Human Services (DHHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs. When the specimen for testing is obtained the employee shall be accompanied by the designated company representative for validation purposes.
3. Urine samples will be separated into two containers at the time of donation of the sample - one portion of the original sample shall be kept secure and chemically stable and made available for verification of laboratory test results.
4. Any employee testing positive shall have the right to have the secured portion of **their** urine sample independently examined by a laboratory of **their** choice at **their** expense, the laboratory selected shall meet the same certification as required under this Policy.
5. Drug tests shall be conducted on urine samples and alcohol tests on breath samples, unless an employee is unable to provide such samples. In that circumstance, a test of the employee’s blood will be used. If an employee is receiving medical attention and a blood test is conducted by a health care provider, the results of that blood test may be used as the basis for employment action under this policy.
6. Screening and confirmation levels will be determined utilizing the levels mutually agreed upon by the parties of this agreement and referenced in the Initial and Confirmation Thresholds Limits Table. A positive drug screen result confirmed through GC/MS testing will be sent to a Medical Review Officer (MRO) for review and final determination of the drug screen result. If after the GC/MS test results and review of the MRO confirms a negative test, the member shall be paid lost time waiting for the results.
7. Test results will be released to the EAP Director and marked confidential. The results of a test will only be made known to the employee, employer, union, JATC (when applicable), and the EAP. Upon written request, the testing facility and/or EAP shall make available to the employee the laboratory reports concerning **the** positive test.

The results of any positive test will not be released to any other party or agency unless required by law or with the written permission of the employee.

8. The EAP shall contact the employer, through the designated employer representative only, with the results of the test. The employee will be notified in writing by the employer

representative who shall make certain that the notification is given in confidence. Neither the test results nor the notification shall be communicated to any other person who does not have a bona fide need to know. An employee subject to probable cause testing may, for reasons of safety, be suspended from active work until the test results are available. If the employee is suspended and the test result is negative the employee will be reinstated with back pay for time the employee otherwise could have worked.

9. The employee must present the employer with a copy of the receipt from the laboratory given at the time of the urinalysis.

AMENDMENTS:

Amendments to this Policy may be developed jointly by the employer and the union to comply with state or local laws, or federal requirements, or for purposes of correcting procedural problems which may arise.

**Sheet Metal and Air Conditioning
Contractors' National Association,
Kansas City Chapter, Inc.**

By: _____

Date: _____

**Sheet Metal Air Rail and Transportation
Workers Local Union No. 2,
Kansas City, Missouri**

By: _____

Date: _____

ADDENDUM "A"
LAST CHANCE AGREEMENT AND RELEASE

- I. The reinstatement and continuing employment of _____(Employee) by _____(Employer) is contingent upon the following:
- A. Employee's providing to the Employer a negative test result (at employee's expense) prior to return to active work;
 - B. Employee's full participation in and successful completion of any certified treatment program approved by the Employee Assistance Program (EAP).
 - C. Employee's satisfactorily meeting the conditions of any recommended follow-up treatment or other program approved by the EAP; and,
 - D. Employee's submission to any chemical or drug test requested by the Employer during a two (2) year period following the date of this Agreement.
- II. Employee understands and agrees that failure to meet any of the foregoing requirements may result in termination.
- III. Employee hereby consents to submit to a chemical or drug test at Employer's request during the two (2) year period following the date of this Agreement.
- IV. Employee hereby authorizes any certified laboratory or other testing facility to release the results of any chemical or drug test to Employer during the two (2) year period following the date of this Agreement in accordance with the terms and conditions of the Substance Abuse Policy endorsed by the employer and the union. Employee will be responsible for any treatment or follow-up program costs not covered by Employee's health insurance.
- V. Employee hereby releases any physician, addictionologist, counselor, or other rehabilitation professional to discuss Employee's compliance with this Agreement with Employer during the two (2) year period following the date of the Agreement.

Date: _____

Employee:

Print Name

Signature

Employer:

Print Name and Title

Signature

ADDENDUM "B"
POLICY RECEIPT AND CONSENT TO ALCOHOL / DRUG TESTING

I hereby acknowledge receipt of the Alcohol and Substance Abuse Policy for the Construction Segment of the Sheet Metal Industry which has been implemented by Sheet Metal & Air Conditioning Contractors' National Association, Kansas City Chapter (hereafter "Employer"), as part of the agreement that is entered into with Local 2 of the Sheet Metal Air Rail and Transportation Union dated July 1, 1999.

I hereby consent to participate in alcohol testing under this policy by means of a breath test using an evidential breath testing device. I also consent to participate in urine drug screening tests under this policy, including any and all procedures used by the physician, nurse, and/or laboratory to collect the sample. I authorize the findings of any alcohol or drug test, together with any related medical information, to be reported to the designated representatives of the company.

I understand that if I refuse to participate or if test results are positive, I may be subject to disciplinary action up to termination from employment or referral to an employee assistance program.

EMPLOYEE:

(Print Name)

(Signature)

Date: _____

<u>Area 1 Effective July 1, 2024</u>	<u>Journeyman</u>			<u>Pre-Apprentice</u>		<u>Pre-Apprentice Member</u>		<u>1st Yr Apprentice</u>		<u>2nd Yr Apprentice</u>		<u>3rd Yr Apprentice</u>		<u>4th Yr Apprentice</u>		<u>5th Yr Apprentice</u>		
	<u>Description</u>	<u>2022</u>	<u>2023</u>	<u>Jul-24</u>	<u>2023</u>	<u>Jul-24</u>	<u>2023</u>	<u>Jul-24</u>	<u>2023</u>	<u>Jul-24</u>	<u>2023</u>	<u>Jul-24</u>	<u>2023</u>	<u>Jul-24</u>	<u>2023</u>	<u>Jul-24</u>	<u>2023</u>	<u>Jul-24</u>
		<u>\$ 2.75</u>	<u>\$ 2.50</u>	<u>\$ 2.35</u>	<u>45%</u>		<u>50.0%</u>		<u>55%</u>		<u>65%</u>		<u>75%</u>		<u>85%</u>		<u>90%</u>	
Taxable Wage	\$ 48.68	\$ 50.43	\$ 52.18	\$ 22.69	\$ 23.48	\$ 25.22	\$ 26.09	\$ 27.74	\$ 28.70	\$ 32.78	\$ 33.92	\$ 37.82	\$ 39.14	\$ 42.87	\$ 44.35	\$ 45.39	\$ 46.96	
401(k) Contribution	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	
Working Dues Assessment **	\$ 2.75	\$ 2.84	\$ 2.93	\$ 0.58	\$ 0.60	\$ 0.62	\$ 0.64	\$ 0.81	\$ 0.83	\$ 0.92	\$ 0.95	\$ 1.04	\$ 1.07	\$ 1.15	\$ 1.19	\$ 1.21	\$ 1.25	
Per Capita	\$ 0.18	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	
LAC (optional)	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	
United Fund	\$ 0.02	\$ 0.02	\$ 0.02	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	
Sheet Metal Workers' International Scholarship	\$ 0.01	\$ 0.01	\$ 0.01	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	
Total Deductions-from taxable rate	\$ 3.51	\$ 3.62	\$ 3.71	\$ 1.33	\$ 1.35	\$ 1.37	\$ 1.39	\$ 1.56	\$ 1.58	\$ 1.70	\$ 1.73	\$ 1.82	\$ 1.85	\$ 1.93	\$ 1.97	\$ 1.99	\$ 2.03	
Wage Rate After Deductions	\$ 45.17	\$ 46.81	\$ 48.47	\$ 21.37	\$ 22.13	\$ 23.85	\$ 24.70	\$ 26.18	\$ 27.12	\$ 31.08	\$ 32.19	\$ 36.00	\$ 37.29	\$ 40.93	\$ 42.39	\$ 43.40	\$ 44.94	
Fringes Paid By Employer																		
Pension*	\$ 15.37	\$ 15.37	\$ 15.37	\$ 0.77	\$ 0.77	\$ 0.77	\$ 0.77	\$ 8.45	\$ 8.45	\$ 9.99	\$ 9.99	\$ 11.53	\$ 11.53	\$ 13.06	\$ 13.06	\$ 13.83	\$ 13.83	
Mo-Kan Health & Welfare**	\$ 8.66	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	
Retiree Mo-Kan Health & Welfare Subsidy	\$ 0.55	\$ 0.55	\$ 0.55	\$ -	\$ -	\$ -	\$ -	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	
Area 1 Local Industry Fund	\$ 0.47	\$ 0.47	\$ 0.47	\$ -	\$ -	\$ -	\$ -	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	
Area 1 Local Training Fund	\$ 1.00	\$ 1.00	\$ 1.20	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 1.00	\$ 1.20	\$ 1.00	\$ 1.20	\$ 1.00	\$ 1.20	\$ 1.00	\$ 1.20	
ITI	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	
NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	
SMO HIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	
Total Fringe Package	\$ 26.22	\$ 26.97	\$ 27.67	\$ 10.36	\$ 10.86	\$ 10.36	\$ 10.86	\$ 18.74	\$ 19.24	\$ 21.27	\$ 21.97	\$ 22.81	\$ 23.51	\$ 24.34	\$ 25.04	\$ 25.11	\$ 25.81	
Beneficial Wage Package**	\$ 73.26	\$ 75.76	\$ 78.01	\$ 32.87	\$ 34.16	\$ 35.40	\$ 36.77	\$ 46.15	\$ 47.61	\$ 52.73	\$ 54.37	\$ 59.31	\$ 61.12	\$ 65.89	\$ 67.88	\$ 69.18	\$ 71.26	
Total Wage & Fringe Package **	\$74.90	\$77.40	\$79.85	\$33.05	\$34.34	\$35.58	\$36.95	\$46.48	\$47.94	\$54.05	\$55.89	\$60.63	\$62.64	\$67.21	\$69.40	\$70.50	\$72.78	
SCALE	\$ 48.68	\$ 50.43	\$ 52.18	\$ 22.69	\$ 23.48	\$ 25.22	\$ 26.09	\$ 27.74	\$ 28.70	\$ 32.78	\$ 33.92	\$ 37.82	\$ 39.14	\$ 42.87	\$ 44.35	\$ 45.39	\$ 46.96	
Second Shift (Scale x 1.10)	\$ 53.55	\$ 55.47	\$ 57.40	\$ 24.96	\$ 25.83	\$ 27.74	\$ 28.70	\$ 30.51	\$ 31.57	\$ 36.06	\$ 37.31	\$ 41.60	\$ 43.05	\$ 47.15	\$ 48.79	\$ 49.93	\$ 51.66	
Third Shift (2nd Shift x 1.05)	\$ 56.23	\$ 58.25	\$ 60.27	\$ 26.21	\$ 27.12	\$ 29.12	\$ 30.13	\$ 32.04	\$ 33.15	\$ 37.86	\$ 39.17	\$ 43.68	\$ 45.20	\$ 49.51	\$ 51.23	\$ 52.42	\$ 57.08	
Foreman Pay (1.055 x total pkg. - fringes)	\$ 52.80	\$ 54.69	\$ 56.57															
Foreman 2nd Shift (Foreman rate x 1.10)	\$ 58.08	\$ 60.16	\$ 62.23															
Foreman 3rd Shift (2nd Shift Foreman rate x 1.05)	\$ 60.98	\$ 63.16	\$ 65.34															
General Foreman Pay (1.08 x total pkg. - fringes)	\$ 54.67	\$ 56.62	\$ 58.57															
General Foreman 2nd Shift (Gen Fmn rate x 1.10)	\$ 60.14	\$ 62.28	\$ 64.42															
General Foreman 3rd Shift (2nd Shift Gen Fmn rate x 1.05)	\$ 63.15	\$ 65.40	\$ 67.65															

Mo-Kan Health & Welfare Rates subject to change by Special Order of Business Prior to Rate Change

Apprentice Wage Increases are now 1 yr & 1500 hrs of OJT

**** Working Dues Assesment (Journeyman=3.75% * Beneficial Rate)**

****Working Dues Assesment (Apprentice=1.75%*Beneficial Rate)**

Area 2	Journeyman		Pre-Apprentice		Pre-Apprentice Member		1st Yr Apprentices		2nd Yr Apprentices		3rd Yr Apprentices		4th Yr Apprentices	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Description	\$ 2.50	\$ 2.35	45%		50%		55%		65%		75%		85%	
Taxable Wage	\$ 47.20	\$ 49.05	\$ 21.24	\$ 22.07	\$ 23.60	\$ 24.53	\$ 25.96	\$ 26.98	\$ 30.68	\$ 31.88	\$ 35.40	\$ 36.79	\$ 40.12	\$ 41.69
401(k) Contribution	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
Working Dues Assessment **	\$ 2.72	\$ 2.81	\$ 0.55	\$ 0.57	\$ 0.59	\$ 0.62	\$ 0.78	\$ 0.80	\$ 0.89	\$ 0.92	\$ 1.00	\$ 1.03	\$ 1.11	\$ 1.14
Per Capita	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20
LAC (optional)	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
United Fund	\$ 0.02	\$ 0.02	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
Sheet Metal Workers' International Scholarship	\$ 0.01	\$ 0.01	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01
Total Deductions-from taxable rate	\$ 3.50	\$ 3.59	\$ 1.30	\$ 1.32	\$ 1.34	\$ 1.37	\$ 1.53	\$ 1.55	\$ 1.67	\$ 1.70	\$ 1.78	\$ 1.81	\$ 1.89	\$ 1.92
Wage Rate After Deductions	\$ 43.70	\$ 45.46	\$ 19.94	\$ 20.75	\$ 22.26	\$ 23.16	\$ 24.43	\$ 25.42	\$ 29.01	\$ 30.19	\$ 33.62	\$ 34.98	\$ 38.23	\$ 39.77
Fringes Paid By Employer														
Pension	\$ 15.37	\$ 15.37	\$ 0.77	\$ 0.77	\$ 0.77	\$ 0.77	\$ 8.45	\$ 8.45	\$ 9.99	\$ 9.99	\$ 11.53	\$ 11.53	\$ 13.06	\$ 13.06
Mo-Kan Health & Welfare**	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91
Retiree Mo-Kan Health & Welfare Subsidy**	\$ 0.55	\$ 0.55	\$ -	\$ -	\$ -	\$ -	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55	\$ 0.55
Area 1 Local Industry Fund	\$ 0.47	\$ 0.47	\$ -	\$ -	\$ -	\$ -	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15	\$ 0.15
Area 2 Industry Fund	\$ 0.07	\$ 0.07	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Area 2 Training Fund	\$ 0.83	\$ 0.83	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83	\$ 0.83
ITI	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
Total Fringe Package	\$ 26.87	\$ 27.37	\$ 10.36	\$ 10.86	\$ 10.36	\$ 10.86	\$ 18.74	\$ 19.24	\$ 21.10	\$ 21.60	\$ 22.64	\$ 23.14	\$ 24.17	\$ 24.67
Beneficial Wage Package**	\$ 72.53	\$ 74.88	\$ 31.42	\$ 32.75	\$ 33.78	\$ 35.21	\$ 44.37	\$ 45.89	\$ 50.63	\$ 52.33	\$ 56.89	\$ 58.78	\$ 63.14	\$ 65.22
Total Wage & Fringe Package **	\$ 74.07	\$ 76.42	\$ 31.60	\$ 32.93	\$ 33.96	\$ 35.39	\$ 44.70	\$ 46.22	\$ 51.78	\$ 53.48	\$ 58.04	\$ 59.93	\$ 64.29	\$ 66.37
SCALE	\$ 47.20	\$ 49.05	\$ 21.24	\$ 22.07	\$ 23.60	\$ 24.53	\$ 25.96	\$ 26.98	\$ 30.68	\$ 31.88	\$ 35.40	\$ 36.79	\$ 40.12	\$ 41.69
Second Shift (Scale x 1.10)	\$ 51.92	\$ 53.96	\$ 23.36	\$ 24.28	\$ 25.96	\$ 26.98	\$ 28.56	\$ 29.68	\$ 33.75	\$ 35.07	\$ 38.94	\$ 40.47	\$ 44.13	\$ 45.86
Third Shift (2nd Shift x 1.05)	\$ 54.52	\$ 56.65	\$ 24.43	\$ 25.38	\$ 27.14	\$ 28.20	\$ 29.85	\$ 31.02	\$ 35.28	\$ 36.66	\$ 40.71	\$ 42.31	\$ 46.14	\$ 47.95
Foreman Pay (1.055 x total pkg. - fringes)	\$ 51.27	\$ 53.25												
Foreman Second Shift (Foreman rate x 1.10)	\$ 56.40	\$ 58.58												
Foreman Third Shift (2nd Shift Foreman rate x 1.05)	\$ 59.22	\$ 61.51												
General Foreman Pay (1.08 x total pkg. - fringes)	\$ 53.13	\$ 55.16												
General Foreman Second Shift (Gen Fmn rate x 1.10)	\$ 58.44	\$ 60.68												
General Foreman 3rd Shift (2nd Shift Gen Fmn rate x 1.05)	\$ 61.36	\$ 63.71												

Mo-Kan Health & Welfare Rates subject to change by Special Order of Business Prior to Rate Change

Apprentice Wage Increases are now 1 yr & 1500 hrs of OJT

** Working Dues Assesment (Journeyman=3.75% * Beneficial Rate)

**Working Dues Assesment (Apprentice=1.75%*Beneficial Rate)

				ZONE 1	ZONE 2	ZONE 3
	2023	Jan-24	2024	Area 3-4-5 Zone 1 Counties MO: Buchanan, Clinton, Caldwell, Carroll, Saline, Pettis, Henry, Bates; KS: Linn, Anderson, Coffee, Osage, Shawnee, Jackson, Atchison	Area 3-4-5 Zone 2 Counties MO: Andrew, DeKalb, Daviess, Livingston, Chariton, Howard, Morgan, Benton, St. Claire, Vernon; KS: Bourbon, Allen, Woodson, Lyon, Wabaunsee, Pottawatomie, Nemaha, Brown, Doniphan	Area 3-4-5 Zone 3 Counties MO: Atchison, Holt, Nodaway, Worth, Gentry, Harrison, Mercer, Grundy, Linn, Moniteau, Miller, Camden, Hickory, Barton; KS: Crawford, Cherokee, Neosho, Labette, Montgomery, Wilson, Marshall, Riley, Geary, Morris, Washington, Clay, Saline, Ottawa, Cloud, Republic, Jewell, Mitchell, Lincoln, Russell, Osborne, Smith, Phillips, Rooks, Ellis, Trego, Graham, Norton, Decatur, Sheridan, Gove, Rawlins, Thomas, Logan, Wallace, Sherman, Cheyenne
Areas 3, 4, 5 6	Journeyman					
Taxable Wage (Area 2)	\$ 2.50	\$ (0.10)	\$ 2.35	Non-taxable \$40 per day will be paid to all employees traveling the Yellow Zone.	Non-taxable \$80 per day will be paid to all employees traveling to the Blue Zone. When using a company vehicle \$60.00 per day	A minimum of the GSA Room & GSA Meal Allowance per day worked will be paid to all employees traveling the Green Zone. Personal Vehicle with no overnight stay \$80.00 Using a compnay vehicle and no overnight stay \$70.00
401(k) Contribution	\$ 47.20	\$ 47.10	\$ 48.95			
**Working Dues Assessment **	\$ 2.72	\$ 2.72	\$ 2.80			
Per Capita	\$ 0.20	\$ 0.20	\$ 0.20			
LAC (optional)	\$ 0.05	\$ 0.05	\$ 0.05			
United Fund	\$ 0.02	\$ 0.02	\$ 0.02			
Sheet Metal Workers' International Scholarship	\$ 0.01	\$ 0.01	\$ 0.01			
Total Deductions-from taxable rate	\$ 3.50	\$ 3.50	\$ 3.58			
Wage Rate After Deductions	\$ 43.70	\$ 43.60	\$ 45.37			
Fringes Paid By Employer (Area 1)						
Pension	\$ 15.37	\$ 15.37	\$ 15.37			
Mo-Kan Health & Welfare**	\$ 9.41	\$ 9.41	\$ 9.91			
Retiree Mo-Kan Health & Welfare Subsidy**	\$ 0.55	\$ 0.55	\$ 0.55			
Area 1 Industry Fund	\$ 0.47	\$ 0.47	\$ 0.47			
Area 1 Training Fund	\$ 1.00	\$ 1.20	\$ 1.20			
ITI	\$ 0.12	\$ 0.12	\$ 0.12			
NEMI	\$ 0.03	\$ 0.03	\$ 0.03			
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02			
Total Fringe Package	\$ 26.97	\$ 27.17	\$ 27.67			
Beneficial Wage Package**	\$ 72.53	\$ 72.43	\$ 74.78			
Total Wage & Fringe Package **	\$ 74.17	\$ 74.27	\$ 76.62			
SCALE	\$ 47.20	\$ 47.10	\$ 48.95			
Second Shift (Scale x 1.10)	\$ 51.92	\$ 51.81	\$ 53.85			
Third Shift (2nd Shift x 1.05)	\$ 54.52	\$ 54.40	\$ 56.54			
Foreman Pay (1.055 x total pkg. - fringes)	\$ 51.28	\$ 51.18	\$ 53.16			
Foreman Second Shift (Foreman rate x 1.10)	\$ 56.41	\$ 56.30	\$ 58.48			
Foreman Third Shift (2nd Shift Foreman rate x 1.05)	\$ 59.23	\$ 59.12	\$ 61.40			
General Foreman Pay (1.08 x total pkg. - fringes)	\$ 53.13	\$ 53.04	\$ 55.08			
General Foreman Second Shift (Gen Fmn rate x 1.10)	\$ 58.45	\$ 58.35	\$ 60.59			
General Foreman 3rd Shift (2nd Shift Gen Fmn rate x 1.05)	\$ 61.37	\$ 61.26	\$ 63.62			

Mo-Kan Health & Welfare Rates subject to change by Special Order of Business Prior to Rate Change

** Working Dues Assesment (Journeyman=3.75% * Beneficial Rate)

**Working Dues Assesment (Apprentice=1.75%*Beneficial Rate)

Wage Description	Journey Level Rate			Residential Journeyman Wage		Pre-apprentices		Apprentice 1st Yr 50%		Apprentice 2nd Yr 55%		Apprentice 3rd Yr 65%		Apprentice 4th Yr 75%		Apprentice 5th Yr 85%	
	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	Effective Date	
	7/1/2023	7/1/2024	7/1/2025	7/1/2024	7/1/2025	7/1/2024	7/1/2025	7/1/2024	7/1/2025	7/1/2024	7/1/2025	7/1/2024	7/1/2025	7/1/2024	7/1/2025	7/1/2024	7/1/2025
Total Package Increase per hour	\$ 2.00	\$ 1.70	\$ 1.70	70%		47.50%		50%		55%		65%		75%		85%	
Total Taxable Increased Amount Per Hr	\$ 1.25	\$ 1.20	\$ 1.05	70%		47.50%		50%		55%		65%		75%		85%	
NEW Taxable Wage Rate Effective 7/1/2023	\$ 36.61	\$ 37.66	\$ 38.71	\$ 26.36	\$ 27.10	\$ 17.89	\$ 18.39	\$ 18.83	\$ 19.36	\$ 20.71	\$ 21.29	\$ 24.48	\$ 25.16	\$ 28.25	\$ 29.03	\$ 32.01	\$ 32.90
Working Dues Assessment **	\$2.02	\$ 2.08	\$ 2.15	\$ 1.36	\$ 1.41	\$ 0.32	\$ 0.33	\$ 0.58	\$ 0.60	\$ 0.62	\$ 0.64	\$ 0.69	\$ 0.72	\$ 0.77	\$ 0.80	\$ 0.85	\$ 0.88
Per Capita**	\$ 0.20	\$ 0.20	\$ 0.23	\$ 0.20	\$ 0.23	\$ 0.20	\$ 0.23	\$ 0.20	\$ 0.23	\$ 0.20	\$ 0.23	\$ 0.20	\$ 0.23	\$ 0.20	\$ 0.23	\$ 0.20	\$ 0.23
Total Deductions	\$2.22	\$2.28	\$2.38	\$ 1.56	\$ 1.64	\$ 0.52	\$ 0.56	\$ 0.78	\$ 0.83	\$ 0.82	\$ 0.87	\$ 0.89	\$ 0.95	\$ 0.97	\$ 1.03	\$ 1.05	\$ 1.11
Wage Rate After Deductions	\$ 34.39	\$ 35.38	\$ 36.33	\$ 24.80	\$ 25.46	\$ 17.37	\$ 17.83	\$ 18.05	\$ 18.53	\$ 19.90	\$ 20.42	\$ 23.58	\$ 24.21	\$ 27.27	\$ 28.00	\$ 30.96	\$ 31.79
Fringes Paid By Employer																	
National Pension**	\$ 7.37	\$ 7.52	\$ 7.67	\$ -	\$ -	\$ 0.37	\$ 0.38	\$ 3.69	\$ 3.76	\$ 4.05	\$ 4.14	\$ 4.79	\$ 4.89	\$ 5.53	\$ 5.64	\$ 6.26	\$ 6.39
Topeka-Area Local Pension (401(k))	\$ 1.79	\$ 1.79	\$ 1.79	\$ 1.79	\$ 1.79	\$ -	\$ -	\$ -	\$ -	\$ 0.98	\$ 0.98	\$ 1.16	\$ 1.16	\$ 1.34	\$ 1.34	\$ 1.52	\$ 1.52
Mo-Kan Health & Welfare* **	\$ 9.41	\$ 9.91	\$ 10.41	\$ 9.91	\$ 10.41	\$ -	\$ -	\$ 9.91	\$ 10.41	\$ 9.91	\$ 10.41	\$ 9.91	\$ 10.41	\$ 9.91	\$ 10.41	\$ 9.91	\$ 10.41
Retiree Mo-Kan Health & Welfare Subsidy**	\$ 0.50	\$ 0.50	\$ 0.50	\$ -	\$ -	\$ -	\$ -	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
Local Training Fund**	\$ 1.00	\$ 1.00	\$ 1.00	\$ 0.30	\$ 0.30	\$ 0.01	\$ 0.01	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00
Continuing Education**	\$ 0.03	\$ 0.03	\$ 0.03	\$ -	\$ -	\$ -	\$ -	\$ 0.01	\$ 0.01	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03
ITI	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
Total Fringe Package	\$ 20.27	\$ 20.92	\$ 21.57	\$ 12.17	\$ 12.67	\$ 0.55	\$ 0.56	\$ 15.28	\$ 15.85	\$ 16.65	\$ 17.24	\$ 17.56	\$ 18.16	\$ 18.48	\$ 19.09	\$ 19.40	\$ 20.03
Beneficial Wage Package	\$ 53.89	\$ 55.59	\$ 57.29	\$ 36.27	\$ 37.51	\$ 18.26	\$ 18.77	\$ 32.93	\$ 34.03	\$ 35.18	\$ 36.34	\$ 39.68	\$ 40.96	\$ 44.18	\$ 45.58	\$ 48.69	\$ 50.21
Total Wage & Fringe Package	\$ 56.88	\$ 58.58	\$ 60.28	\$ 38.53	\$ 39.77	\$ 18.44	\$ 18.95	\$ 34.11	\$ 35.21	\$ 37.36	\$ 38.53	\$ 42.04	\$ 43.33	\$ 46.73	\$ 48.12	\$ 51.41	\$ 52.93
Journeyman Scale	\$ 36.61	\$ 37.66	\$ 38.71														
Lead Person - Taxable + \$2.50	\$ 39.11	\$ 37.66	\$ 38.71														
Foreman /Shop - Taxable + \$3.20	\$ 39.81	\$ 76.22	\$ 77.27														
General Foreman - Taxable + \$4.50	\$ 41.11	\$ 77.52	\$ 78.57														
Superintendent - Taxable + \$6.00	\$ 42.61	\$ 79.02	\$ 80.07														
<i>*Allocations subject to change by Mo-Kan Trustees' recommendation at a Special-Order-of-Business Meeting prior to contractual increase</i>																	
<i>** Working Dues Assesment (Journeyman=3.75% * Beneficial Rate)</i>																	
<i>**Working Dues Assesment (Apprentice=1.75%*Beneficial Rate)</i>																	

<i>Testing and Balance</i>	<i>Journeyman</i>			<i>Specialty Workers (70% of Scale)</i>		<i>Classified Worker (1st Yr 50% of Specialty Worker Rate)</i>		<i>Classified Worker (2nd Yr 60% of Specialty Worker Rate)</i>		<i>Classified Worker (3rd Yr 70% of Specialty Worker Rate)</i>		<i>Classified Worker (4th Yr 80% of Specialty Worker Rate)</i>		<i>Classified Worker (5th Yr 90% of Specialty Worker Rate)</i>	
	2022	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
<i>Description</i>	\$ 2.75	\$ 2.50	\$ 2.35	70%		50%		60%		70%		80%		90%	
<i>Taxable Wage</i>	\$ 48.68	\$ 50.43	\$ 52.18	\$ 35.30	\$ 36.53	\$ 17.65	\$ 18.26	\$ 21.18	\$ 21.92	\$ 24.71	\$ 25.57	\$ 28.24	\$ 29.22	\$ 31.77	\$ 32.87
401(k) Contribution	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
Working Dues Assessment **	\$ 2.75	\$ 2.84	\$ 2.93	\$ 2.08	\$ 2.15	\$ 1.22	\$ 1.26	\$ 1.39	\$ 1.44	\$ 1.56	\$ 1.61	\$ 1.74	\$ 1.79	\$ 1.91	\$ 1.97
Per Capita	\$ 0.18	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20
LAC (optional)	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
United Fund	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
Sheet Metal Workers' International Scholarship	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01
Total Deductions-from taxable rate	\$ 3.51	\$ 3.62	\$ 3.71	\$ 2.86	\$ 2.93	\$ 2.00	\$ 2.04	\$ 2.17	\$ 2.22	\$ 2.34	\$ 2.39	\$ 2.52	\$ 2.57	\$ 2.69	\$ 2.75
Wage Rate After Deductions	\$45.17	\$46.81	\$ 48.47	\$32.44	\$33.60	\$15.65	\$16.22	\$19.01	\$19.70	\$22.37	\$23.17	\$25.73	\$26.65	\$29.08	\$30.12
<i>Fringes Paid By Employer</i>															
Pension	\$ 15.37	\$ 15.37	\$ 15.37	\$ 10.79	\$ 10.79	\$ 5.40	\$ 5.40	\$ 6.47	\$ 6.47	\$ 7.55	\$ 7.55	\$ 8.63	\$ 8.63	\$ 9.71	\$ 9.71
Mo-Kan Health & Welfare**	\$ 8.66	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91	\$ 9.41	\$ 9.91
Retiree Mo-Kan Health & Welfare Subsidy**	\$ 0.55	\$ 0.55	\$ 0.55	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Area 1 Local Industry Fund	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Area 1 Local Training Fund	\$ 1.00	\$ 1.00	\$ 1.20	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
ITI	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03
SMOHT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
Total Fringe Package	\$ 26.22	\$ 26.97	\$ 27.67	\$ 20.86	\$ 21.36	\$ 15.00	\$ 15.50	\$ 16.07	\$ 16.57	\$ 17.15	\$ 17.65	\$ 18.23	\$ 18.73	\$ 19.31	\$ 19.81
Beneficial Wage Package**	\$ 73.26	\$ 75.76	\$ 78.01	\$ 55.50	\$ 57.23	\$ 32.46	\$ 33.57	\$ 37.06	\$ 38.30	\$ 41.67	\$ 43.03	\$ 46.28	\$ 47.76	\$ 50.89	\$ 52.49
Total Wage & Fringe Package **	\$74.90	\$77.40	\$ 79.85	\$56.16	\$57.89	\$32.65	\$33.76	\$37.25	\$38.49	\$41.86	\$43.22	\$46.47	\$47.95	\$51.08	\$52.68
Total Taxable Increase	\$ 1.49	\$ 1.75	\$ 1.75												
Total Fringe Increase	\$ 1.26	\$ 0.75	\$ 0.70												
Total Package Increase	\$ 2.75	\$ 2.50	\$ 2.45												
SCALE	\$ 48.68	\$ 50.43	\$ 52.18	\$ 35.30	\$ 36.53	\$ 17.65	\$ 18.26	\$ 21.18	\$ 21.92	\$ 24.71	\$ 25.57	\$ 28.24	\$ 29.22	\$ 31.77	\$ 32.87
Second Shift (Scale x 1.10)	\$ 53.55	\$ 55.47	\$ 57.40	\$ 38.83	\$ 40.18	\$ 19.42	\$ 20.09	\$ 23.30	\$ 24.11	\$ 27.18	\$ 28.13	\$ 31.06	\$ 32.14	\$ 34.95	\$ 36.16
Third Shift (2nd Shift x 1.05)	\$ 56.23	\$ 58.25	\$ 60.27	\$ 42.71	\$ 44.20	\$ 21.36	\$ 22.10	\$ 25.63	\$ 26.52	\$ 29.90	\$ 30.94	\$ 34.17	\$ 35.36	\$ 38.44	\$ 39.78
Foreman Pay (1.055 x total pkg. - fringes)	\$ 52.80	\$ 54.69	\$ 56.57												
Foreman Second Shift (Foreman rate x 1.10)	\$ 58.08	\$ 60.16	\$ 62.23												
Foreman Third Shift (Foreman rate x 1.15)	\$ 55.44	\$ 57.42	\$ 59.40												
General Foreman Pay (1.08 x total pkg. - fringes)	\$ 54.67	\$ 56.62	\$ 58.57												
General Foreman Second Shift (Gen Fmn rate x 1.10)	\$ 60.14	\$ 62.28	\$ 64.42												
General Foreman Third Shift (Gen Fmn rate x 1.15)	\$ 63.15	\$ 65.40	\$ 67.65												
Test & Balance Contractors															
Pro Balance															
P1 Group															
B-Wise															
Pneumatic Systems															

Mo-Kan Health & Welfare Rates subject to change by Special Order of Business Prior to Rate Change

*** Working Dues Assesment (Journeyman=3.75% * Beneficial Rate)*

***Working Dues Assesment (Apprentice=1.75%*Beneficial Rate)*