

NORTH AMERICA'S
BUILDING TRADES UNIONS

Value on Display. Every Day.

TAUC Summer Summit
August 13, 2014

Gulf Coast Agreement

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GULF COAST AGREEMENT

- **Stand-alone agreement**
- **Familiar Language**
 - **Powerhouse Maintenance Agreement (PMA)**
 - **Industrial Partnering Labor Alliance (IPLA)**
 - **National Construction Agreement (NCA)**
 - **General Presidents Project Maintenance Agreement (GPPMA)**
- **Available off-the-shelf**
- **BCTD Agreement**
 - **National and International Unions**
 - **Local Unions**

- **Promote efficiency, timely and economical completion of work**
- **Gain Market Share**
- **Amendments**
 - **Negotiated by BCTD and Employer**
 - **To meet needs of particular project**

- **Unions sole and exclusive bargaining representatives of craft employees**
- **Employees under Agreement separate bargaining unit**

SCOPE

- **Private sector capital improvement, maintenance and repair of industrial, operating and manufacturing facilities in TX, LA, AL, MS, GA, FL and AR**
- **No history or current use of existing National Agreement(s) with any of the Unions**
- **May be extended to greenfield projects and other states with BCTD approval**

SCOPE (cont.)

- **Limited to Employer's assigned work**
- **Subcontractors sign Letter of Assent**
 - **If no qualified and competitive union contractors**
 - **Employer may use non-union contractors**
- **Standard exception for National Agreements**
 - **NTL, Stack/Chimney, Cooling Tower, National Refractory, Instrument Tech, UA Welding, IUEC Agreements**
 - **LMCC, H2H, grievance, no strike provisions apply**

SCOPE (cont.)

- **May utilize composite crews**
- **May transfer existing employees from one project to another**
- **Name the foremen and require foremen to work with tools**

REFERRALS

- **Local Union referral procedures apply**
- **If can't supply within 48 hours can hire from any source**
 - **Workers hired this way may remain employed**
 - **Must be paid Agreement's wages and fringes**
 - **Alternatively, may accept referrals from another Union**
 - **Pay higher wage rate**
 - **Fringes of referring Union**

REFERRALS (cont.)

- **“Truth in Referrals”**
 - **Employer notifies LU of # of workers needed**
 - **LU has 10 days to advise # of workers able to refer**
- **Key employees**
 - **Number to be agreed upon with Unions**
 - **Must have worked for Employer in past year**
 - **Fringe benefits paid to home LU or LU under Agreement**
 - **Employer advises LU at pre-job conference**
- **Government EEO requirements, special skills exceptions**
- **Call-by-name allowed if recognized by LU**

Apprentices/Subjourneypersons

- **Subjourneypersons allowed if recognized by LU**
- **If LU unable to supply apprentices**
 - **Employer may hire from any source**
 - **Wages and fringes to be negotiated**
- **Ratio of Apprentices/Subjourneypersons**
 - **Negotiable**
 - **Subject to federal and state law**
 - **May not exceed 50% of the craft workforce**

WAGES/FRINGES

- **Wages and fringes (except defined benefit plan)**
 - **Per LU cba**
- **Defined benefit plan contributions**
 - **Paid only to National Unions' pension funds**
 - **Includes Local Union and National funds**
 - **Up to National funds whether to remit any portion to LU fund**
 - **If no National fund, contribution rate negotiated, included in Appendix A**
 - **Plus the LU rate**
- **Funds recognized under GPPMA to be paid**
- **10¢/hour to GPPMA LMCC, up to \$250,000/project**

HOURS OF WORK

- **Hours**
 - **Five 8-hour days or four 10-hour days exclusive of 30-minute lunch**
- **Overtime (1½)**
 - **All hours after 10/day, Saturday, Sunday and holidays**
 - **No overtime until worked mandatory 8 or 10 schedule up to 40 hours**
 - **Exceptions for FMLA, jury duty, military duty, funeral leave**
 - **Entitled to meal or \$12 after 4 hours of unscheduled overtime**

HOURS OF WORK (Cont.)

- **Shift work premium 1.067 times the base rate of pay**
- **Make-up day: Friday or Monday**
- **Special shift configurations may be negotiated**

HOLIDAYS

- **Six recognized non-paid holidays**
 - **New Year's Day**
 - **Memorial Day**
 - **Independence Day**
 - **Labor Day**
 - **Thanksgiving Day**
 - **Christmas Day**
 - **Mardi Gras Day in LA only**
- **All work on holidays at 1½ regardless of 40 hour requirement**
- **Holiday must fall on scheduled work day to be observed**

OVERTIME

- **2 hour reporting pay**
- **Call-ins**
 - **Prior to and continuous with normal shift**
 - **Overtime rate**
 - **Saturday, Sunday, scheduled day off or holidays**
 - **Not less than 4 hours at the overtime rate**
 - **No more than one 4 hour guarantee per call-in**

GRIEVANCE PROCEDURE

- **Step 1**
 - Employer and LU Business Rep.
- **Step 2**
 - Employer and International Rep.
- **Step 3**
 - GPPMA Joint Labor/Management Grievance Committee
- **Step 4**
 - Standing GPPMA Arbitrator
- **Timeliness**
 - Initial grievance: within 5 calendar days
 - Appeal to next step: 10 calendar days after meeting
 - Time may be extended by mutual agreement

WORK ASSIGNMENTS

- **Initial assignments in accordance with Plan criteria**
- **Once assignments made and individuals employed**
 - **Employer may use composite or mixed crews**
 - **Without regard to traditional jurisdictional lines**
- **Jurisdictional disputes referred to GPs**
 - **Employer assignment continues until GPs resolve**
 - **Employer will comply with GPs resolution**

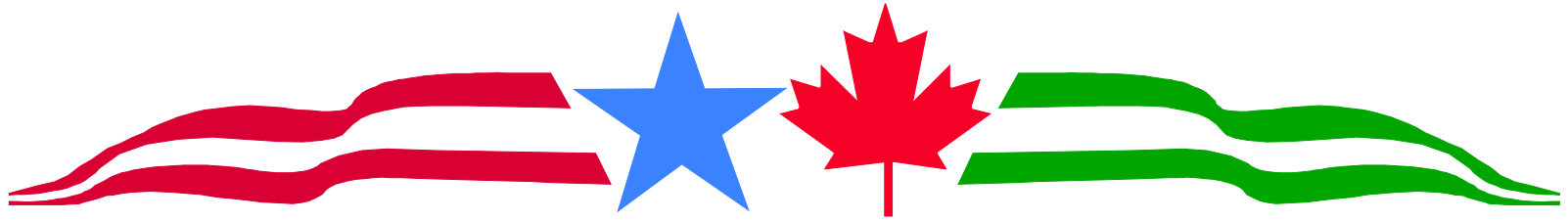
GENERAL WORKING CONDITIONS

- **No organized breaks**
 - **Individual breaks at place of work as work schedule permits**
- **Employees must obtain all required certifications on own time and expense**
 - **Unions will use training facilities to assist employees**

WORK STOPPAGES

- **Strikes and Lockouts Prohibited**
 - **If employee participates not eligible for rehire for at least 90 days**
 - **Unions agree not to honor picketing**

- **Claims of violation**
 - **Expedited arbitration**
 - **Liquidated damages**
 - **\$100,000/shift paid to owner or affected Employer**



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