



**Questions and Answers  
Regarding the Service Addendum to the  
Standard Form of Union Agreement  
For the Sheet Metal Industry**



The Service Addendum was negotiated to provide local unions and SMACNA Chapters and/or contractors with a basic template for use in negotiating a local service addendum. The addendum may also be used to address the residential/light commercial service market if local unions and chapters and/or contractors choose to include it within the scope of the agreement.

Common questions asked about the addendum and the answers can be found below. If you have further questions regarding the addendum, please call Julie Marnell at SMACNA, (703) 803-2997; e-mail [jmarnell@smacna.org](mailto:jmarnell@smacna.org) or Dale Hill, SMWIA International Representative at (307) 265-0688; e-mail [dhill@smwia.workfam.com](mailto:dhill@smwia.workfam.com). You may also contact Ted Kuczynski at ITI (703) 739-7200 regarding training program information.

**Q. Is this addendum a national agreement?**

No. It is an addendum to the Standard Form of Union Agreement and a template for local parties to utilize in developing a local service addendum, recognizing unique local conditions.

SMACNA and SMWIA endorse the addendum and encourage local parties that currently do not have a service agreement or addendum, to use it in addressing terms and conditions of the service market.

**Q. We already have a service addendum in effect for our area. How does this new service addendum affect our local addendum?**

The addendum has no effect on local service addenda currently in place. The addendum is designed to provide local parties that currently do not have special terms and conditions for the service industry, with a starting point for entering the market.

**Q. What if service work in my area is performed by another trade and my local chapter signs this addenda?**

SMACNA Chapters may sign the addendum on behalf of specific contractors within the chapter. Contractors should contact local chapters if interested in utilizing the new addendum and chapters should list those specific contractors that have expressed an interest in entering the market using sheet metal workers to perform the work.

**Q. What are the National Apprenticeship and Training Standards for the Sheet Metal Service Worker?**

SMACNA, SMWIA and ITI developed a training program for service workers. The training standards have been approved by the Bureau of Apprenticeship and Training (BAT) and are available for local unions and chapters to use when developing a service training program. The training standards provide for competency-based training of approximately 2 years (4,000 hours) for the residential/light commercial service technician track or approximately 4 years (8,000 hours) for a commercial service technician track. The training standard, and the SFUA addendum, permit Service Technician Apprentices to work alone. ITI has a full service curriculum available to incorporate into local training programs.

**Q. What are the wages for each classification?**

Wages are to be negotiated locally for all four classifications: Commercial Service Technician, Residential/Light Commercial Service Technician, Service Technician Apprentice, and an entry level classification as defined locally.

**Q. What about fringe benefits?**

Fringe benefit funds will correspond to those contained in local building trades area agreements and contribution rates shall be determined locally. Ratios for entry-level personnel and service technician apprentices shall be determined locally.

**Q. What about hours of work and overtime?**

Flexible work days and weeks are provided to meet special service requirements. Specific hours of work, overtime, shift premiums and on-call pay have been left open for local parties to negotiate.

**Q. What procedure is used for grievances**

Grievances, as well as Article X, Section 8 interest arbitration are contained in the addendum. In addition, a local party in an area where no service addendum exists, may request that the NJAB direct the use of the Service addendum. The NJAB will investigate, hear the facts and issue a decision.