

International Association of Sheet Metal, Air, Rail and Transportation Workers

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Michael Coleman
General President

Sent by Email

February 3, 2025

To: All Staff

Re: Notification of Required Fund Increases for Supporting Funds

Dear Staff,

I hope this message finds you well. The ongoing success of our International Association relies on our continued commitment to providing valuable opportunities and services for our members. To ensure the continued effectiveness and sustainability of our supporting resources and programs, adjustments to the contribution rates for three of our supporting Funds will be necessary:

1. **International Training Institute (ITI)**
2. **National Energy Management Institute (NEMI)**
3. **Sheet Metal Occupational Health Institute Trust (SMOHIT)**

After analyzing and discussing current and future programs offered by these Funds, as well as potential enhancements that may be implemented in the future to better serve our members, the trustees of these funds have determined that the following contribution increases will be required over the next three years:

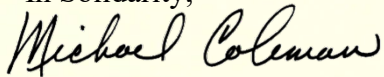
- **NEMI:** Effective for all new Collective Bargaining Agreements (CBAs) and wage openers in existing CBAs starting in **2025**, the required contribution rate will increase from \$0.03 per hour to \$0.05 per hour (a \$0.02 increase).
- **SMOHIT:** Effective for all new CBAs and wage openers in existing CBAs starting in **2026**, the required contribution rate will increase from \$0.02 per hour to \$0.04 per hour (a \$0.02 increase).
- **ITI:** Effective for all new CBAs and wage openers in existing CBAs starting in **2027**, the required contribution rate will increase from \$0.12 per hour to \$0.13 per hour (a \$0.01 increase).

These increases are essential to maintain and expand the resources, training, and health and wellness programs that directly benefit our membership. By investing in these Funds, we strengthen our ability to lead in innovation, training, and safety, ensuring SMART members

remain at the forefront of the industries we serve. Together, we will continue to build a more resilient and dynamic union.

Thank you for your commitment to advancing our shared mission.

In Solidarity,

A handwritten signature in black ink that reads "Michael Coleman". The signature is written in a cursive, flowing style.

Michael Coleman
General President

cc: John Daniel, General Secretary-Treasurer
Darrell Roberts, Assistant to the General President
Tom Wiant, Assistant to the General President