

**SERVICE ADDENDUM
FOR SHEET METAL SERVICE AND MAINTENANCE FOR THE
HEATING AND AIR CONDITIONING CONTRACTING DIVISION OF
THE CONSTRUCTION INDUSTRY**

These Addenda amend the Standard Form of Union Agreement only to the extent specifically stated and all other Articles, Sections and Addenda shall remain in full force and effect without modification or exceptions.

The National Joint Adjustment Board of the Sheet Metal Industry, after a thorough investigation and hearing of the facts, may direct the use of this Addendum in any area where there is no service agreement upon the request of any party (local union or any employer) to the local multi-employer bargaining agreement.

SECTION 1 – SCOPE

(1a) This Service Agreement covers the rates of pay and conditions of employment for all employees of the Employer engaged in but not limited to the servicing, repair, maintenance, adjustment, and replacement necessary to make operative any heating, ventilating, air conditioning, food service equipment and the installation and servicing of controls associated with this equipment. The Employer further agrees that the operating of any equipment or new technology which has as its essential purpose replacing or changing those jobs or procedures traditionally performed by Sheet Metal Workers, and to all other Service Work covered by this Agreement and by the jurisdictional claims of the Sheet Metal Workers' International Association.

(1b) All other traditional work, including test and balance, in the jurisdictional claims of Sheet Metal Workers' International Association shall be performed under the area Local Union Building Trades Collective Bargaining Agreement.

(1c) Employees on the payroll of the Employer on the effective date of this Agreement shall receive no reduction in hourly rate, fringes or contractual benefits provided in the existing local basic union agreements due to the adoption of this Agreement.

SECTION 2 - PROMOTION CLAUSE

(2a) The parties hereto agree to promote, by any means possible, work covered under this Section and shall cooperate fully in the establishment of training courses and/or facilities, where

The employer and the local union jointly will determine the appropriate placement of service workers who enter the career path from sources other than the Service Technician Apprenticeship Program.

SECTION 4 - FRINGE FUNDS

Contribution rates to fringe benefit funds contained in the local building trades agreement shall be established locally for all classifications in this Addendum.

SECTION 5 – HOURS / OVERTIME / HOLIDAYS

(5a) The regular working day shall consist of eight (8) consecutive hours labor in the shop or on the job between ____ () a.m. and ____ () p.m. and the regular working week shall consist of five (5) consecutive (8) hour days labor in the shop or on the job, between Monday and _____ of each week. All full time or part time labor performed during such hours shall be recognized as regular working hours and paid for at the regular hourly rate.

Except as otherwise provided pursuant to Section 3 of this addendum, all work performed outside the regular working hours and performed during the regular workweek, shall be at ____ () times the regular rate.

Employees shall be at the shop or project site at scheduled starting time each day and shall remain until quitting time.

(5b) New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day _____ or days locally observed as such shall be recognized as holidays. All work performed on holidays shall be paid as follows: _____.

(5c) Shift Work/Overtime. Shift work shall be as defined in the local bargaining agreement.

(5d) On Call/Standby Pay. When a Service Journeyman, Service Apprentice or Service Technician is required to be On Call, the employee shall receive compensation in the amount of \$_____ for each day he/she is required to be On Call. If the Service Journeyman, Service Apprentice or Service Technician is called upon to perform service work, the On Call pay will be in addition to any time worked. Time worked shall be computed from the time the employee leaves home until the time the employee returns home.

SECTION 6 – TOOLS / SAFETY EQUIPMENT / UNIFORMS

(6a) The Employer shall furnish all tools for all service employees (except the basic hand tools required by a sheet metal service employee as locally negotiated).

(6b) The employer shall provide all safety equipment as required by State and Federal regulations.

(6c) Employers who require employees to wear uniforms shall furnish such uniforms free of cost to employees.

SECTION 7 – TRAVEL / MILEAGE / SUBSISTANCE

(7a) (As locally negotiated.)

SECTION 8 - ARBITRATION

Article X of the SFUA in its entirety will apply to this Addendum.

