

# National Joint Adjustment Board for the Sheet Metal Industry

## DECISION

SMART Local Union 312  
2261 S. Redwood Rd. #16  
Salt Lake City, UT 84119

SMACNA Utah  
179 W. Haven Ave.  
Salt Lake City, UT 84065

Re: Article X, Section 8: SMART Local Union  
312 & SMACNA Utah

Ladies and Gentlemen:

The National Joint Adjustment Board (NJAB) for the Sheet Metal Industry met September 20, 2023, in McLean, VA, to hear the above-referenced matter.

Shelley Lester and Sterling Jensen appeared on behalf of the Employers' Association. Will Matthews and Tony Ericksen appeared on behalf of Local 312.

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

Based on the record and testimony of the parties, the NJAB rendered the following unanimous decision:

The parties are directed to execute a five (5) year agreement, effective from July 1, 2023, through June 30, 2028, with the following terms and conditions.

Wage and fringe increases as follows.

7/1/2023	\$2.40**
1/1/2024	\$1.35
7/1/2024	\$3.50
7/1/2025	\$3.50
7/1/2026	\$2.50
7/1/2027	\$2.50

\*\*The \$2.40 increase effective July 1, 2023, includes the \$0.40 in increases that the contractors have already been paying to the pension fund and the training trusts. The contractors are not making the \$0.40 increased contributions on top of the \$2.40.

The language in the Addenda to Standard Form of Union Agreement, #7,—Wage and Benefit shall be revised to remove and delete the following language: “Welfare, pension, and JATC to be determined by the Trustees and paid at the Contractors expense.” The following language shall be inserted into the Addenda to Standard Form of Union Agreement, #7—Wage and Benefit.

The Union will allocate the total package effective each year of the contract and will distribute new Wages and Benefit Sheets to signatory Employers showing the new annual allocation.

Addenda #10, #11 and #13 shall also be revised to remove language providing that the Trustees shall determine the contributions to benefit funds and requiring Employers to pay the contributions at Contractor’s expense.

Revise the Addenda to Standard Form of Union Agreement, #6—Travel, Free Zone, and Subsistence, Section 1, number 28, as follows.

28. Where the employees agree with the employer’s request to furnish their own transportation, mileage and travel time shall be paid at:
- a) 56 to 70 miles and travel time \$30.00 a day
  - b) 71 to 99 miles and travel time \$40.00 a day
  - c) 100 miles plus Subsistence

Effective July 1, 2024, where the employees agree with the employer’s request to furnish their own transportation, mileage and travel time shall be paid at:

- a) 56 to 70 miles and travel time \$35.00 a day
- b) 71 to 99 miles and travel time \$45.00 a day
- c) 100 miles plus Subsistence

Revise the Addenda to Standard Form of Union Agreement, #6—Travel, Free Zone, and Subsistence, Section 3, number 34, as follows.

34. SUBSISTENCE. Contractors employing Journeymen, Apprentices, Classified and Pre-apprentice Sheet Metal Workers within the jurisdiction of Local Union #312 will pay sixty-five dollars (\$65.00) per day – four hundred and fifty-five dollars (\$455.00) per week or actual expenses mutually agreed upon between employer and the Union.
- a) If employer supplies room or housing employee receives fifty-five dollars (\$55.00) per day worked for meals. 1 bed per man, no more than 2 men per room.
  - b) If employee stays in area for seven (7) – days, he will receive fifty-five dollars (\$55.00) per day for meals and employer pays housing.
  - c) If employee furnishes their own living facilities (motor homes, travel trailer, campers etc.) will be paid per diem eighty dollars (\$80.00) per

day. Five hundred and sixty dollars (\$560.00) per week if they are there for seven (7) days.

- d) If employee takes own living facilities and only works four (4) to five (5) days and travels home for weekends, employee will only be paid eighty dollars (\$80.00) per day there.

The following shall apply effective July 1, 2024. Contractors employing Journeymen, Apprentices, Classified and Pre-apprentice Sheet Metal Workers within the jurisdiction of Local Union #312 will pay seventy dollars (\$70.00) per day – four hundred and ninety dollars (\$490.00) per week or actual expenses + 10% whichever is greater, mutually agreed upon between employer and the Union.

- a) If employer supplies room or housing employee receives sixty dollars (\$60.00) per day worked for meals. 1 bed per man, no more than 2 men per room.
- b) If employee stays in area for seven (7) – days, he will receive sixty dollars (\$60.00) per day for meals and employer pays housing.
- c) If employee furnishes their own living facilities (motor homes, travel trailer, campers, etc.) contractor will pay space rent + utilities for 7 days and four hundred and fifty-five (\$455.00) per week for per diem.
- d) If employee takes own living facilities and only works four (4) to five (5) days and travels home for weekends, employee will only be paid sixty-five dollars (\$65.00) per day for five days.

The parties are directed to, no later than April 1, 2024, hold a meeting regarding the benefit plans made available to the members.

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

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

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DATE