

## **ADDENDUM**

To Standard Form of Union Agreement

### **RESIDENTIAL**

This Addendum covers all of Montana jurisdiction of SMART Local Union #103, including the Special Extension Agreement under Section II of the following Agreement.

**SECTION I:** This Addendum #2 covers the rate of pay rules and working conditions of all employees of the Employer engaged in the erection, fabrication, installation, repairing and replacing of all residential heating and air conditioning systems and architectural sheet metal work.

**SECTION II:** Residential shall be defined as applying to work on any single family dwelling or multiple family dwellings up to four (4) units per structure. Larger multiple residential structures may be covered by this Agreement with prior Union approval.

**SECTION III:** Hiring and Wage rates

- (a) The Employer agrees that none but building trades journeymen, Residential Class A journeymen, apprentice and mechanical helper sheet metal workers shall be employed on any work described in Section I of this Addendum.
- (b) The regular basic hourly rate of Residential Class A journeymen sheet metal workers covered by this Addendum shall be sixty percent (60%) of the rate specified in the local basic or local Standard Form of Union Agreement plus benefits provided for in Schedule A.
- (c) The regular basic hourly rate for mechanical helpers working under the Agreement shall be fifty percent (50%) of the building trades journeymen rate plus benefits provided for in Schedule A.
- (d) The maximum ratio of apprentices and mechanical helpers to journeyman and Residential Class A journeymen employed under this Addendum shall be on a one to one (1:1) ratio. That is, one of either journeyman to one of either apprentice.

- (e) Any residential employees who desire to advance to journeyman status can do so only by completing a school or taking a written test designated for such purpose

#### **SECTION IV: WORK HOURS**

- (a) The work week shall consist of a 40-hour week, Monday through Friday.
- (b) All work performed in excess of forty (40) hours per week shall be at the overtime rate of one and one-half (1 ½) times the basic hourly residential wage rate.
- (c) All other work performed on Sundays and holidays shall be compensated for at two (2) times the basic hourly residential rate.

#### **SECTION V. Fringe Benefits**

- (a) The Employer agrees to contribute, in addition to wages, to the Northwest Sheet Metal Workers Health and Welfare Plan, and Northwest Sheet Metal Workers Pension Plan Z (401 k) for each employee covered by this Addendum as specified in Addendum 1 Schedule A.
- (b) The Employer agrees to contribute, in addition to wages, to the SASMI Fund three percent (3%) of wages plus Health and Welfare and Health and Welfare Pension Plan Z (401 k) as specified in the basic contract.
- (c) Contributions on behalf of indentured apprentices shall be according to the terms and conditions of the basic contract.

#### **SECTION VI.**

The Employer agrees to be bound by the wages, hours and working conditions contained in the Standard Form of Union Agreement on any work not specified in Section I or II of this Addendum, and, on residential work the Employer agrees to be bound by all portions of the Standard Form of Union Agreement that have not been changed by the Addendum.

**SECTION VII**

- (a) Any contractor who continuously violates this addendum will have this addendum cancelled after a sixty (60) day notice without the Union going through the Grievance procedure.
- (b) The Union, after giving sixty (60) days notice, may cancel this Addendum.

In witness whereof, the parties hereto affix their signatures and seal this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_ to this Standard Form of Union Agreement, Addendum number 1 (Working Agreement) , Addendum number 2 (Residential Agreement), and Schedule A (Wage and Benefits).

Montana SMACNA

N.W.R.C. of SMART Local # 103

By: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_