

2016 Labor Negotiations

Summary of Changes

(For informational purposes only. Please see final signed contracts for all language and wage information)

CARPENTERS

Term of Agreement: June 1, 2016 – May 31, 2019

Article 7 – Subcontracting

- Add wood framing to types of works referenced in Article 7.2.1 and 7.2.2
- Other similar governmental subcontracting requirements can be waived by mutual agreement

Article 25 – Light Duty Return to Work

- New article addressing light duty

Schedule A

- Increase Foreman pay to 6.5% per hour above highest paid journeyman wage classification working under him.
- Increase General Foreman pay to 13% per hour above highest paid journeyman wage classification working under him.
- Added training requirement language requiring all journeymen to complete a specified number of hours of approved training to be eligible for dispatch.
- Increase Zone Pay as follows:
 - 60-100 miles: \$4.00/hr
 - 101 + miles: \$6.00/hr

Schedule A-IV

- Add language to allow for Employee and Employer 401k contributions.

Wage Summary

	% Increase	Total Increase	Allocation
Year 1	2.68%	\$1.12	\$.60 Wage, \$.25 H/W, \$.25 401(k), \$.02 Apprenticeship
Year 2	2.73%	\$1.17	\$.65 Wage, \$.25 H/W, \$.25 401(k), \$.02 Apprenticeship
Year 3	2.77%	\$1.22	\$.95 Wage, \$.25 401(k), \$.02 Apprenticeship

(Total increase based on General Carpenter Classification – wages for other classifications calculated by % increase)

LABORERS

Term of Agreement: June 1, 2016 – May 31, 2019

Article 6 – Union Security

- Language added to define “member in good standing”

Article 9 – Subcontracting

- Other similar governmental subcontracting requirements can be waived by mutual agreement

Article 16 - Jurisdictional Disputes

- Upon written request, Employer must provide Letter of Assignment

Article 29 - Labor Management Meetings

- New article forming a Labor Management Committee and subcommittee to implement a 401(k) plan.

Schedule A - Wage Summary

	% Increase	Total Increase	Allocation
Year 1	3.1%	\$1.00 / \$1.30	\$.83 Wage to 348, \$1.30 Wage to 238, \$.10 H/W, \$.05 Training, \$.02 LECET
Year 2	3.05%	\$1.15	\$1.13 TBD, \$.02 401(k)
Year 3	2.96%	\$1.15	\$1.13 TBD, \$.02 401(k)

(Percent increase based on Group V Classification – total increase & allocations are the same for all groups)

CEMENT MASONS

Term of Agreement: June 1, 2016 – May 31, 2019

Article 9 – Subcontracting

- Other similar governmental subcontracting requirements can be waived by mutual agreement

Article 10 - Hours of Work - Shifts - Overtime

- Establishes overtime pay for employees who work less than three days on a four-ten jobsite

Article 13 - Pay Day

- Provides four (4) hours pay for each 24-hour period for employees not paid in accordance with article.

Article 15 - Settlement of Disputes & Grievances

- Requires notice of 30 days for any alleged violation of contract for grievance to be recognized.

Article 17 - Health, Safety and Accident Prevention

- Provides \$30 flat fee for employees required to fill out paperwork or do testing prior to being hired, provided they pass the drug test.
- Delete Dry Shack language
- Add language requiring employers to provide protection for silica dust exposure

Article 18 - Show Up- Standby & Call Back

- Show up pay shall be paid in 4, 6 and 8 hour segments unless employee works less than 2 consecutive days.

Article 23 – Delete Current Article

Article 28 - Labor Management Meetings

- New article forming a Labor Management Committee and subcommittee to implement a 401(k) plan.

Schedule A - Wage Summary

	% Increase	Total Increase	Allocation
Year 1	3.03%	\$1.20	\$.12 Wage, \$.98 H/W, \$.10 Pension
Year 2	3.44%	\$1.40	\$1.20 TBD, \$.20 401(k)
Year 3	3.08%	\$1.30	\$1.20 TBD, \$.10 401(k)

OPERATING ENGINEERS

Term of Agreement: June 1, 2016 – May 31, 2019

Article 9 – Subcontracting

- Other similar governmental subcontracting requirements can be waived by mutual agreement
- Replace Article 9.3 to define “reasonable bid”

Article 11 - Lunch & Rest Periods

- Add language from previous MOU to contract under 11.5. Allows for lunch provisions during a continuous concrete pour or paving operation.

Schedule A - Wage Summary

	% Increase	Total Increase	Allocation
Year 1	3.16%	\$1.30	\$.50 Wage, \$.40 H/W, \$.40 Pension
Year 2	3.06%	\$1.30	\$.45 Wage, \$.40 H/W, \$.40 Pension, \$.05 401(k)
Year 3	3.2%	\$1.40	\$.40 Wage, \$.40 H/W, \$.40 Pension, \$.20 401(k)

(Percent increase based on Group VI Classification – total increase & allocations are the same for all groups)

Schedule D – Work Rules

- Adopt Local 302 Hiring Hall Rules

Modify Private Work Letter to encompass yards and asphalt plants.

TEAMSTERS

Term of Agreement: June 1, 2016 – May 31, 2019

Article 7 – Strikes & Picket Lines

Redefines protected activity related to the recognition of a primary picket line

Article 9 – Subcontracting

- Other similar governmental subcontracting requirements can be waived by mutual agreement

Article 11 - Lunch & Rest Periods

- Revises language to better define lunch provisions during a continuous concrete pour or paving operation.

Article 13 - Payday

Allows for direct deposit and electronic pay stubs.

Article 29 - Labor Management Meetings

- New article forming a Labor Management Committee and subcommittee to implement a journeyman training program.

Schedule A - Wage Summary

	% Increase	Total Increase	Allocation
Year 1	2.92%	\$1.45	\$.80 Wage, \$.10 Training, \$.55 H/W*
Year 2	2.82%	\$1.45	\$.85 Wage, \$.05 Training, \$.55 H/W*
Year 3	2.84%	\$1.55	\$.90 Wage, \$.65 H/W*

****available for increase, December hours for January contributions***

(Percent increase based on Group I Classification – total increase & allocations are the same for all groups)

Add Super-Dump Truck classification to Group VI.

Transport drivers (lowboy, tilt deck, etc.) and/or when driver is performing CSA pre-hire testing, driver shall be paid at 100%.

Schedule D

- Requires applicants to maintain a current CSA application and provides two (2) hours at regular time for complete and accurate packets.
- Add language to paragraph 6 to reflect current Union practice.
- Change Paragraph 17 to define false information or misrepresented qualifications on hard card