

**SHEET METAL WORKERS'  
INTERNATIONAL ASSOCIATION  
LOCAL UNION NO. 63**

**Central-Western Massachusetts &  
Windham County Vermont**

**AFL-CIO  
32 STEVENS STREET  
SPRINGFIELD, MA 01104  
(413) 733-8332 (413) 733-8340**



**UNION AGREEMENT  
EFFECTIVE JULY 1, 2014 THROUGH JUNE 30, 2017**

LOCAL # 63 GRADUATED SCALE FOR JOURNEYMEN, APPRENTICES TRUCK DRIVERS/MATERIAL HANDLERS  
EFFECTIVE JULY 1 2014

MEMBER TYPE	NATIONAL FUNDS					LOCAL FUNDS							TOTAL PACKAGE	RELIEF (AFTER TAXES)
	BASE WAGE	NATIONAL PENSION	S.M.O.H.I.T	SMWIA SCHOLARSHIP	NATIONAL TRAINING & NEMI	SASMI	HEALTH & WELFARE	ANNUITY FUND	EDUCATION FUND	CONTRACTOR S ASSOC.	LABOR MGMT			
JOURNEYMAN	\$32.32	\$8.47	\$0.02	\$0.01	\$0.15	\$1.66	\$8.64	\$5.73	\$0.71	\$0.02	\$1.00	\$58.73	\$1.75	
45% APPR	\$14.54	\$3.81					\$5.65				\$0.45	\$24.45	\$0.86	
50% APPR	\$16.16	\$4.24					\$5.93				\$0.50	\$26.83	\$0.86	
55% APPR	\$17.78	\$7.62	\$0.02	\$0.01	\$0.15	\$0.95	\$6.20				\$0.55	\$33.28	\$1.12	
60% APPR	\$19.39	\$7.62	\$0.02	\$0.01	\$0.15	\$1.00	\$6.47				\$0.60	\$35.26	\$1.12	
65% APPR	\$21.01	\$7.62	\$0.02	\$0.01	\$0.15	\$1.06	\$6.74				\$0.65	\$37.26	\$1.12	
70% APPR	\$22.62	\$7.62	\$0.02	\$0.01	\$0.15	\$1.12	\$7.01				\$0.70	\$39.25	\$1.12	
75% APPR	\$24.24	\$7.62	\$0.02	\$0.01	\$0.15	\$1.17	\$7.28				\$0.75	\$41.24	\$1.12	
80% APPR	\$25.86	\$7.62	\$0.02	\$0.01	\$0.15	\$1.40	\$7.55	\$5.73			\$0.80	\$49.14	\$1.12	
85% APPR	\$27.47	\$7.62	\$0.02	\$0.01	\$0.15	\$1.46	\$7.83	\$5.73			\$0.85	\$51.14	\$1.12	
90% APPR	\$29.09	\$7.62	\$0.02	\$0.01	\$0.15	\$1.52	\$8.10	\$5.73			\$0.90	\$53.14	\$1.12	
TRK DRVR & M	\$21.37	\$4.28	\$0.02	\$0.01			\$5.77	\$2.81			\$1.00	\$35.54		
Calculations														
SASMI= Base wage + National Pension+ Health & Welfare + Annuity Multiplied by 3%														
Health & Welfare (Apprentices)= Health & Welfare Rate-Base Rate(3.21)= Difference * by Apprentice percentage + Base Rate(3.21)														
Relief (dues check off) after taxes = \$1.36 plus \$0.03 PAL, \$0.23 Organizing Fund, \$0.01 Charity Fund, \$0.01 Betterment Fund, \$0.11 SMWIA													\$1.75	
Apprentice Base Wage= Apprentice percentage multiplied by the Journeyman base wage														
Apprentice Labor Management= Journeyman Labor Mangement * Apprentice Percentage														

## MEMORANDUM OF AGREEMENT

Sheet Metal Workers' International Association Local Union No. 63 ("Union") and the Sheet Metal Contractors Associations of Boston and Western Massachusetts (collectively, "Association") have reached an agreement on the terms and conditions of their collective bargaining agreement, effective July 1, 2014 through June 30, 2017. The Union and the Association agree to modify the current Agreement as follows:

1. There shall be a \$4.10 increase over the three year contract, with the \$4.10 implemented in the following six-month increments:

- July 1, 2014	\$ .60 - <sup>~ .02</sup> <del>.55</del>	January 1, 2015	\$.65
July 1, 2015	\$.65 - .59	January 1, 2016	\$.70
July 1, 2016	\$.75 - .63	January 1, 2017	\$.75

2. The Union and the Association agree to implement an Associate's Degree Program with a local accredited college or university to offer to all apprentices the opportunity to earn college credits toward a degree. The Joint Apprenticeship and Training Committee shall be charged with the responsibility of developing and implementing the terms and conditions of the program.

3. The Union and the Association agree to implement a drug testing program for members commencing July 1, 2015. Testing shall be limited to an annual test conducted during the month of the member's birthday. The Association agrees to fund the program with an additional \$.05 contribution made to the Sheet Metal Industry Promotion Fund effective July 1, 2015. A joint committee composed of an equal number of members appointed by the Union and the Association shall meet and mutually agree upon all other the terms and conditions of the program.

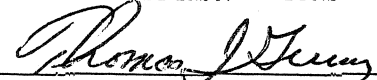
4. All other terms and conditions of the Agreement shall remain unchanged.

Sheet Metal Workers' International  
Association Local Union No. 63

  
John Scammon, Business Manager

Date: 7-1-2014

Sheet Metal Contractors' Association of Boston  
and Western Massachusetts

  
Thomas J. Gunning, Executive Director

Date: 7-1-14