

*****Please Note that the Tiered Journeyman Draft Language below was prepared by SMACNA in response to a recommendation by attendees of the Large Contractors' Meeting in 2012. The Draft was provided to SMART in 2012 for discussion purposes, but has NOT been endorsed by the International Union. It is provided for discussion purposes if a tiered journeyman concept is something that you wish to explore in local negotiations.*****

SMACNA TIERED JOURNEYMAN DRAFT

This Agreement is entered into this _____ day of _____, _____ between the Sheet Metal and Air Conditioning Contractors National Association, and the Sheet Metal, Air, Rail and Transportation (SMART) Workers Association. Although not incorporated within the Standard Form of Union Agreement, Form A-08-11, this Agreement shall be treated as an amendment to such Standard Form, for purposes of applying the provisions of the Article XVII, Section 3.

By entering into this Agreement, it is the intention of the parties to promote the establishment of a tiered journeyman wage and fringe benefit structure in those areas having less than the national average employment share. "Employment share" shall be determined by reference to the current employment share data compiled for use in the sheet metal industry by the Construction Labor Research Council. In such areas, a tiered journeyman wage and fringe benefit structure shall be immediately instituted, consisting of the following elements.

1. The pre-apprentice classification shall be instituted, if it is not already incorporated within the local building trades Standard Form of Union Agreement. It is anticipated that the pre-apprentice classification shall be utilized as the primary means of selecting candidates for the apprenticeship program. Consequently, a pre-apprentice shall be evaluated by the joint apprenticeship and training committee for future participation in the apprenticeship program at the end of one year of employment. If the pre-apprentice is

deemed to be unqualified for participation in the apprenticeship program, such pre-apprentice shall be immediately terminated from employment. If such pre-apprentice is deemed to be qualified for participation in the apprenticeship program, the pre-apprentice shall be advanced to the apprenticeship program as soon as possible.

2. Apprentices shall serve an apprenticeship period of five years, and shall be a probationary apprentice during the first year of employment as an apprentice. During such probationary period, the apprentice may be terminated from employment for any reason, and shall thereupon be automatically removed from participation in the apprenticeship program. Provided, an individual removed from the apprenticeship program during such probationary period may apply for readmission to the program once six months have elapsed from his or her termination of employment. The decision of the Joint Apprenticeship and Training Committee upon such application for readmission shall be final.

3. The probationary apprentice wage rate shall be _____% of journeyman scale. Contributions to any fringe benefit fund that the probationary apprentice is entitled to participate in shall be at the same percentage, provided, that full contributions shall be made on behalf of apprentices to the International Training Institute for the Sheet Metal Industry (ITI), the National Energy Management Institute Committee (NEMIC), and the Sheet Metal Occupational Health Institute Trust (Institute).

4. After one year of satisfactory service as a probationary apprentice, such employee shall be classified as an apprentice. A graduated wage scale for apprentices shall be established and maintained on the following percentage basis of the established wage rate of journeymen sheet metal workers.

<u>First Year</u>	-	1st Half	40%
		2nd Half	45%
<u>Second Year</u>	-	1st Half	50%
		2nd Half	55%

<u>Third Year</u>	-	1st Half	60%
		2nd Half	65%
<u>Fourth Year</u>	-	1st Half	70%
		2nd Half	75%

Contributions to any fringe benefit fund that the apprentice is entitled to participate in shall be at the same percentage.

5. Upon successful completion of the apprenticeship program, the employee shall be classified as an entry level journeyman sheet metal worker. Journeymen sheet metal workers shall advance on the following wage progression schedule, based upon years of actual service as a journeyman, and successful completion of any training required under the provisions of the building trades collective bargaining agreement.

YEARS OF ACTIVE EMPLOYMENT AS A JOURNEYMAN	PERCENTAGE OF FULL JOURNEYMAN WAGE RATE
Up to 1 year	82
After 1 year	87
After 2 years	92
After 3 years	100

Fringe benefit contributions for journeymen shall be at the same percentage, provided, that full journeyman pension contributions shall be made on behalf of such employees, as well as full contributions to the International Training Institute for the Sheet Metal Industry (ITI), the

National Energy Management Institute Committee (NEMIC), and the Sheet Metal Occupational Health Institute Trust (Institute).

6. Current employees classified as journeymen sheet metal workers that have been employed less than 75% of the average number of hours worked by journeymen in the local area for a period of two years shall be reclassified as an entry level journeyman. Such entry level journeymen shall receive the wage rate and fringe benefit contributions set forth in the preceding Section 5. Such reclassified journeymen shall advance on the wage progression schedule based upon years of active service as a journeyman, and the successful completion of all required journeymen upgrade training. It is anticipated that the International Training Institute for the Sheet Metal and Air Conditioning Industry shall develop a suitable curriculum for such upgrade training, and such training shall be implemented by and conducted through the local Joint Apprenticeship and Training Committee.

7. In addition to those employees reclassified under the provisions of Section 6, employees currently classified as journeymen sheet metal workers may voluntarily request to be reclassified as an entry level journeyman. Such request shall be submitted to the _____, and if approved, shall become effective immediately. Advancement to full journeyman status shall be as provided in Section 5.