

HEALTHCARE CONTRIBUTIONS: As noted by the * and the ** in the attached charts, Health Care Contribution Rates are determined by the number of hours worked in the employment of Signatory Employers while said Employers were signatory or otherwise bound by the Greater South Florida Agreement and employment was within the bargaining unit covered by the Greater South Florida Agreement.

It is possible for new applicants to receive credit based on work experience and skill level such that there could be Apprentices above the third period who have not worked the required minimum of 3,000 hours. The JATC office or the Fund Administrator's Office will notify Employers when Apprentices or Non-Journeymen move from the Under 3,000 Hours chart to the Over 3,000 Hours chart classification for the Signatory Contractor to commence Health Care Contributions.

Employees referred out by the Local Union (272 or 402) shall be paid in accordance with the referring Local Union wage tables when working within the entire geographic jurisdiction covered by this agreement (272 and 402 combined).

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto October 1, 2007, in the City of Fort Lauderdale, Broward County, State of Florida.

FOR THE UNIONS:

IRONWORKERS LOCAL UNION NO. 272



Dewey Tyler, Business Manager/F.S.T.

IRONWORKERS LOCAL UNION NO. 402



Sean Mitchell, Business Manager/F.S.T.

FOR THE EMPLOYERS:

**SOUTHEASTERN COUNCIL OF IRONWORKER
EMPLOYERS, INC.**



Al Bergel, President

October 1, 2007

ARTICLE 7 - WORK SCHEDULES

The Employer may establish the starting and quitting times, the time of the un-paid one-half hour lunch period, shifts, and sliding shifts as the case may be. The Employer shall notify the Local Union in whose jurisdiction the work is being performed, of such schedule and/or schedule changes as may be established from time to time.

7.1.- Coffee Breaks: There shall be one 15 minute coffee break or rest break period in the morning. When either a regular scheduled eight or nine-hour shift is in effect and works ten hours or more, there shall be a 15 minute break in the afternoon as well. When a regular ten-hour or longer shift is in effect, there shall be a 15 minute break in the afternoon.

ARTICLE 8 - DURATION

This Addendum shall extend through the duration of the in effect Greater South Florida to which it attaches.

ARTICLE 9 - ARBITRATION

Under timely notice, the Agreement and Addendum shall be subject to reopening October 1 2003. However, it is specifically understood that in the event the Agreement and Addendum are reopened, and no agreement is reached by the due process of negotiations of any subsequent years, as provided under Article 19 - DURATION and elsewhere in the Greater South Florida Agreement, and negotiations reach an impasse, the parties agree the matter will be submitted to a Board of Arbitration in the following manner: Either the Labor Committee or the Management Committee may by notice to the other party demand the dispute be referred to a Board of Arbitration. The Board of Arbitration shall consist of the President of the District Council and the President of the SCIE. The two members will pick a third arbitrator in the manner set forth in the Grievance Procedure. The Board of Arbitration shall receive the final and best offers in writing from of each the parties. The Board of Arbitration authority is limited to a determination of which offer is to be imposed upon the parties. The decision will be retroactive to October 1, 2007. The decision of the Board of Arbitration is final and is enforceable in a court of competent jurisdiction. The parties shall pay their own cost and expenses related to the Arbitration, and shall share equally in the cost of the Third Arbitrator.

IN WITNESS WHEREOF, this Addendum has been executed by the parties hereto as of the date first set forth herein above.

FOR THE UNIONS:


BY: Dewey Tyler, Business Manager/FST
IRONWORKERS LOCAL UNION NO. 272


BY: Sean Mitchell, Business Manager/FST
IRONWORKERS LOCAL UNION NO. 402

FOR THE EMPLOYER:


BY: SOUTHEASTERN COUNCIL OF
IRONWORKER EMPLOYERS, INC.

Unless otherwise stated in this Addendum, all other terms and conditions shall be in accordance with the Greater South Florida Agreement.

In WITNESS WHEREOF, this Agreement has been executed by the parties hereto October 1, 2007 in the City of Fort Lauderdale, Broward County, State of Florida.

FOR THE UNIONS:

IRONWORKERS LOCAL UNION NO. 272



Dewey Tyler, Business Manager/FST

FOR THE EMPLOYERS:

SOUTHEASTERN COUNCIL OF IRONWORKER EMPLOYERS, INC.



Alexander Bergel, President

ARTICLE 8 – WORK SCHEDULES

The Employer may establish the starting and quitting times, the time of the un-paid one-half hour lunch period, shifts, and sliding shifts as the case may be. The Employer shall notify the Local Union in whose jurisdiction the work is being performed, of such schedule and/or schedule changes as may be established from time to time.

8.1 - Coffee Breaks: There shall be one 15 minute coffee break or rest break period in the morning . When either a regular scheduled eight or nine-hour shift is in effect and works ten hours or more, there shall be a 15 minute break in the afternoon as well. When a regular ten-hour or longer shift is in effect, there shall be a 15 minute break in the afternoon.

8.2 – Drug Testing: When an employer requires a pre screening for drug testing prior to employment, said employee shall be paid two (2) hours pay.

8.3 – Parking: When a job-site requires employees to pay for parking and there is no access to free parking within a five (5) block radius, the employer shall reimburse said employee for parking weekly.

ARTICLE 9 – DURATION

This Addendum shall extend through the duration of the in effect Greater South Florida Agreement to which it attaches.

ARTICLE 10 – WORK SCHEDULES

The Employer may establish the starting and quitting times, the time of the un-paid one-half hour lunch period, shifts, and sliding shifts as the case may be. The Employer shall notify the Local Union in whose jurisdiction the work is being performed, of such schedule and/or schedule changes as may be established from time to time.

ARTICLE 11 – DURATION

This Addendum shall extend through the duration of the in effect Greater South Florida Agreement to which it attaches.

ARTICLE 12 – ARBITRATION

Both parties will be bound by the grievance procedures outlined in the Greater South Florida Agreement.

IN WITNESS WHEREOF, this Addendum has been executed by the parties hereto as of the date first set forth herein above.

FOR THE UNION:
IRONWORKERS LOCAL UNION NO. 272


Dewey Tyler, Business Manager/FST

IRONWORKERS LOCAL UNION NO. 402


Sean Mitchell, Business Manager/FST

FOR THE EMPLOYERS:

BY: SOUTHEASTERN COUNCIL OF IRONWORKER
EMPLOYERS, INC.


Al Bergel, President

HEALTHCARE CONTRIBUTIONS: As noted by the * and the ** in the attached charts, Health Care Contribution Rates are determined by the number of hours worked in the employment of Signatory Employers while said Employers were signatory or otherwise bound by the Greater South Florida Agreement and employment was within the bargaining unit covered by the Greater South Florida Agreement.

It is possible for new applicants to receive credit based on work experience and skill level such that there could be Apprentices above the third period who have not worked the required minimum of 3,000 hours. The JATC office or the Fund Administrator's Office will notify Employers when Apprentices or Non-Journeymen move from the Under 3,000 Hours chart to the Over 3,000 Hours chart classification for the Signatory Contractor to commence Health Care Contributions.

Employees referred out by the Local Union (272 or 402) shall be paid in accordance with the referring Local Union wage tables when working within the entire geographic jurisdiction covered by this agreement (272 and 402 combined).

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto October 1, 2007, in the City of Fort Lauderdale, Broward County, State of Florida.

FOR THE UNIONS:

IRONWORKERS LOCAL UNION NO. 272


Dewey Tyler, Business Manager/F.S.T.

IRONWORKERS LOCAL UNION NO. 402


Sean Mitchell, Business Manager/F.S.T.

FOR THE EMPLOYERS:

**SOUTHEASTERN COUNCIL OF IRONWORKER
EMPLOYERS, INC.**


Al Bergel, President

October 1, 2007

ARTICLE 17 - SAVINGS CLAUSE

17.1 - Should any part of any provision herein contained (including modifications if any) be rendered or declared invalid by reason of any existing subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof, provided however, upon such invalidation, the parties signatory hereto agree to immediately meet to renegotiate such parts or provisions affected. The remaining parts of provisions not invalidated shall remain in full force and effect.

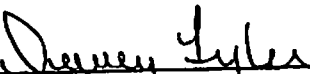
ARTICLE 18 - DURATION

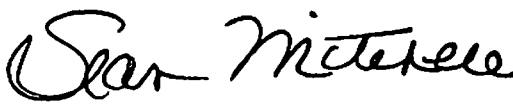
18.1 - This Agreement and any amendments thereto made, as provided for herein, effective October 1, 2006, and shall remain in full force and effect until midnight, September 30, 2007, unless written notice be given by either party to the other at least one hundred twenty (120) days, but not more than one hundred fifty (150) days, prior to such date of a desire to change, modify, amend, or terminate this Agreement, it shall continue and remain in effect from year to year thereafter unless notice is given in writing by either party to the other at least one hundred twenty (120) days, but not more than one hundred fifty (150) days, prior to the expiration of such contract year.

18.2 - Any proper notice prior to the expiration date of any subsequent anniversary year, as provided in this Article, given by either party to the other, expressing a desire to change, modify, or amend the provisions of this Agreement, shall not have the effect of terminating this Agreement at that time. In the event no agreement is reached by the due process of negotiations of any subsequent year, either party may give written notice of intention to terminate the Agreement.


IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto as of the date and year first above written, in the City of Fort Lauderdale, Broward County, State of Florida.

FOR THE UNIONS:


Dewey Tyler, Business Manager
Ironworkers Local Union No. 272


Sean Mitchell, Business Manager
Ironworkers Local Union No. 402

FOR THE EMPLOYERS:


Al Bergel, President
Southeastern Council of Ironworker Employers, Inc.

18. DURATION

18.1 This Agreement and any amendments thereto made, as provided for herein, effective October 1, 2003, and shall remain in full force and effect until midnight, September 30, 2006, unless written notice be given by either party to the other at least one hundred twenty (120) days, but not more than one hundred fifty (150) days, prior to such date of a desire to change, modify, amend, or terminate this Agreement, it shall continue and remain in effect from year to year thereafter unless notice is given in writing by either party to the other at least one hundred twenty (120) days, but not more than one hundred fifty (150) days, prior to the expiration of such contract year.

18.2 Any proper notice prior to the expiration date of any subsequent anniversary year, as provided in this Article, given by either party to the other, expressing a desire to change, modify, or amend the provisions of this Agreement, shall not have the effect of terminating this Agreement at that time. In the event no agreement is reached by the due process of negotiations of any subsequent year, either party may give written notice of intention to terminate the Agreement.

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto as of the date and year first above written, in the City of Fort Lauderdale, Broward County, State of Florida.

FOR THE UNIONS:




Dewey Tyler, Business Manager
Ironworkers Local Union No. 272



Sean Mitchell, Business Manager
Ironworkers Local Union No. 402

FOR THE EMPLOYERS:



Al Bergel, President
Southeastern Council of Ironworker Employers, Inc.