

National Joint Adjustment Board for the Sheet Metal Industry

DECISION

SMART Local Union 16
2379 NE 178th Avenue, Suite 16
Portland, OR 97230

Columbia Chapter SMACNA
4380 SW Macadam Ave
River Forum I Bldg., Suite 580
Portland, OR 97239-6403

Re: Article X, Section 8: SMART Local Union 16 &
Columbia Chapter SMACNA

Ladies and Gentlemen:

The National Joint Adjustment Board (NJAB) for the Sheet Metal Industry met August 29, 2016 in San Francisco, CA to hear the above-referenced matter.

Jerry Henderson, Carol Duncan and Steve Streimer appeared on behalf of the Employers' Association. Charlie Johnson, Bob Riehl and Joseph Harris appeared on behalf of the Local Union.

A review of the record demonstrated that all procedural requirements had been met. The matter, therefore, was properly before the NJAB for decision.

The Employers' Association and Union presented their cases to the Board.

Following the hearing, the Employers' Association notified the Board that it wanted to revise its list of unresolved issues set forth in its submission to the Board. The Employers' Association advised that it no longer objected to the wage and pension off benefit increases being retroactively effective. The Employers' Association expressed that it viewed retroactivity to be fair to the employees and in the best interests of the Employers' Association, the Union and its membership.

Based on the record and testimony of the parties, the NJAB rendered the following unanimous decision, effective July 1, 2016:



Article I Section 1

Add to part (e) installation of metal roofing and any other form of architectural sheet metal whether interior or exterior.

Article VI Section 1

Add a new paragraph: A flexible holiday work week schedule may be employed upon mutual agreement between a Member and Employer; a Member may opt out without recourse. Notification of agreement must be given to the Union.

Article XI Section 5

Add a new paragraph: The probationary period for an Apprentice shall be the first 1,600 OJT hours of employment and 126 hours of related training, or one year after the current registration to the State of Oregon Apprenticeship Standards, whichever is shorter. (per BOLI Standards)

Article XI Section 6 (a)

A graduated wage scale based on the journeyman wage rate shall be established for apprentices as follows:

First year	First half 50%	Second half 55%
Second year	First half 60%	Second half 65%
Third year	First half 70%	Second half 75%
Fourth year	80%	
Fifth year	90% 85% for any apprentice indentured after July 1, 2016	

Article XI Section 6 (c)

Add a new section: This section shall not have the effect of reducing the wages of any classification of workers that have subsequently entered an apprenticeship program. An example would be, but not limited to: A Production Member making the equivalent of a 70% apprentice who then gets indentured into the apprenticeship as a 50% apprentice. This worker would be paid at the current 70% equivalence and the benefits would be paid at the 50% apprentice rate.

It is understood that the current employer has no obligation to continue employment.

Article XIII Section 1

Classified workers may be employed based on the ratio table in this agreement (see page 16).

A 40% Classified worker may perform any work covered by Article I of which they are capable. Exceptions: They shall not perform any Shop Layout or Detailing (manually drawn or computer assisted) and may not supervise in any way. They will work under the general direction of a Building Trades journeyman. The position would be limited to 1 year. An extension of 1-year duration may be granted by the Examining Committee on an individual basis. They shall be covered by the local health and welfare plan without an hour bank.

A 45% Classified worker may perform any work covered by Article I of which they are capable of in the shop except Supervision, Layout (machine set-up is not layout) and Detailing. They may only perform the following work in the field: Distribution of material to the staging areas (not to include layout of material) demolition and removal of materials, seal and insulate duct, hole and fire watch. They shall be covered by the local health and welfare plan. Pension contributions shall be as per Schedule "A".

In the event the Employer is entitled to employ a classified worker and the Union fails to comply with the Employer's written request to furnish a classified worker within forty-eight (48) hours, the Employer may directly hire such employees, and refer them to the Union.

Article XIII Section 2

Add new section: 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 the ratio table.

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 forty-eight (48) hours, the Employer may hire such employees and refer them to the Joint Apprenticeship and Training Committee for enrollment.

Pre-apprentices shall have met the minimum requirements for the apprenticeship and shall be enrolled as applicants on the ranked pool of eligible candidates for future openings in the apprenticeship program and retain a position on the ranked pool of eligible candidates including passing a mechanical aptitude exam.

Pre-apprentices may perform any work covered by Article I of which they are capable except detailing, layout or supervision.

Pre-apprentices shall not work on a job-site or in the shop without supervision by a Journey Worker under any circumstances.

The wage scale for pre-apprentices shall be a minimum of forty-five percent (45%) of the wage rate for a Building Trades Journey Worker.

RATIO TABLE

<u>JOURNEYMAN</u>	<u>APPRENTICE</u>	<u>CLASS/Pre-Apprentice</u>	<u>TOTAL</u>
1	1	1	3
2	2	2	6
4	2	2	8
5	3	3	11
7	3	3	13
8	4	3	15
10	4	5	19
11	5	5	21
14	6	6	26
17	7	6	30
18	8	7	33
20	8	8	36
22	10	8	40
25	10	9	44
26	11	9	46
28	12	9	49
30	12	10	52
31	12	11	54
34	14	12	60
37	15	12	64
38	16	12	66
40	16	14	70
42	17	14	73
43	18	14	75
46	19	16	81
49	20	16	85

Apprentice ratio beyond the (49) to be calculated by multiplying the Journey by .41 rounding up to the whole number. Classifieds and Pre-Apprentices are calculated by multiplying the Apprentices by .8.

Wage Tables

Area 1-PDX

	Base Wage	Vacation	Y to Y	Gross Taxable Wage	Oregon Pension		Health Care	HRA	Drug Testing	Local Training	National Training	NEMIC	SMO/HIT	Industry Fund	Total Cost	Taxable Increase	Total Increase
					7/1/18	7/1/19											
Journeyman																	
Current	\$ 37.53	\$ 1.20	\$ 0.05	\$ 38.78	\$ 6.40	\$ 0.06	\$ 2.53	\$ 7.23	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 57.20	\$ 0.50	\$ 2.25%
7/1/2016	\$ 38.11	\$ 1.20	\$ 0.05	\$ 39.36	\$ 6.40	\$ 0.47	\$ 2.62	\$ 7.23	\$ 0.70	\$ 0.05	\$ 0.98	\$ 0.12	\$ 0.03	\$ 0.02	\$ 58.49	\$ 0.51	\$ 1.29
7/1/2017	\$ 38.77	\$ 1.20	\$ 0.05	\$ 40.02	\$ 6.40	\$ 0.82	\$ 2.71	\$ 7.38	\$ 0.75	\$ 0.05	\$ 0.98	\$ 0.12	\$ 0.03	\$ 0.02	\$ 59.80	\$ 0.67	\$ 1.32
7/1/2018	\$ 39.42	\$ 1.20	\$ 0.05	\$ 40.67	\$ 6.40	\$ 1.26	\$ 2.71	\$ 7.53	\$ 0.80	\$ 0.05	\$ 1.03	\$ 0.12	\$ 0.03	\$ 0.02	\$ 61.15	\$ 0.65	\$ 1.35
7/1/2019	\$ 40.14	\$ 1.20	\$ 0.05	\$ 41.39	\$ 6.40	\$ 1.70	\$ 2.71	\$ 7.68	\$ 0.85	\$ 0.05	\$ 1.03	\$ 0.12	\$ 0.03	\$ 0.02	\$ 62.52	\$ 0.73	\$ 1.38

The Second Alternative Option of the FIP requires annual Contribution Rate increases of 3.5% through 2017. As of the date this Agreement was entered into, it was unknown if any Contribution Rate increases will be required under the FIP after 2017. In the event that the NPF Trustees determine that Contribution Rate increases are necessary after 2017, monies shall be automatically allocated from the existing wage and fringe package, and/or reallocated from any increases to the wage and fringe package provided for under this Agreement, to NPF required contributions in an amount sufficient to cover the Contribution Rate increase(s) required by the FIP. In an April 2016 letter from the NPF it was stated "barring any catastrophic events, increases in contribution rates will not be mandated for the 2018 or 2019 calendar"

	7/1/16	7/1/17	7/1/18	7/1/19
Taxable Wage	\$ 0.58	\$ 0.67	\$ 0.65	\$ 0.73
Pension Off Benefit	\$ 0.41	\$ 0.35	\$ 0.44	\$ 0.44
National Pension	\$ 0.09	\$ 0.09	\$ -	\$ -
Health Care	\$ -	\$ 0.15	\$ 0.15	\$ 0.15
HRA	\$ 0.10	\$ 0.05	\$ 0.05	\$ 0.05
Training				

Area 2-EUG

	Base Wage	Vacation	Y to Y	Gross Taxable Wage	Oregon Pension		Health Care	HRA	Drug Testing	Local Training	National Training	NEMIC	SMO/HIT	Industry Fund	Total Cost	Taxable Increase	Total Increase
					7/1/18	7/1/19											
Journeyman																	
Current	\$ 31.17	\$ -	\$ -	\$ 31.17	\$ 5.79	\$ 0.05	\$ 2.53	\$ 7.23	\$ 0.60	\$ 0.05	\$ 0.83	\$ 0.12	\$ 0.03	\$ 0.02	\$ 48.72	\$ 0.30	\$ 2.25%
7/1/2016	\$ 31.57	\$ -	\$ 0.05	\$ 31.62	\$ 5.79	\$ 0.41	\$ 2.62	\$ 7.23	\$ 0.70	\$ 0.05	\$ 0.93	\$ 0.12	\$ 0.03	\$ 0.02	\$ 49.82	\$ 0.45	\$ 1.10
7/1/2017	\$ 32.10	\$ -	\$ 0.05	\$ 32.15	\$ 5.79	\$ 0.70	\$ 2.71	\$ 7.38	\$ 0.75	\$ 0.05	\$ 0.93	\$ 0.12	\$ 0.03	\$ 0.02	\$ 50.94	\$ 0.53	\$ 1.12
7/1/2018	\$ 32.63	\$ -	\$ 0.05	\$ 32.68	\$ 5.79	\$ 1.06	\$ 2.71	\$ 7.53	\$ 0.80	\$ 0.05	\$ 0.98	\$ 0.12	\$ 0.03	\$ 0.02	\$ 52.08	\$ 0.54	\$ 1.15
7/1/2019	\$ 33.24	\$ -	\$ 0.05	\$ 33.29	\$ 5.79	\$ 1.42	\$ 2.71	\$ 7.68	\$ 0.85	\$ 0.05	\$ 0.98	\$ 0.12	\$ 0.03	\$ 0.02	\$ 53.26	\$ 0.60	\$ 1.17

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	7/1/16	7/1/17	7/1/18	7/1/19
Base Wage	\$ 0.45	\$ 0.53	\$ 0.54	\$ 0.60
Pension Off Benefit	\$ 0.36	\$ 0.29	\$ 0.36	\$ 0.36
National Pension	\$ 0.09	\$ 0.09	\$ -	\$ -
Health Care	\$ -	\$ 0.15	\$ 0.15	\$ 0.15
HRA	\$ 0.10	\$ 0.05	\$ 0.05	\$ 0.05
Training				

Area 3-COOS

	7/1/16	7/1/17	7/1/18	7/1/19	Oregon Pension	Oregon Pension Off-Benefit	National Pension	Health Care	HRA	Drug Testing	Local Training	National Training	NEMIC	SMO/HT	Industry Fund	Total Cost	Taxable Increase	Total Increase	
Journeyman																			2.25%
Current	\$ -	\$ -	\$ -	\$ -	\$ 6.56	\$ 0.06	\$ 2.53	\$ 7.50	\$ 0.60	\$ 0.05	\$ 0.83	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.17	\$ 49.79	\$ 0.46	\$ 1.12	
7/1/2016	\$ -	\$ 0.05	\$ 31.78	\$ 6.56	\$ 6.56	\$ 0.43	\$ 2.62	\$ 7.50	\$ 0.70	\$ 0.05	\$ 0.93	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.17	\$ 50.91	\$ 0.66	\$ 1.15	
7/1/2017	\$ -	\$ 0.05	\$ 32.44	\$ 6.56	\$ 6.56	\$ 0.78	\$ 2.71	\$ 7.50	\$ 0.75	\$ 0.05	\$ 0.93	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.18	\$ 53.23	\$ 0.59	\$ 1.17	
7/1/2018	\$ -	\$ 0.05	\$ 33.03	\$ 6.56	\$ 6.56	\$ 1.22	\$ 2.71	\$ 7.53	\$ 0.80	\$ 0.05	\$ 0.98	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 54.42	\$ 0.55	\$ 1.20	
7/1/2019	\$ -	\$ 0.05	\$ 33.57	\$ 6.56	\$ 6.56	\$ 1.66	\$ 2.71	\$ 7.68	\$ 0.85	\$ 0.05	\$ 0.98	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 54.42	\$ 0.55	\$ 1.20	

The Second Alternative Option of the FIP requires annual Contribution Rate increases of 3.5% through 2017. As of the date this Agreement was entered into, it was unknown if any Contribution Rate increases will be required under the FIP after 2017. In the event that the NPF Trustees determine that Contribution Rate increases are necessary after 2017, monies shall be automatically allocated from the existing wage and fringe package, and/or reallocated from any increases to the wage and fringe package provided for under this Agreement, to NPF required contributions in an amount sufficient to cover the Contribution Rate increase(s) required by the FIP. In an April 2016 letter from the NPF it was stated "barring any catastrophic events, increases in contribution rates will not be mandated for the 2018 or 2019 calendar"

Area 4-Medford

	7/1/16	7/1/17	7/1/18	7/1/19	Oregon Pension	Oregon Pension Off-Benefit	National Pension	Health Care	HRA	Drug Testing	Local Training	National Training	NEMIC	SMO/HT	Industry Fund	Total Cost	Taxable Increase	Total Increase	
Journeyman																			2.25%
Current	\$ -	\$ -	\$ 26.56	\$ 4.99	\$ 4.99	\$ 0.05	\$ 2.53	\$ 7.23	\$ 0.60	\$ 0.05	\$ 0.78	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.17	\$ 43.13	\$ 0.35	\$ 0.97	
7/1/2016	\$ -	\$ 0.05	\$ 26.91	\$ 4.99	\$ 4.99	\$ 0.38	\$ 2.62	\$ 7.23	\$ 0.70	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.17	\$ 44.10	\$ 0.44	\$ 0.99	
7/1/2017	\$ -	\$ 0.05	\$ 27.35	\$ 4.99	\$ 4.99	\$ 0.64	\$ 2.71	\$ 7.38	\$ 0.75	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.18	\$ 45.09	\$ 0.42	\$ 1.01	
7/1/2018	\$ -	\$ 0.05	\$ 27.78	\$ 4.99	\$ 4.99	\$ 0.87	\$ 2.71	\$ 7.53	\$ 0.80	\$ 0.05	\$ 0.93	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.18	\$ 46.11	\$ 0.42	\$ 1.01	
7/1/2019	\$ -	\$ 0.05	\$ 28.27	\$ 4.99	\$ 4.99	\$ 1.30	\$ 2.71	\$ 7.68	\$ 0.85	\$ 0.05	\$ 0.93	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 47.14	\$ 0.50	\$ 1.04	

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Area 5-BEND

Current	7/1/2016	7/1/17	7/1/18	7/1/19	Base Wage	Vacation	Y to Y	Gross Taxable Wage	Oregon Pension	Oregon Pension Off Benefit	National Pension	Health Care	HRA	Drug Testing	Local Training	National Training	NEMIC	SMOCHIT	Industry Fund	Total Cost	Taxable Increase	Total Benefits	Total Increase
Journeymen																							2.25%
Current	\$ 28.98	\$ 0.96	\$ 0.05	\$ 29.99	\$ 5.13	\$ 0.05	\$ 0.05	\$ 29.99	\$ 1.27	\$ 7.23	\$ 0.60	\$ 0.65	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.40	\$ 45.54						
7/1/2016	\$ 29.45	\$ 0.96	\$ 0.05	\$ 30.46	\$ 5.13	\$ 0.35	\$ 0.35	\$ 30.46	\$ 1.31	\$ 7.23	\$ 0.70	\$ 0.75	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.41	\$ 46.56						
7/1/2017	\$ 29.96	\$ 0.96	\$ 0.05	\$ 30.97	\$ 5.13	\$ 0.63	\$ 0.63	\$ 30.97	\$ 1.36	\$ 7.38	\$ 0.75	\$ 0.75	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.42	\$ 47.61						
7/1/2018	\$ 30.43	\$ 0.96	\$ 0.05	\$ 31.44	\$ 5.13	\$ 0.88	\$ 0.88	\$ 31.44	\$ 1.36	\$ 7.53	\$ 0.80	\$ 0.80	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.42	\$ 48.68						
7/1/2019	\$ 30.97	\$ 0.96	\$ 0.05	\$ 31.98	\$ 5.13	\$ 1.33	\$ 1.33	\$ 31.98	\$ 1.36	\$ 7.68	\$ 0.85	\$ 0.80	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.43	\$ 49.78						

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Area 1-PDX

Current	7/1/16	7/1/17	7/1/18	7/1/19	Base Wage	Vacation	Y to Y	Gross Taxable Wage	Oregon Pension	Oregon Pension Off Benefit	National Pension	Health Care	HRA	Drug Testing	Local Training	National Training	NEMIC	SMOCHIT	Industry Fund	Total Cost	Taxable Increase	Total Benefits	Total Increase
Journeymen																							
Current	\$ 37.53	\$ 1.20	\$ 0.05	\$ 38.78	\$ 6.40	\$ 0.06	\$ 0.06	\$ 38.78	\$ 2.53	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 57.20			
Foreman	\$ 41.28	\$ 1.20	\$ 0.05	\$ 42.53	\$ 6.40	\$ 0.06	\$ 0.06	\$ 42.53	\$ 2.53	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 60.95			
General Foreman	\$ 45.04	\$ 1.20	\$ 0.05	\$ 46.29	\$ 6.40	\$ 0.06	\$ 0.06	\$ 46.29	\$ 2.53	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 64.71			
50% Apprentice	\$ 18.77	\$ 0.60	\$ 0.05	\$ 19.42	\$ 4.80	\$ 0.05	\$ 0.05	\$ 19.42	\$ 1.27	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 34.97			
55% Apprentice	\$ 20.64	\$ 0.66	\$ 0.05	\$ 21.35	\$ 4.80	\$ 0.05	\$ 0.05	\$ 21.35	\$ 1.39	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 37.02			
60% Apprentice	\$ 22.52	\$ 0.72	\$ 0.05	\$ 23.29	\$ 4.80	\$ 0.05	\$ 0.05	\$ 23.29	\$ 1.52	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 39.09			
65% Apprentice	\$ 24.39	\$ 0.78	\$ 0.05	\$ 25.22	\$ 4.80	\$ 0.05	\$ 0.05	\$ 25.22	\$ 1.64	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 41.14			
70% Apprentice	\$ 26.27	\$ 0.84	\$ 0.05	\$ 27.16	\$ 4.80	\$ 0.05	\$ 0.05	\$ 27.16	\$ 1.77	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 43.21			
75% Apprentice	\$ 28.15	\$ 0.90	\$ 0.05	\$ 29.10	\$ 4.80	\$ 0.05	\$ 0.05	\$ 29.10	\$ 1.90	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 45.28			
80% Apprentice	\$ 30.02	\$ 0.96	\$ 0.05	\$ 31.03	\$ 4.80	\$ 0.05	\$ 0.05	\$ 31.03	\$ 2.02	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 47.34			
85% Apprentice	\$ 31.90	\$ 1.02	\$ 0.05	\$ 32.91	\$ 4.80	\$ 0.05	\$ 0.05	\$ 32.91	\$ 2.28	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.88	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 49.40			
40% Classified	\$ 15.01	\$ -	\$ 0.05	\$ 15.06	\$ 0.07	\$ 0.01	\$ 0.01	\$ 15.06	\$ 1.27	\$ 6.54	\$ -	\$ -	\$ -	\$ 0.05	\$ 0.15	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 23.82			
45% Classified	\$ 16.89	\$ -	\$ 0.05	\$ 16.94	\$ 1.79	\$ 0.21	\$ 0.21	\$ 16.94	\$ 1.27	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.15	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 28.91			
45% Pre-App.	\$ 16.89	\$ -	\$ 0.05	\$ 16.94	\$ 2.29	\$ 0.21	\$ 0.21	\$ 16.94	\$ 1.27	\$ 7.23	\$ 0.60	\$ 0.60	\$ 0.60	\$ 0.05	\$ 0.15	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.50	\$ 29.41			

40% Classified healthcare rate based on NO Hour Bank and no HRA

Addenda 1 Section 9(a) paragraph 2

If Local 16's Dispatch Office has no Apprentices on the list, Pre-Apprentices will be dispatched in their place. If there are no Pre-Apprentices on the list, then Classifieds will be dispatched in their place. When apprentices are available, Contractors who are out of ratio will have to first hire Journeyman or Apprentices to get back into ratio before any additional Pre-Apprentices and/or Classifieds will be dispatched.

Addenda 1 Section 9(b)

Qualified applicants for employment, both Union and non-Union, shall be registered as being unemployed at the Local Union office before being referred for employment. The Employer shall be emailed a referral from the Local Union office; said referral shall include the name of the applicant, the company, and the negotiated wage scale. The referral shall have the name of the referring Union official.

Addenda 1 Section 12(d) paragraph 3

When the nearest available or designated parking is in excess of ten (10) minutes from the job site, employees will be paid at the Travel Time rate, with the exception of Downtown work, Fremont Bridge to Marquam Bridge, and I-5 to I-405.

Addenda 1 Section 23

The Employer agrees to furnish with each weekly pay either a dated electronic statement or check stub, or at the option of the employee, a paper copy thereof, which will show all deductions and include information detailing wage rate paid for straight time, travel time and overtime.

For those Employees without a bank savings or checking account for direct deposit, weekly paychecks will be mailed 1 day prior to payday or available at the Employers primary office on payday as stipulated by the Employee.

Companies may request, in writing, a Direct Deposit exemption from the Union which shall not be unreasonably withheld.

Addenda 1 Section 24

Should work hours fall below 1.4 million per year prior to a scheduled wage increase, or fall below 1.5 million hours per year prior to the scheduled wage increase for July 1, 2019, the current agreement will be opened for the sole purpose of evaluating whether a six-month wage freeze should be implemented. Work

hours shall be calculated using the hours reported to the Sheet Metal Workers #16 Health Plan on a rolling 12-month calculation; the calculation shall be done the month prior to the scheduled increase.

No further changes, except those agreed to locally by the parties, are directed.

The Board encourages the Employers' Association and the Union to continue to work cooperatively in pursuing opportunities to increase market share, strengthening their relationship and furthering their mutual interests.

Your attention is directed to the following language contained in the Procedural Rules of the NJAB under Article X, Section 8 (a):

"The unanimous decision of said Board shall be final and binding upon the parties, reduced to writing, signed and mailed to the parties as soon as possible after the decision has been reached."

BY ORDER OF THE BOARD

CO-CHAIR

CO-CHAIR

DATE