

**TENTATIVE AGREEMENT  
INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTION WORKERS  
LOCAL NO. 73  
AND  
SMACNA GREATER CHICAGO  
TO BE EFFECTIVE JUNE 8, 2016 THROUGH JUNE 7, 2019**

**1. TERM**

Three Year Contract from June 8, 2016 to June 7, 2019

**2. WAGE INCREASES**

Year 1: \$2.25 per hour raise on June 8, 2016

Year 2: \$2.40 per hour raise on June 8, 2017

Year 3: \$2.50 per hour raise on June 8, 2018

**3. ALLOCATION**

First year allocation will be voted on by the union membership after being provided three allocation options on 6/7/16.

**4. LANGUAGE**

Contract changes will include:

- Increase High Pay (Section 13.12) from \$0.50 to \$0.75 per hour
- The creation of a Labor/Management Cooperative Committee including a funding provision.
- The addition of the following language to the Savings Plan (Section 6.6): "Individuals who do not have a personal savings account will have their monthly savings deduction held by the union office and can only be distributed once per month, available for pick up or can be mailed on the second Friday of each month."
- Add direct deposit language to the Collective Bargaining Agreement.
- OSHA 30 Hour training for apprentices.