

**MEMORANDUM OF UNDERSTANDING
BETWEEN
TRIAD NATIONAL SECURITY, LLC
AND**

**THE INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION
WORKERS LOCAL UNION 49**

This Memorandum of Understanding is made and entered into and between Triad National Security, LLC (“Triad”) and the International Association of Sheet Metal, Air, Rail and Transportation Workers Local Union No. 49, (“Union”) signatory hereto.

Triad and the Union agree that it is in their mutual best interest to encourage the advancement of craft workers from Apprentice to Journeyman.

Recently there have been several Sheet Metal Workers who have satisfied all the requirements of the Sheet Metal Workers LU No.49 JATC to complete the Apprenticeship Program but did **NOT** obtain a New Mexico Journeymen Sheet Metal License. It is acknowledged that all journeymen are required to be licensed to continue their employment with Triad.

It is hereby agreed by Triad and the Union that upon satisfying all requirements of the Sheet Metal Apprenticeship Program, Sheet Metal Workers shall have sixty (60) days to obtain their journeyman license. Failure to obtain the license within sixty (60) days from completion of the Apprenticeship Program will result in termination of employment from Triad.


This MOU shall be effective for the duration of the collective bargaining agreement that expires on June 30, 2027.

Any changes to this memorandum may be made by mutual agreement.

By: GEORGE RANDELL Digitally signed by GEORGE RANDELL (Affiliate)
(Affiliate) Date: 2025.08.13 09:14:52 -06'00' Date: _____
George Randell, Logistics Division Leader

By: LAURA JENKINS (Affiliate) Digitally signed by LAURA JENKINS (Affiliate)
Date: 2025.08.06 12:29:54 -06'00' Date: _____
Laura Jenkins, Labor Relations Group Leader

International Association of Sheet Metal, Air, Rail and Transportation Workers Local Union No. 49

By:  Date: 9-26-25
Shawn Smith, Union Representative