

**LETTER OF UNDERSTANDING**

In accordance with Article XV – Part II – Firestopping of the Collective Bargaining Agreement in effect September 2, 2001 to and including September 1, 2012 (and extended to March 1, 2014) between Local 132 of the International Association of Heat and Frost Insulators and Allied Workers, AFL-CIO and the Pacific Insulation Contractors Association this Letter of Understanding shall clarify that since insulators are expected to be certified in firestopping application and this applies to apprentices, including probationary apprentices and, based on the fact that the agreement further stipulates the percentage of rates of pay and fringe benefits for firestopping work, it is therefore assumed and intended that the Apprenticeship Program as constituted under the Agreement be inclusive of firestopping apprentice and firestopping journeyman training programs. It is further intended that the Union and Apprenticeship Program are authorized to obtain such employees for training and referral to employers signatory to this Agreement.

Any areas needing further clarification are to be referred to the Apprenticeship Committee in consultation with the Joint Trade Board, as necessary.

IN WITNESS WHEREOF, the parties hereto, through their duly authorized representatives do execute this Addendum on this 15<sup>th</sup> day of September, 2011.

FOR THE EMPLOYERS

Unitek/Acutron, LLC

*[Signature]*  
By its: President

Elua Insulation

By its: \_\_\_\_\_

Island Insulation, Inc.

*[Signature]*  
By its: President

R & L Ohana Insulation

*[Signature]*  
By its: President

Others:

By its: \_\_\_\_\_

By its: \_\_\_\_\_

FOR THE UNION

*[Signature]*  
*[Signature]*

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