

SHEET METAL WORKERS

INTERNATIONAL ASSOCIATION

LOCAL UNION No. 280

(Sheet Metal, Roofing, Production)

6188 KINGSWAY, BURNABY, B.C. V5J 1H5 • PHONE 604 430-3388

B.C. TOLL-FREE 1-800-242-8645 • FAX 604-431-1864 • INTERNET: www.smw280.org

October 19, 2011

Labour Relations Board
600 Oceanic Plaza
1066 W. Hastings Street
Vancouver, BC V6E 3X1

Email: lrb.library@lrb.bc.ca

Dear Sir/Madam:

Please find enclosed a copy of a signed Letter of Understanding for the following company:

Piedmont Sheet Metal (Okanagan) Ltd.
455 East Warren Avenue
Penticton, BC V2A 3M3
Phone: (778) 476-5953 / Fax: (778) 476-5954
Owners: Tony Murray / Toby Knowles
Contact: Sylvia Lowe

Trusting you will find the above in order.

Yours truly,

James Paquette

James Paquette,
Business Manager and
Financial Secretary Treasurer

Attachment - (1)

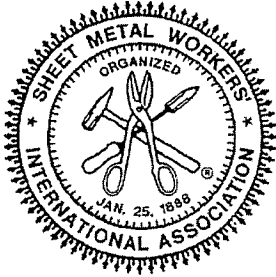
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Quality through Craftsmanship





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LETTER OF UNDERSTANDING

BETWEEN: Sheet Metal Workers' International Association
Local Union No. 280 (the "Union")

AND: PIEDMONT SHEET METAL (OKANAGAN) LTD.
(the "Employer")

The Parties hereby agree that this Letter of Understanding shall cover all work falling within the traditional jurisdiction of the Union on any job or project within the geographic jurisdiction of the Union.

It is also agreed that the Employer shall abide by all terms and conditions of the current SMACNA-BC Standard Sheet Metal, Roofing and Production Working Agreements (the "Agreements") as well as any subsequently negotiated Agreements between SMACNA-BC and the Union. The Employer further agrees, by way of this Letter of Understanding, to authorize SMACNA-BC to be its authorized bargaining agent in all collective bargaining.

If at anytime the Union, in its sole discretion, determines that the Employer is in violation of the terms of this Letter of Understanding or any Agreements, then the Union may, upon providing notification in writing to the Employer, deem this Letter of Understanding and any collective bargaining relationship between the Parties to be at an end.

Dated this 14 day of OCTOBER, 2011.

Agreed to by:

and

PIEDMONT SHEET METAL
(OKANAGAN) LTD.

and

Company

Union