

GREATER SOUTH FLORIDA
AGREEMENT
SLIDING GLASS DOOR ADDENDUM

BETWEEN

LOCAL UNION NO. 272, MIAMI, FLORIDA
LOCAL UNION NO. 402, WEST PALM BEACH, FLORIDA

of the

**INTERNATIONAL ASSOCIATION OF BRIDGE,
STRUCTURAL AND ORNAMENTAL IRONWORKERS**

AND

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

October 1, 2007 through September 30, 2008

GREATER SOUTH FLORIDA AGREEMENT SLIDING GLASS DOOR ADDENDUM

Between:

LOCAL UNION NO. 272 - MIAMI, FLORIDA
and LOCAL UNION NO. 402 - WEST PALM BEACH, FLORIDA

and

SOUTHEASTERN COUNCIL OF IRONWORKER EMPLOYERS, INC.

ARTICLE 1 - PREAMBLE

This ADDENDUM is intended by the parties to be applicable to the Employer's Work limited to that performed in connection with the erection of Sliding Glass Doors and allied products. This Sliding Glass Door Addendum is supplementary to and dependent upon the Greater South Florida Agreement (amended and restated October 1, 2000) covering the employment of Ironworkers exclusively in the Jurisdictions of Ironworker Local Union No. 272 and Local Union No. 402. It is agreed that this Agreement shall at all times run concurrent with, and shall only be effective so long as the Greater South Florida Agreement is in effect. This Addendum does not include, but not by way of limitation, the type of work generally performed under Project Agreements, General Presidents' Agreements, or "union only" projects.

ARTICLE 2 – JURISDICTIONAL CLARIFICATION OF JOB CLASSIFICATIONS

The Union hereby stipulates that Ironworkers covered under a "shopmen's" agreement negotiated by the International Association of Bridge, Structural, Ornamental and Reinforcing of Iron Workers shall set forth the following arrangement under the terms of this agreement;

A. The Outside Local Union heeds its jurisdiction to Local 272S for the following:

1. The manufacture and delivery of the product of Sliding Glass Doors to the "point of installation" on the jobsite.

All other particulars of the jurisdiction of the Outside Local will remain as they have in the past.

ARTICLE 3 - WAGE RATES AND FRINGE BENEFITS

2.1. - All benefits shall be paid on a straight time basis, on all hours worked, and remitted to the Fund Escrow Agent on forms provided by the Union. Effective the first full payroll period on or after date of this Addendum the hourly rate for wages and benefits for each hour worked shall be as is indicated herein below:

2.2 – No Holiday can be used as a make up day. On an 5-8 work week anything over 32 hours is time and one half per hour. On a 4-10 work week anything over 30 hours is time and one half per hour.

2.3 – If an Employee is hired mid week and thru no fault of his own has not obtained 40 hours and works Friday in a 4-10 schedule or Saturday in a 5-8 schedule the new hire will be paid time and one half.

2.4 – Effective June 1, 2007 Health and Welfare for Apprentices under 3000 hours and Non-Journeyman is \$.75 (seventy five cents) per hour worked.

EFFECTIVE OCT. 1, 2007

LOCAL 272 NON-JOURNEYMAN CLASSIFICATION

NON-JOURNEYMAN CLASSIFICATION	Wages	Health	Pension	JATC	IMPACT	MCF	Total
PA.1 1st 6 mo	\$9.95	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$11.04
PA.2 2nd 6 mo.	\$10.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$11.64
A 6 mo.	\$11.05	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$12.14
B 6 mo.	\$11.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$12.64
C 6 mo.	\$12.05	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$13.14
D 6 mo.	\$12.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$13.64
E 6 mo.	\$13.05	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$14.14
F 6 mo.	\$13.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$14.64
G 6 mo.	\$14.05	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$15.14
H 6 mo.	\$14.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$15.64
I 6 mo.	\$15.05	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$16.14
J 6 mo.	\$15.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$16.64
K 6 mo.	\$16.05	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$17.14
L 6 mo.	\$16.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$17.64
M 6 mo.	\$17.05	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$18.14
N 6 mo.	\$17.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$18.64
O 6 mo.	\$18.05	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$19.14
P 6 mo.	\$18.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$19.64
Q 6 mo.	\$19.05	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$20.14
R 6 mo.	\$19.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$20.64
S 6 mo.	\$20.05	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$21.14
T 6 mo.	\$20.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$21.64
U 6 mo.	\$21.05	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$22.14
V 6 mo.	\$21.55	\$0.75	\$0.00	\$0.25	\$0.04	0.05	\$22.64

April 1, 2007 EACH NON-JOURNEYMAN IS ELEVATED TO THE NEXT HIGHER PAY LEVEL.

EFFECTIVE JUNE 1, 2007 HEALTH AND WELFARE WILL BE SEVENTY FIVE (\$.75) CENT PER HOUR

***** ANY EMPLOYEE WHO MEETS THE REQUIREMENTS OF THE DEPARTMENT OF LABOR AND THE STATE CERTIFIED APPRENTICE PROGRAM HAS THE RIGHT TO APPLY*****

**A MINIMUM OF 15% WILL BE INDENTURED APPRENTICES FROM 60 – 70%
*** A MINIMUM OF 35% OF THE OUTSIDE WORK FORCE SHALL BE JOURNEYMAN.**

EFFECTIVE October 1, 2007

APPRENTICE LOCAL UNION 272									
APPRENTICE CLASSIFICATION	%	WAGE	HEALTH*	PENSION	JATC	IMPACT	MCF	TOTAL	
1ST 6 MONTHS (1,000 HOURS)	50%	\$11.60	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$12.69	
2ND 6 MONTHS (1,000 HOURS)	55%	\$12.76	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.85	
3RD 6 MONTHS (1,000 HOURS)	60%	\$13.92	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.01	
4TH 6 MONTHS (1,000 HOURS)	65%	\$15.08	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$18.97	
5TH 6 MONTHS (1,000 HOURS)	70%	\$16.24	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$20.13	
6TH 6 MONTHS (1,000 HOURS)	75%	\$17.40	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$21.29	
7TH 6 MONTHS (1,000 HOURS)	80%	\$18.56	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$22.45	
8TH 6 MONTHS (1,000 HOURS)	85%	\$19.72	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$23.61	
9TH 6 MONTHS (1,000 HOURS)	90%	\$20.88	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$24.77	
10TH 6 MONTHS (1,000 HOURS)	95%	\$22.03	\$3.55	\$0.00	\$0.25	\$0.04	\$0.05	\$25.92	

* Effective June 1, 2007 Health and Welfare will be seventy five (\$.75) cents per hour.

EFFECTIVE APRIL 1, 2008

LOCAL 272 NON-JOURNEYMAN CLASSIFICATION

NON-JOURNEYMAN CLASSIFICATION	Wages	Health	Pension	JATC	IMPACT	MCF	Total
PA.1 1st 6 mo	\$9.95	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$11.04
PA.2 2nd 6 mo.	\$10.55	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$11.64
A 6 mo.	\$11.05	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$12.14
B 6 mo.	\$11.55	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$12.64
C 6 mo.	\$12.05	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.14
D 6 mo.	\$12.55	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$13.64
E 6 mo.	\$13.05	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.14
F 6 mo.	\$13.55	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$14.64
G 6 mo.	\$14.05	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.14
H 6 mo.	\$14.55	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$15.64
I 6 mo.	\$15.05	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.14
J 6 mo.	\$15.55	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$16.64
K 6 mo.	\$16.05	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.14
L 6 mo.	\$16.55	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$17.64
M 6 mo.	\$17.05	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.14
N 6 mo.	\$17.55	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$18.64
O 6 mo.	\$18.05	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.14
P 6 mo.	\$18.55	\$0.75	\$0.00	\$0.25	\$0.04	\$0.05	\$19.64

APPRENTICE LOCAL UNION 402

APPRENTICE CLASSIFICATION	%	WAGE	HEALTH**	PENSION	JATC	IMPACT	ANNUITY	MCF	TOTAL
1ST 6 MONTHS (1,000 HOURS)	60%	\$12.82	\$0.75	\$0.00	\$0.50	\$0.04	\$0.70	\$0.05	\$14.86
2ND 6 MONTHS (1,000 HOURS)	65%	\$13.89	\$0.75	\$0.00	\$0.50	\$0.04	\$0.75	\$0.05	\$15.98
3RD 6 MONTHS (1,000 HOURS)	70%	\$14.95	\$0.75	\$0.00	\$0.50	\$0.04	\$0.80	\$0.05	\$17.09
4TH 6 MONTHS (1,000 HOURS)	75%	\$16.02	\$3.65	\$0.00	\$0.50	\$0.04	\$0.85	\$0.05	\$21.11
5TH 6 MONTHS (1,000 HOURS)	80%	\$17.09	\$3.65	\$0.00	\$0.50	\$0.04	\$0.90	\$0.05	\$22.23
6TH 6 MONTHS (1,000 HOURS)	85%	\$18.16	\$3.65	\$0.00	\$0.50	\$0.04	\$0.95	\$0.05	\$23.35
7TH 6 MONTHS (1,000 HOURS)	90%	\$19.23	\$3.65	\$0.00	\$0.50	\$0.04	\$1.00	\$0.05	\$24.47
8TH 6 MONTHS (1,000 HOURS)	95%	\$20.30	\$3.65	\$0.00	\$0.50	\$0.04	\$1.00	\$0.05	\$25.54

***** ANY EMPLOYEE WHO MEETS THE REQUIREMENTS OF THE DEPARTMENT OF LABOR AND THE STATE CERTIFIED APPRENTICE PROGRAM HAS THE RIGHT TO APPLY.**

***** A MINIMUM OF 15% WILL BE INDENTURED APPRENTICES FROM 60 – 70%**

***** A MINIMUM OF 35% OF THE OUTSIDE WORK FORCE SHALL BE JOURNEYMAN.**

2.3. - JOURNEYMAN WAGES AND BENEFITS

**IRONWORKERS LOCAL UNION NO. 272
 JOURNEYMAN 1 CLASSIFICATION**

DATE	Wages	Health***	Pension	JATC	IMPACT	MCF	Total
OCTOBER 1, 2007	\$22.79	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05	\$28.46
Foreman Wages = Journeyman 1 Wages PLUS							\$2.00 Hr
General Foreman Wages = Journeyman 1 Wages PLUS							\$4.00 Hr

Journeyman 2	\$19.00	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05	\$24.67
Journeyman 3	\$17.00	\$3.55	\$1.78	\$0.25	\$0.04	\$0.05	\$22.67

- *The amounts in this column are available for fringe benefit contributions to be determined and mutually agreed in the future prior to implementation.*

**IRONWORKERS LOCAL UNION NO. 402
 JOURNEYMAN 1 CLASSIFICATION**

DATE	Wages	Health***	Pension	JATC	IMPACT	MCF	Annuity	Total
OCTOBER 1, 2007	\$21.37	\$3.65	\$2.00	\$0.50	\$0.04	\$0.05	\$1.00	\$28.61
Foreman Wages = Journeyman 1 Wages PLUS								\$2.00 Hr
General Foreman Wages = Journeyman 1 Wages PLUS								\$4.00 Hr

2.3.3. - JOURNEYMAN PRACTICAL TESTING AND CLASSIFICATION – Journeymen will be required to take a practical test to prove their skills. Each Journeyman will be slotted according to his skill level and paid accordingly. The practical test will be administered by Labor and Management through Journeyman Upgrade. If a member fails to test within the time allocated by the Glass Contractors and the Union, his pay will be reduced to a Journeyman 3 Classification. Any member with a skill level less than Journeyman 1, who has tested and failed, must wait six (6) months before he can re-test.

2.3.4. – JOURNEYMAN CLASSIFICATION WAGE RATES -

2.4. - Non-Journeymen Definitions:

2.4.1 - Non-Journeyman – Any Ironworker who has not attained Journeyman status by successfully completing the Ironworker Apprenticeship Program; or who is not a Journeyman Ironworker. *All Apprentices (Probationary, Indentured and Non-Indentured) are considered Non-Journeymen.*

2.4.2 - Apprentice – Any Ironworker enrolled in the State Registered Ironworker Apprenticeship Program; or any Ironworker enrolled in the Non-Registered Ironworker Apprenticeship Program.

2.4.3 - Indentured Apprentice – Any Ironworker enrolled in the State Registered Ironworker Apprenticeship Program.

2.4.4 - Non-Indentured Apprentice -- Any Ironworker enrolled in the Non-Registered Ironworker Apprenticeship Program (previously known as Utility Ironworkers or Trainees).

2.4.5 - Probationary or Pre-Apprentice – Any Non-Journeyman Ironworker not yet enrolled in the State Registered Ironworker Apprenticeship Program or the Non-Registered Ironworker Apprenticeship Program.

2.5- BENEFIT CONTRIBUTIONS

2.5.1 –From the effective date of this Addendum during the first eight thousand (8,000) hours of a non-Journeyman Ironworker's employment. Non-Journeyman Ironworkers shall not receive Health & Welfare Contributions, regardless of classification (with the exception of Indentured Apprentices who shall not receive Health & Welfare Contributions during the first three thousand (3,000) hours). After the completion of said eight thousand (8,000) hours of employment, the Non-Journeyman Ironworker shall receive contributions as required by Plan "A" benefits (with the exception of Indentured Apprentices who shall receive contributions as required by Plan "A" benefits after the completion of said three thousand (3,000) hours of employment).

2.5.2 –From the effective date of this Addendum During the first eight thousand (8,000) hours of a Non-Journeyman Ironworker's employment as a Non-Journeyman Ironworker, regardless of classification, there shall be no pension contributions. After the completion of said 8,000 hours of employment, the Non-Journeyman Ironworker shall receive pension contributions.

2.5.3 - Employee applicants, whether Probationary, Non-Indentured or Indentured Apprentice Ironworkers, will be "slotted" by mutual agreement of the Union and the Employer.

ARTICLE 3 – RATIOS

The Targeted Ratio of Journeymen to Apprentice and/or Non-Indentured Apprentice is one to one; however, it is mutually recognized and agreed that it will take a significant period of time to absorb into the system the current and former Non-Journeyman Employees of the Employer. In the interim, the ratio of Journeymen to Non-Journeymen will probably exceed the targeted ratio.

ARTICLE 4 - PORTABILITY

4.1. - The Trustees of the Pension Funds of Local Unions 272 and 402 entered into a Reciprocal Agreement October 29, 1992 providing for a "Money Follows the Man Reciprocal". Under the terms of this Agreement, an Employee working within the area of this Agreement may authorize the transfer of Pension contributions for hours worked in a non-home local, 272 or 402, to the Employee's home local, 272 or 402, to prevent any loss of eligibility or benefits as the case may be.

The method of reporting and payment of Employer contributions and check-offs required under the Agreement shall be governed as follows: The hours worked on Monday determine the jurisdiction into which the contributions will be reported and paid for any one calendar week. The jurisdiction where the majority of such hours are worked on Monday is the jurisdiction where the hours worked for that week shall be reported and paid.

4.2. - A condition precedent to the Employee's exercise of the "Money Follows The Man" privilege is that the Employee must have executed an authorization for such transfer to be made. The Authorization Form will be provided upon the Employee's request from the non-home local in whose jurisdiction the work is being performed.

4.3. - It is further agreed, that the Employer may transfer Employees from job to job, in and out of jurisdictions covered by this Agreement, subject to giving the Union notification prior to the start of such job, the name, location and expected duration of the work, and the Ironworkers District Council of the Southeastern States and its affiliated Local Unions 272 and 402 specifically waive any requirement that may be imposed by other agreements, rules and regulations for such Local Unions 272 and 402 book carrying Journeyman, Utility or Apprentice Ironworker Employees to "clear in" or pay "dobies" or other fees that may otherwise be required in connection with the Employer's transferring such Employee from one covered jurisdiction to another. Notwithstanding anything contained herein, the Employee has the obligation to telephone the Business Agent in whose jurisdiction he is working advising that he has started work in that Agent's area.

4.4. - The aforementioned practice is granted and extended by the Unions on an "honor" basis. Should it be determined by any party to this Agreement that an Employer is either failing systematically to notify the Union of job starts, or is reporting hours worked in either jurisdiction systematically contrary to this Section, then such party may bar such Employer from availing the privileges granted and extended by the Union to the Employer and the Employees by this Section subject to due process through the grievance procedure.

ARTICLE 5 - REFERRAL PRACTICE

The Union will establish a written procedure that when approved by the Employer will clearly set forth that it is the Union's promise and a condition of this Agreement that the Union will not take any action causing the removal of the Employer's Employee, or cause such Employee to quit or otherwise enable such Employee of the Employer to become available for dispatching or referral to work for another Employer or for work not covered by the Greater South Florida Agreement – Sliding Glass Door Addendum without mutual agreement between the Union and the Employer. Further, the Union agrees that any Employee who has not been laid-off or terminated by the Employer shall not be eligible for call by name referral.

ARTICLE 6 - REFERRAL OF EMPLOYEE APPLICANTS

No Employee applicant shall be referred by the Union to the Employer at wages higher than provided under the Greater South Florida Agreement - Rebar Addendum. Except as otherwise provided herein, all other practices contained in the Hiring Hall Agreement shall be in force and apply. It is understood that Foremen and General Foremen receive the pay differential in the Greater South Florida Agreement.

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.**

