EMPLOYMENT

LETTER OF UNDERSTANDING

for the

FOOD PROCESSING INDUSTRY

This Letter of Understanding is adopted on this 22nd day of May, 2001, in Salt Lake City, Utah, at a meeting with the following SMWIA Local Unions (2, 9, 10, 16, 23, 26, 29, 49, 60, 66, 88, 103, 213, and 312) in a mutual effort to enhance work traditionally performed by Sheet Metal Workers in the Food Processing Industry and continue to perpetuate jobs within that Industry. Further, to allow Employers that have united with the Sheet Metal Workers’ International Association (SMWIA) the opportunity to re-capture market share and to promote growth in the best interest of the unionized sheet metal industry. The Local Unions signatory to this agreement, SMWIA, and the Employers agree to the following Letter of Understanding (L.O.U.).

The Employer shall be allowed to perform work within the jurisdiction of the Local Unions signatory to this agreement and in accordance with this L.O.U. for the purpose of installation, dismantling, conditioning, adjustments, alterations, repairing, and servicing of food processing systems. Food processing as referred to in this L.O.U. shall include for human or animal consumption the processing, packaging, or canning of food products. There shall be no limitations of processing procedures with respect to a wet or dry product, material, or equipment, utilized in the food processing industry.
The Employer will notify the jobsite Local Union Business Manager of their intent to perform work within such Local Union's jurisdiction. The jobsite Business Manager may request a pre-job conference between the employer and the SMWIA local union. If the jobsite Business Manager chooses not to request a pre-job, the Employer shall communicate with the Local Union in either event by Fax, e-mail, or phone, as to the required manpower for the project and in addition, a means of acquiring additional manpower for unexpected emergency situations that may arise outside of the normal business hours of the Local Union (i.e. weekends, holidays, etc.). Furthermore, the Employer shall advise the Local Union as to the scope of work, the probable duration of project, craft assignments, and will provide the Local Union with Letters of Assignment.

For the purpose of performing work under this L.O.U., the Employer will be allowed five (5) building trades journeypersons from it's home Local Union to travel freely within the governing boundaries of the Local Unions signatory to this L.O.U. Said approval of the five (5) members as outlined above will be for a specific plant and/or project. For example, if the Employer had one or more contract(s), or multiple purchase orders, etc. at a specific plant and/or project, the Employer would be entitled to five (5) building trades journeypersons.

This Letter of Understanding in no way relieves any individual member of his/her obligation of reporting in to the jobsite Local Union. This is in accordance with Article 16, Section 9(q) of the Constitution and Ritual of the Sheet Metal Worker's International Association.

As condition of the Letter of Understanding, the Employer agrees to sign the SMWIA Local Building Trades Collective Bargaining Agreement where the contractor's home office is located.
Should the Employer require further clarifications regarding this agreement, please contact the respective Local Unions or the SMWIA Jurisdictional Office at (202) 662-0825.

(Refer to "Signature Page" for Local Unions signatory to this agreement)
contact the respective Local Unions or the SMWIA Jurisdictional Office at (202) 662-0825. (Refer to “Signature Page” for Local Unions signatory to this agreement)

FOOD PROCESSING INDUSTRY EMPLOYMENT
LETTER OF UNDERSTANDING

SIGNATURE PAGE

ACCEPTANCE OF AGREEMENT:

Title: Business Manager
Date: 6-23-01 LU: 213

Title: Business Manager
Date: 7-3-01 LU: 60

Title: Business Manager
Date: 7-17-01 LU: 310

Title: Business Manager
Date: 7-18-2001 LU: 26

Title: Business Manager

Title: Business Manager
Date: 7/19/01 LU: 163

Title: Business Manager
Date: 7/19/01 LU: 9

ACKNOWLEDGEMENT:
Sheet Metal Worker's International Association:

Michael J. Sullivan, General President

For the Employer:

(Company)

(Signature of Officer)

(Date)

(Title)
FOOD PROCESSING INDUSTRY EMPLOYMENT
LETTER OF UNDERSTANDING

SIGNATURE PAGE

ACCEPTANCE OF AGREEMENT:

Title: Business Manager
Date: 7-12-01
LU: 19

Title: Business Manager
Date: 7-12-01
LU: 29

Title: Business Manager
Date: 7-12-01
LU: 23

Title: Business Manager
Date: 7-12-01
LU: 16

Title: Business Manager
Date: 7-12-01
LU: 23

ACKNOWLEDGEMENT:

Sheet Metal Workers' International Association:

Michael J. Saladino
General President

For the Employer:

[Company]

[Signature of Officer]

[Title]

[Date]

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