

***(3/2008) Sample Addendum to CBA Adopting 2008 Alternative
Schedule***

The Parties, after due negotiation, now adopt the following Addendum to the *[insert full and complete collective bargaining agreement title and the effective dates of the collective bargaining agreement to which this is an addendum]* (the “Agreement”):

This Addendum relates to the Employer’s obligation to contribute to the Sheet Metal Workers’ National Pension Fund (“NPF”) because its actuary has certified that NPF is in Critical Status for 2008.

This Addendum is effective as of the date that the NPF sends a notice to the Parties that the NPF’s actuary has certified the NPF is in Critical Status for 2008 (the “Notice of Critical Status”).

Upon receipt of the Notice of Critical Status, the Parties adopt the **2008 Alternative Schedule** as distributed by the NPF in conjunction with the Notice of Critical Status; provided that the Contribution Rate requirements in the **2008 Alternative Schedule** are consistent with the Contribution Rate increases set forth in Exhibit A of this Addendum. The **2008 Alternative Schedule** adopted by the Parties is incorporated into this Addendum and is an integral part of the Agreement. The Employer’s Contribution Rate to the NPF will be increased by the date and in the amount required in the **2008 Alternative Schedule**, no later than the first (1st) day of _____, 2008 (insert allocation, reopener or anniversary date) and the first (1st) day of such month in each succeeding calendar year. In no event may this date, notwithstanding any other term of the Agreement, be later than the date specified in the **2008 Alternative Schedule**.

The Agreement’s remaining terms continue in effect to the extent they are consistent with the **2008 Alternative Schedule**.

This Addendum is entered into this ____ day of _____, 2008.

Employer Association/Employer [*insert name*]

_____ Date: _____

For Sheet Metal Workers’ International Association,
Local Union No. ____

_____ Date: _____

After signing, please send a copy to the Sheet Metal Workers’ National Pension Fund, 601 No. Fairfax Street, Suite 500, Alexandria, VA 22314
Attn: CBA Department, or by e-mail to apierson@smwnpf.org.