



SHEET METAL WORKERS

INTERNATIONAL ASSOCIATION

LOCAL UNION No. 280

(Sheet Metal, Roofing, Production)

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LETTER OF UNDERSTANDING

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

AND: Boston Sheet Metal 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 01 day of February, 2015

Agreed to by:

and

J. Atterley
Boston Sheet Metal Ltd.

and

Lee K. Carter
Union