

MEMORANDUM OF AGREEMENT

between
SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION,
LOCAL UNION NOS. 15, 32, 435 and 441
and
FLORIDA SMACNA, INC.

Contractors signatory to the Residential Incentive Contract in Local Union No. 441 will give their bargaining authorization to Florida SMACNA, Inc. for the negotiation of this agreement only.

It is hereby mutually agreed between the parties that future negotiations of this Residential Incentive Contract will be conducted between Florida SMACNA, Inc. and the Local Unions with jurisdiction in the State of Florida: Nos. 15, 32, 435, and 441.

If agreement is reached, the contract will be ratified by the four business managers of the Local Unions listed above and by Florida SMACNA, Inc.

If agreement is not reached and there is less than a majority of Business Managers voting in favor of the new agreement, notice shall be given to the National Joint Adjustment Board for a decision.

The undersigned parties hereby accept this Memorandum of Agreement:

SHEET METAL WORKERS' INTERNATIONAL
ASSOCIATION, LOCAL UNION NOS. 15, 32,
435, and 441

FLORIDA SMACNA, INC.

By _____
Michael J. Jeske, Local Union # 15

By _____
Ernie Tammaro, President

By _____
Larry Stewart, Local Union # 32

By _____
John C. Parker, Local Union # 435

By _____
Robert Payne, Local Union # 441

Date _____

Date _____

3/31/04