

former employees shall be employed by their former employer if available for work. No residential worker will be dispatched or accepted until their conditions are complied with.

SECTION 8. RESIDENTIAL TRAINEES: New employees with little or no experience will start at a minimum of sixty-five percent (65%) of the Residential Journeyman rate and will be called Residential Trainees. Regular employees of the employer at the time of signing this addendum shall be placed in the applicable category by mutual agreement of the Union and the Employer.

Trainees will have to successfully complete a training course every twelve (12) months to be eligible for wage increases. The trainee will receive five percent (5%) increase each twelve (12) months and will be considered a Residential Journey after four (4) years and also have licensed themselves per Idaho Division of Building Safety requirements to qualify themselves to complete the tasks assigned. The Employer may waive this requirement.

The ratio of Trainees shall not exceed one (1) Trainee to one (1) Residential Journeyman.

There shall be a 90-day probationary period for all new hire Residential Trainees in which during that time no benefits shall be paid on behalf of the Residential Trainee.

Wages
See Wage Sheets

SECTION 9. Residential journeyman and residential trainee sheet metal workers covered by this Agreement shall provide for themselves all necessary hand tools. Employee will not be required as a condition of employment to furnish tools other than the required tool list below:

1 pair snips- left cut	1 set Allen wrenched
1 pair snips- right cut	1 8" screwdriver
1 pair bulldog snips	1 stubby screwdriver
1 pair combination snips	1 8" Philips screwdriver
1 pair dividers, 8"	1 sheet metal hammer
1 or 2 scratch awls	1 hack saw
1 pair tongs	1 pair vise grips
1 plumb bob and chalk box	1 small level no to exceed 18"
1 pipe crimper	1 pair square nose pliers
1 Strapping Tool (Panduit gun)	1 25" steel tape

SECTION 10. Residential journeyman and residential trainee sheet metal workers covered by this Agreement shall not be required or permitted to lease, rent, or in any way loan his automobile, truck, welding machines or any other material or equipment to his employer, or any other employer signatory to this Agreement.

SECTION 11. The employer agrees to be bound by the wages, hours and working condition contained in the local Standard Form of Union Agreement on any work not specified on Section 1 or 2, or this Addendum and on residential work the Employer agrees to be bound by all portions of the local Standard Form Of Union Agreement that have not been changed by this addendum.

SECTION 12. It is mutually agreed that the drug and alcohol policy attached to the Standard Form of Union Agreement shall be utilized by residential journeymen and residential trainees.

ADDENDUM #4
RESIDENTIAL
HVAC, SERVICE & ARCHITECTURAL

SECTION 1. This Addendum covers the rates of pay, rules and working conditions of all employees of the employer engaged in the fabrication, erection, installation, repairing, and replacing of all residential heating and air conditioning systems, and the architectural sheet metal work on such residence.

SECTION 2. Residential shall be defined as applying to work on any single family dwelling or multiple housing unit where each individual family apartment in individually conditioned by a separate and independent unit or system and including club house and common buildings. Any Light Commercial projects are prohibited unless approved by the Business Manager or his designee by the use of Resolution 78.

SECTION 3. The employer agrees that none but residential journeymen, residential trainees, and apprentice sheet metal workers shall be employed on any work described in Section 1, of this Addendum. If the Union fails to furnish the requisitioned employee(s) within forty-eight (48) after the requisition is made to the Union, the employer may secure such employee(s) from any other source available, provided that the Employer shall notify the Union of any employees so hires within twenty four (24) hours of such employment.

SECTION 4. Working hours:

- A. The work week shall consist of a forty (40) hour week divided into five (5) work days of eight (8) hours each running consecutively from Monday through Friday. The work day shall consist of eight (8) hours exclusive of the lunch period, starting at 6:00 a.m. and ending 5:00 pm.
- B. All hours worked other than the scheduled forty(40) hours per week and in excess of eight (8) hours in any one day will be paid at the rate of time and one half (1 ½) the hourly rate of pay.
- C. All hours worked on Sundays and Holidays shall be compensated for at two (2) times the hourly wage rate.

SECTION 5. The employer shall provide all necessary transportation for transporting employees, tool and material from shop to job, job, to job and job to shop during work hours. When a job site is within twenty-five (25) miles of the shop, employer may elect to have the employee(s) report to the job site at starting time and leave job site at quitting time utilizing employees transportation. When working beyond twenty-five (25) miles from the shop, the employer will provide transportation.

Wages
See wage sheets

Any Building Trades Journeymen/HVAC Mechanic or indentured apprentice assigned to residential work shall be paid his applicable rate under the current local Standard Form of Union Agreement.

SECTION 7. The employer agrees that no employee shall suffer a reduction in wages or benefits due to signing of this Addendum. Members of Local Union No. 55 who are employed by a signatory employer at the time this Addendum is signed will remain employed under the current agreement unless a lack of work makes is necessary to reduce the crew. If the work load increases within six (6) months of any lay-off, the