

## MEMORANDUM OF AGREEMENT

### **International Association of Sheet Metal, Air, Rail, and Transportation Workers Local 63 Agreement Springfield, MA**

This tentative agreement made and entered into this 5th day of October, 2020 by and between International Association of Sheet Metal, Air, Rail, and Transportation Workers Local 63, and the Sheet Metal and A/C Contractors National Association (SMACNA) Boston, Inc. acting for and on behalf of and under the authority of their members who have authorized representation reflects the understanding of the parties.

Where the original contract was set to expire on June 30, 2020 and negotiations would have required meeting during a pandemic; the parties negotiated a three-month extension with a wage freeze and no retroactive pay increases. Up to and upon the expiration of the contract extension on September 30, 2020, the parties continued negotiating and have agreed on the following settlement.

#### **ECONOMIC TERMS**

2-year contract from the original expiration with a \$3.94 total increase.

Year 1:

October 1, 2020 (retro pay) – \$1.50

January 1, 2021 – \$0.39

Year 2:

July 1, 2021 - \$1.05

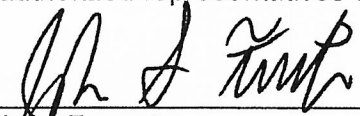
January 1, 2022 - \$1.00

In addition, the parties agreed to the following conditions.

#### **OTHER CONDITIONS**

1. No retroactive pay increase for July-September
2. Allocate additional money into Labor Management Fund (\$0.10)
3. Strengthen language for direct deposit/electronic pay stubs
4. Require 5<sup>th</sup> year apprentices to take state licensing exam within 3 months of graduation
5. Agree to allocate money to Health and Welfare to pay for MA PFML as determined by fund trustees
6. Foreman premium increased to \$3.00 over rate
7. General Foreman premium increased to \$6.00 over rate
8. Local 63 members paid 1 hour of wages by employer for annual test only
9. Contract Holidays falling on a Sunday are observed the following Monday

The parties agree to the above terms and conditions and have signed below as authorized representatives of their organizations.

  
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John Ferrante  
SMACNA Boston Inc.

 10/6/2020  
\_\_\_\_\_  
Robert DiOrio  
SMART Local 63

# Sheet Metal Workers Local 63 Hourly Wage Deduction and Contribution Schedule

## Effective Date October 1, 2020 through December 31, 2020

[illegible]