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
none presently exist, in order to properly train sufficient personnel to maintain jurisdiction over this work and provide consumer satisfaction.

(2b) The Employer and the Union agree that there is a serious and continuing need for training additional employees represented by the Union for this specialized work by regularly conducting training and/or providing for courses in the mechanical service and maintenance field in order to keep pace with design and technological changes, and to better serve the needs of the industry and the public.

SECTION 3 – WAGES AND CLASSIFICATIONS

Commercial Service Technician

Wages _________% of Bldg. Trades J'man

Residential/Light Commercial Service Technician

Wages _________% of Bldg. Trades J'man

Service Technician Apprentice

Wages: graduated scale of Commercial Service Tech

Residential/Light Commercial scope of work shall be defined locally.

Entry level classification as defined locally Wages: as locally negotiated.

The National Apprenticeship and Training Standards for the Sheet Metal Service Worker as revised May 30, 1995 and approved by the Bureau of Apprenticeship and Training (may require registration with local agency) are available at the International Training Institute for development of local training.

Commercial Service Technicians will complete the full four-year term and other requirements of the Training Standards.

Residential/Light Commercial Service Technicians will complete the competency-based track of the Standards and shall graduate after two years.

Ratios for entry-level classifications and service technician apprentices will be established locally.

As permitted by the Standards, apprentices, where capable, shall not be required to work under the supervision of a Service Technician.
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.
Signed

By: ____________________________________________  By: ____________________________________________

Representative
For: ____________________________________________  Representative for:

NAME OF COMPANY OR MULTI-EMPLOYER ASSOCIATION  LOCAL UNION

If signed by a representative for the Multi-employer association,

Please Check:

☐ This Addendum shall apply to all employers for whom the Association holds bargaining rights.

☐ This addendum shall apply to the following employers/members of the Association for whom it holds bargaining rights:

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