MEMORANDUM OF UNDERSTANDING

BETWEEN THE

SOUTHWEST CENTRAL IDAHO SHEET METAL WORKERS EDUCATIONAL TRAINING TRUST

AND

SMART LOCAL 55, Boise, Idaho

I. BACKGROUND

The Southwest Central Idaho Sheet Metal Workers Educational Training Trust and SMART Local 55 are committed to ensuring our programs and policies address barriers to opportunity and build wages and benefits that empower all people, including individuals from underserved communities. As part of this shared commitment, we are working to ensure our members wages and benefits are based upon good jobs that will grow the economy equitably and sustainably.

Contractors looking to gain a competitive edge are looking for support as they seek to fill open jobs, develop their workforces, and retain skilled workers. Employers are increasingly looking for more opportunities to increase job quality and draw on diverse talent. Workers are pursuing job opportunities that provide family-sustaining wages, where they are empowered and respected, and that allow them to build their skills and progress in their workplaces. Therefore, the organizations will work with employers, workers, and their respective representatives to pursue workforce solutions and transformative practices that increase companies' competitiveness and help workers of all backgrounds to secure good jobs.

II. PURPOSE

The purpose of this Memorandum of Understanding (MOU) is to promote cooperative efforts between the Southwest Central Idaho Sheet Metal Educational Training Trust and SMART Local 55 to build sustainable career pathways to meet the industry's need for talent and workers' need for quality, family-sustaining careers.

III. OBJECTIVES

The Entities enter into this MOU to leverage the individual and combined resources and expertise of both Entities to ensure the actions necessary to meet common goals related to expanding equitable access to quality jobs for workers and communities. Subject to the availability of appropriations and other relevant legal authority, this MOU supports both Entities' efforts, where permissible and appropriate, to:

- Assist employers, labor unions, State, Tribal, territorial, and local governments, and other stakeholders in their efforts to identify, train, employ, mentor, develop, upskill, reskill, and retain a diverse and highly skilled workforce.

- Define and promote job quality as an essential building block of an equitable economy that lifts up workers and families, builds communities, and makes our contractors more competitive.

- Create a more diverse workforce and reduce occupational segregation.

- Integrate job quality, labor standards, and equal employment opportunity standards across the Southwest Central Idaho Sheet Metal Educational Training Trust and SMART Local 55 policies and investments, as appropriate.

- Create more good-paying jobs that are accessible to all workers, are safe and healthy; provide retirement plans, paid leave, and other family- sustaining benefits that promote economic security and mobility.

- Seek opportunities to align, complement, and mutually support the workforce through language in direct contracts that recognizes strategic relationships between the two Entities.

- Promote the expansion of Pre- and Registered Apprenticeships through joint labor-management training programs, by setting strong incentives for such training programs in infrastructure, economic development, and workforce development contracts, as appropriate.

- Build new models of measuring and analyzing the labor market outcomes of workers whose training is funded by Member contributions and who complete Registered Apprenticeships and identify ways to collect additional data on unionization.

- Engage employers and work with organizations that can draw on our members' strength, talent, and skill, including the public workforce system and coalitions that represent populations facing systemic barriers to employment. Leverage these partnerships to support the design and implementation of proven education and our job training programs that include wraparound supportive services (as appropriate) and career pathways that lead to jobs that employers need and are prepared to fill.

IV. EFFECTIVE DATE AND TERMINATION

This MOU is effective on the date of signature and shall continue in force indefinitely. It may be terminated by either entity by giving 90-day written notice to the other entity. Its provisions will be reviewed annually and amended or supplemented in writing as agreed upon mutually.

V. EFFECT

Nothing in this MOU shall be interpreted as limiting, superseding, or otherwise affecting either Entities' normal operations or decisions in carrying out its statutory or regulatory duties, and all efforts described

shall be carried out consistent with the law. This MOU does not limit or restrict either entity from participating in similar activities or arrangements with other entities.

This MOU does not obligate any funding of the two entities.

VI. AUTHORIZING SIGNATURES AND DATES

The signatories below warrant and represent that they have the competent authority on behalf of their respective entities' to enter into the obligations set forth in this MOU.

Steve Boatman, Chairperson of the SWCISMETT

DATE: 2-14-24

Francis Finlay Jr., Business Representative of SMART Local 55, Boise, Idaho

DATE: 2/14/24