## 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 <u>5th day of October</u>, <u>2020</u> 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:

Year 2:

October 1, 2020 (retro pay) - \$1.50

July 1, 2021 - \$1.05

January 1, 2021 - \$0.39

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 5th 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.

on Ferrante

MACNA Boston Inc.

Robert DiOrio

**SMART Local 63** 

- 10/c/2030

Sheet Metal Workers Local 63 Hourly Wage Deduction and Contribution Schedule Effective Date October 1, 2020 through December 31, 2020

TYPE TYPE	BASE WAGE	NATIONAL PENSION	T.I.H.O.M.2	SCHOLARSHIP SUWIA	JANONAN 8 DNINIART IMBN	IM2A2	HEALTH & WELFARE	YTIUNNA GNUR	EDUCATION FUND	CONTRACTORS ASSOC.	Labor Mgm <sub>T</sub>	TOTAL PACKAGE	RELIEF (AFTER TAXES)	-
JOURNEYMAN	\$36.85	\$10.37	\$0.02	\$0.01	\$0.15	\$1.94	\$10.64	\$6.96	\$1.16	\$0.07	\$1.10	\$ 69.27	8	2.40
45% APPR	\$16.58	\$4.67	\$0.02	\$0.01	\$0.15	\$0.78	\$4.79				\$0.50	\$ 27.50	φ.	1.28
50% APPR	\$18.43	\$5.19	\$0.02	\$0.01	\$0.15	\$0.87	\$5.32				\$0.55	\$30.54	↔	\$1.29
55% APPR	\$20.27	\$9.33	\$0.02	\$0.01	\$0.15	\$1.06	\$5.85				\$0.61	\$37.30	\$1	1.57
60% APPR	\$22.11	\$9.33	\$0.02	\$0.01	\$0.15	\$1.13	\$6.38				\$0.66	\$39.79	÷	\$1.59
65% APPR	\$23.95	\$9.33	\$0.02	\$0.01	\$0.15	\$1.21	\$6.92				\$0.72	\$42.31	÷	\$1.61
70% APPR	\$25.80	\$9.33	\$0.02	\$0.01	\$0.15	\$1.28	\$7.45				\$0.77	\$44.81	÷	\$1.63
75% APPR	\$27.64	\$9.33	\$0.02	\$0.01	\$0.15	\$1.35	\$7.98				\$0.83	\$47.31	÷	\$1.65
80% APPR	\$29.48	\$9.33	\$0.02	\$0.01	\$0.15	\$1.63	\$8.51	\$6.96			\$0.88	\$56.97	÷	\$1.67
85% APPR	\$31.32	\$9.33	\$0.02	\$0.01	\$0.15	\$1.70	\$9.04	\$6.96			\$0.94	\$59.47	÷	\$1.68
90% APPR	\$33.17	\$9.33	\$0.02	\$0.01	\$0.15	\$1.77	\$9.58	\$6.96			\$0.99	\$61.98	÷	\$1.70
Calculations														
SASMI= Base wage + National Pension+ Health &Welfare	/age + Nationa	I Pension+	Health &We	elfare + Ann	uity Multiplied by	ed by 3%								
Relief (dues check off) after taxes =	ck off) after ta	xes = \$1.81	\$1.81 plus \$0.03 PAL,	PAL, \$0.35	Organizing	Fund, \$0.01	Charity	Fund, \$0.01 E	Betterment F	Fund \$0.19 SI	SMART = \$2.	.40		
Apprentice Base Wage= Apprentice percentage multiplied by the	⇒ Wage= Appr	entice perce	entage multi	plied by the	Journeyman	n base wage	је							
Apprentice Labor Management= Journeyman Labor Mangement	or Managemen	t= Journeyn	nan Labor N	/langement	* Apprentice		je							
Foreman - \$3.00 minimum over the base wage	0 minimum o	ver the bas	e wage											
General Foreman - \$6.00 minimum over the base wage	an - \$6.00 mir	imum over	r the base v	vage										