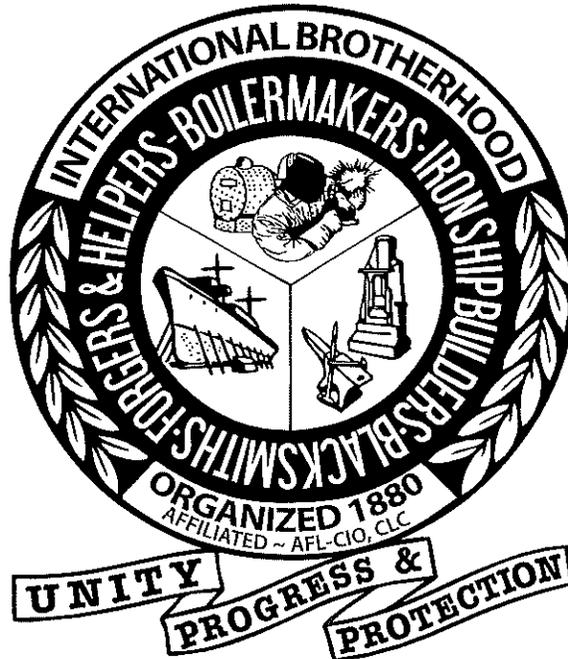


GREAT LAKES

ARTICLES OF AGREEMENT



between the
**International Brotherhood of
Boilermakers, Iron Ship Builders,
Blacksmiths, Forgers & Helpers
AFL-CIO, CLC**
and
The Firms Listed Herein

Effective January 1, 2020 through December 31, 2022



BOILERMAKER CREED

I AM A BOILERMAKER.

I AM A SKILLED CRAFTSMAN AND A MEMBER OF A TEAM.

I SERVE MY FAMILY, MY CREW, MY LOCAL, MY UNION AND MY EMPLOYER.

I SERVE A BROTHERHOOD WHOSE EXCEPTIONAL LEGACY SPANS OVER 130 YEARS.

I HONOR THOSE WHO CAME BEFORE ME, MY MENTORS.

I HONOR THEIR STRUGGLE TO PROVIDE ME WITH A UNION OPPORTUNITY.

I RESPECT THEIR KNOWLEDGE, LEADERSHIP AND INTEGRITY.

I WILL SHOW UP ON TIME, READY TO WORK.

I WILL GIVE QUALITY WORK FOR QUALITY PAY.

I WILL HONOR THE NEGOTIATED CONTRACT AND LET MY STEWARDS AND UNION REPRESENTATIVES DO THEIR JOBS.

I WILL BE RESPONSIBLE AND ACCOUNTABLE FOR MY ACTIONS.

I WILL DO IT RIGHT THE FIRST TIME.

I AM AN EXCELLENT PROBLEM SOLVER.

I AM A GUEST AT JOB SITES AND CONDUCT MYSELF ACCORDINGLY.

I AM CONSTANTLY LEARNING AND SHARING THAT KNOWLEDGE.

I AM ALWAYS WORKING SAFELY AND DEMAND THE SAME FROM THOSE AROUND ME.

I AM A GUARDIAN OF CRAFTSMANSHIP AND THE UNION WAY OF LIFE.

I AM PART OF A BROTHERHOOD.

I AM A BOILERMAKER.



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GREAT LAKES

ARTICLES OF AGREEMENT

Table of contents

Article 1	Scope and Purpose of Agreement	2
Article 2	Recognition	3
Article 3	Union Security	4
Article 4	Trade Jurisdiction & Work Classification.....	4
Article 5	Job Site Contracting	6
Article 6	Referral of Men.....	7
Article 7	Hours of Work.....	10
Article 8	Overtime.....	12
Article 9	Holidays	13
Article 10	Shifts	13
Article 11	Minimum Pay & Reporting Time	17
Article 12	Transportation Expense & Subsistence.....	18
Article 13	Wages.....	19
Article 14	Pay Day	23
Article 15	Union Representation & Access to Jobs	25
Article 16	Supervision.....	26
Article 17	Piece Work, Limitation & Curtailment of Production.....	28

Article 18	Functions of Management.....	28
Article 19	Health and Welfare	29
Article 20	Pensions.....	30
Article 21	Apprenticeship Program.....	30
Article 22	Annuity Program.....	33
Article 23	MOST.....	34
Article 24	Development & Training Funds.....	38
Article 25	Campaign Assistance, Political Action, Sick and Distressed Funds.....	40
Article 26	Grievance & Arbitration Procedure....	42
Article 27	Safety Measures	44
Article 28	Medical Treatment & Examination...	45
Article 29	Job Notice.....	46
Article 30	Agreement Qualifications	47
Article 31	No Strike, No Lockout	48
Article 32	Welder Certification.....	50
Article 33	Duration of Agreement	50
Appendix “A”	NCA Work Rules.....	53
Appendix “B”	Small Boiler & Repair Addendum	55
	Union Directory	63
	Contractor Directory	64
Index	81

GREAT LAKES

ARTICLES OF AGREEMENT

between the
International Brotherhood of
**Boilermakers, Iron Ship Builders,
Blacksmiths, Forgers, and Helpers**

(Herein referred to as "Union")

and the

Signatory Employers Hereto

(Herein referred to as "Employer" or "Contractor")

1 **PREAMBLE**

2 WHEREAS, the parties hereto have
3 maintained a mutually satisfactory bargaining
4 relationship in the work area covered by collective
5 agreements between them which have been in effect
6 over a substantial period of years; and

7 WHEREAS, the International Brotherhood
8 of Boilermakers, Iron Ship Builders, Blacksmiths,
9 Forgers, and Helpers and/or subordinate
10 subdivisions thereof embrace within their member-
11 ship large numbers of qualified journeymen who
12 have constituted in the past, and continue to do
13 so, a majority of the employees employed by the
14 Employer herein:

15 NOW, THEREFORE, the undersigned
16 Employer and Union, in consideration of the
17 mutual promises and covenants contained herein,
18 agree as follows:

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ARTICLE I
SCOPE AND PURPOSE OF AGREEMENT

This Agreement shall apply exclusively to field construction, maintenance and repair work within the territory herein referred to as the Great Lakes Area now under the jurisdiction of:

- Lodge 27, St. Louis, Missouri
- Lodge 83, Kansas City, Missouri
- Lodge 107, Milwaukee, Wisconsin;
- Lodge 374, Hammond, Indiana;
- Lodge 647, Minneapolis, Minnesota; and,
- Lodge 744, Cleveland, Ohio.

Art. 1.2 The parties to this Agreement recognize that stability in wages and working conditions and competency of workmen are essential to the best interests of the industry and the public, and they agree to strive to eliminate all factors which tend toward destabilizing these conditions.

Art. 1.3 It is hereby agreed by all parties that, in keeping with the intent of increasing productivity and placing both parties on a better competitive basis, that the NCA-BTD Work Rules dated June 1, 1973 shall be incorporated as an integral part of this Agreement as expressed in Appendix "A".

Art. 1.4 The use of the masculine or feminine gender or titles in this Agreement shall be construed as including both genders and not as sex limitations unless the Agreement clearly requires a different construction.

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ARTICLE 3
UNION SECURITY

As of the effective date of this Agreement, all employees under the terms of this Agreement must be or become members of the Union thirty (30) days thereafter; the employees hired after the effective date of this Agreement shall be or become and remain members of the Union thirty (30) days after their date of employment in accordance with the provisions of the National Labor Relations Act. (This clause shall be effective only in those states permitting Union Security.)

ARTICLE 4
TRADE JURISDICTION AND WORK CLASSIFICATION

Art. 4.1 This Agreement, except as otherwise provided for herein, covers the working rules and conditions of employment for all journeymen Boilermakers and Blacksmiths, apprentices, and construction Boilermaker helpers employed in the boilermaking, blacksmithing, welding, acetylene burning, riveting, chipping, caulking, rigging, fitting-up, grinding, reaming, impact machine operating, unloading and handling of Boilermaker material and equipment, and such other work that comes under the trade jurisdiction of the Boilermakers and Blacksmiths.

Art. 4.2 Journeymen Boilermakers and Blacksmiths may be required to perform any work coming within the scope of this Agreement.

Art. 4.3 In recognition of the work jurisdictional claims, it is understood that the assignment of work and the settlement of

1 jurisdictional disputes with other Building Trades
2 organizations shall be handled in accordance
3 with the procedures established by the Impartial
4 Jurisdictional Disputes Board and Appeals Board
5 or any successor agency.

6 **Art. 4.4** When an Employer's major craft on a
7 job is Boilermakers and the Employer determines a
8 tool room man is necessary, then the tool room man
9 shall be a Boilermaker.

10 **Art. 4.5** When an Employer determines it is
11 necessary that work be performed that comes under
12 the jurisdiction of Boilermaker during the testing or
13 starting up of Boilermaker equipment, there shall be
14 a minimum of two (2) men employed, one (1) shall
15 be the foreman and the other shall be a steward,
16 both of whom shall perform work as assigned.

17 **Art. 4.6** When the Employer determines manual
18 assistance is required for stress relieving, Gamma
19 Ray, X-ray, or other nondestructive testing by
20 technicians in the examination of Boilermaker
21 work, Boilermakers will be assigned to perform
22 the manual work that is not directly related to
23 the technicians examination. The Employer shall
24 determine the number of Boilermakers required.

25 **Art. 4.7** There shall be no work stoppage because
26 of jurisdictional disputes, except in the case of non-
27 compliance with Impartial Jurisdictional Dispute
28 Board and Appeals Board Rules. In such instance
29 or instances, specifically the International President
30 of the Union must approve any enforcement action
31 taken. It is understood, however, an Employer will
32 not be considered as in noncompliance in the event

1 another trade or trades claims jurisdiction over
2 work, in which case it shall be considered a bona
3 fide jurisdictional dispute.

4 **ARTICLE 5**
5 **JOB SITE CONTRACTING**

6 **Art. 5.1** No Employer shall subcontract or
7 assign any of the field construction work described
8 herein which is to be performed at a job site to any
9 contractor, subcontractor, or other person or party
10 who does not comply with all of the terms of this
11 Agreement, or a field construction agreement in
12 effect in the area where the work is erected, which
13 has been approved by the International Brotherhood
14 and does not stipulate, in writing, compliance to
15 the applicable fringe benefits funds and the Trust
16 Agreement or agreements covering same.

17 **Art. 5.2** It has been agreed that the International
18 Brotherhood will not enter into any written or
19 oral agreement with any Contractor on terms and
20 conditions more advantageous than those contained
21 in this Agreement. Should the International
22 Brotherhood, for any reason, enter into an
23 agreement with any other Contractor on terms and
24 conditions more advantageous to such Contractor
25 than those contained in this Agreement, then such
26 advantageous terms and conditions shall be made
27 available to all contractors signatory hereto. Special
28 local, area, or national agreements negotiated to
29 cover specific projects or classes of work shall not
30 be considered as “the local or area agreement” as
31 referred to elsewhere in this Agreement, and the
32 overtime provisions will apply.

1 of the applicants name, address, and Social
2 Security number.

3 **Art. 6.4 Selectivity.** The first two employees on a
4 job shall be the foreman, selected by the Employer,
5 and the steward, as designated by the Union. The
6 Employer may then select the first eight applicants
7 for employment from the Union out-of-work list,
8 regardless of their numerical position on that list.
9 These eight (8) additional Boilermaker employees
10 may be selected from any one or combination of
11 Boilermaker classifications under the terms of this
12 Agreement (i.e., journeyman, apprentice, and other
13 applicable classifications), except that the choice
14 may not exceed one apprentice and one other clas-
15 sification or two apprentices. Additional employees
16 required for the job will be obtained in accordance
17 with the Referral Rules.

18 **Art. 6.5 Transfer of Employees.** The Employer may
19 transfer Boilermaker employees on his payroll
20 working under the terms of this Agreement from
21 one job to another job being worked under the
22 terms of this Agreement within the jurisdiction of
23 the same local lodge, provided that the number
24 transferred shall not exceed a total of eight (8),
25 consisting of a foreman and seven (7) additional
26 Boilermaker employees from any one classification
27 or combination of classifications under the terms
28 of this Agreement (i.e., journeyman, apprentice,
29 or other applicable classifications), and provided
30 that the number transferred shall include not more
31 than one apprentice and one other classification,
32 or two apprentices. The Employer desiring to

1 utilize this transfer provision shall promptly notify
2 the business manager of the local lodge having
3 jurisdiction giving the name, classification, and
4 Social Security number of each employee to be
5 transferred. The steward shall be selected by the
6 business manager from the lodge's out-of-work
7 list, or he may elect to transfer the steward from
8 a job which the same Employer is working under
9 the terms of this Agreement. After the foreman and
10 the steward have been selected, the Employer may
11 transfer the remaining employees, not to exceed
12 seven (7). Additional employees for the job will be
13 obtained in accordance with the Referral Rules.

14 **Art. 6.5.1** The Employer may utilize the pro-
15 visions for selectivity and/or transferability, but he
16 shall not be allowed to exceed the eight (8) employ-
17 ee limit for any one job.

18 **Art. 6.5.2** A transferred employee will be al-
19 lowed to be transferred back to the job he was trans-
20 ferred from, provided the job he was transferred to
21 has been completed.

22 **Art. 6.5.3** Modification as to the selectivity and
23 transfer of men beyond the limitations set forth in
24 this Article may be made by mutual consent of the
25 parties.

26 **Art. 6.5.4** The Employer shall determine the
27 competency of all employees. The Employer shall
28 determine the number of men required on a project
29 and shall select any employee or employees working
30 under the terms of this Agreement to be laid off
31 regardless of membership or non-membership in
32 the Union.

1 and-one-half hours for ten hours pay per day. In the
2 event the job is down due to weather conditions, or
3 a holiday, or other conditions beyond the control
4 of the Employer, then Friday may, at the option
5 of the Employer, be worked as a make-up day at
6 the straight time wage rate. Straight time is not to
7 exceed ten hours a day or forty hours per week.

8 This provision requires mutual agreement
9 between the Union and Employer representatives
10 for jobs lasting two (2) weeks or less.

11 **Art. 7.2.2** Employees, who inform their
12 Employer on Thursday that they do not wish to
13 work a Friday make-up day will not be penalized.

14 **Art. 7.2.3** An employee who receives less than
15 forty (40) hours of work (from the date of hire to
16 date of termination) through no fault of his own
17 shall receive overtime pay for all hours worked in
18 excess of eight (8) hours per day.

19 **Art. 7.3** If any other craft employed by the same
20 Employer or its subcontractor is receiving double-
21 time wages in lieu of time and one-half wage rate
22 as set forth in this Agreement, the Boilermaker
23 employees will automatically be entitled to the
24 double-time rate of pay during the period that the
25 aforementioned crafts are employed. The Chair-
26 men of the Agreement, in accordance with Article
27 30.3 determined on March 16, 2004, that... dur-
28 ing the period that the aforementioned crafts are
29 employed... is very specific in that, Boilermaker
30 employees would only be entitled to double-
31 time during the period of time that other craft or
32 crafts were receiving double-time. An example
33 of this would be, if another craft received dou-

1 ble-time on the day shift of a two (2) day job for
2 one (1) day of eight (8) hours, then the Boil-
3 ermakers would be entitled to double-time for
4 one (1) day of eight (8) hours for that shift
5 only. The Chairmen of the Agreement drew the
6 essence of their determination from the
7 National Maintenance Agreement, Article
8 XV-6 interpretation.

9 **Art. 7.4 Local Lodges 107 and 647 Emergency**
10 **Maintenance Agreement.** A letter of understanding
11 between the Chairmen of the Agreement and Local
12 Lodges 107 and 647.

13 **ARTICLE 8**
14 **OVERTIME**

15 **Art. 8.1** Time-and-one-half (one-and-one-
16 half hours for one) shall be paid for time worked
17 before or after regular established shift hours in any
18 twenty-four (24) hour period, Monday to Friday
19 inclusive, and all time worked on Saturdays. All
20 time worked on Sundays and holidays set forth in
21 Article 9 shall be paid at double time (two hours for
22 one). Any employee called for work on Labor Day
23 and/or Christmas shall receive a minimum of eight
24 (8) hours at the overtime rate.

25 **Art. 8.2** Overtime is not to be demanded of
26 any Employer by any employee or applicant for
27 employment as a condition for employment.

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**ARTICLE 9
HOLIDAYS**

Art. 9.1 The following holidays shall be observed: New Year's Day, Decoration Day, Independence Day, Labor Day, Thanksgiving, the day after Thanksgiving, and Christmas. No work shall be performed on Labor Day and Christmas except for the preservation of life and property. If any of these listed holidays falls on Sunday, the following Monday shall be observed as the holiday. If any of the listed holidays falls on Saturday, the preceding Friday shall be observed as the holiday.

Local 27 and 83 will have a floating holiday for Veteran's Day or the day after Thanksgiving.

Art. 9.2 The contractor shall notify the union at the pre-job whether a holiday will be worked excluding emergencies.

**ARTICLE 10
SHIFTS**

Art. 10.1 The starting time of the first or day shift shall be between 7:00 a.m. and 8:00 a.m.; the starting times of the second shift and third shift shall be adjusted accordingly. The foregoing starting times may be changed when mutually agreed to between the Employer and the Business Manager of the lodge having jurisdiction of the job.

Art. 10.2 When two (2) or three (3) shifts are worked, the first or day shift shall be established on an eight-hour (8) basis; the second shift shall be established on a seven-and-one-half (7 1/2) hour basis; and the third shift shall be established on a

1 seven-hour (7) basis. The pay for the second and/
2 or third shift for full time shall be the equivalent of
3 eight (8) times the employee's regular hourly rate.
4 The shift rate differential for the second shift will
5 be twenty-five cents (\$0.25) per hour worked. The
6 shift rate differential for the third shift will be fifty
7 cents (\$0.50) per hour worked.

8 **Art. 10.3** Any employee called to work at any
9 time other than his regular shift shall be paid at the
10 applicable overtime rate for all such time worked
11 within any one twenty-four (24) hour period.

12 **Art. 10.4** No employee shall be required to
13 work more than eight (8) hours in any twenty-four
14 (24) hour period for straight time. Beginning of
15 the twenty-four (24) hour period for such purpose
16 shall be the regular starting time of the shift upon
17 which the employee is regularly employed. The
18 overtime rate will be paid to employees working
19 beyond eight (8) hours until they receive an eight
20 (8) hour break. Having been given an eight (8) hour
21 break, if a man is called in more than four (4) hours
22 prior to regular starting time of his shift, he will
23 be paid at the applicable overtime rate in
24 accordance with Article 8, paragraph (a), until
25 sent home.

26 **Art. 10.5** Employees, employed during their
27 regular lunch period, will be paid the overtime
28 rate and allowed sufficient time to consume their
29 lunch on Employer's time after completing such
30 emergency work.

31 **Art. 10.6** When an employee is continuously
32 employed for more than two (2) hours beyond the
33 quitting time of his regular shift and/or for each

1 additional continuously-worked period in excess
2 of four (4) hours, he will be allowed thirty (30)
3 minutes to obtain a meal without loss of pay.

4 **Art. 10.7 Shift Schedule.** The Employer may
5 establish shift work on the following basis
6 (see next page for schedule):

Art. 10 Shifts Example:

ACTUAL HOURS WORKED	STRAIGHT TIME	OVER- TIME	BONUS TIME	HOURS PAID
Art. 10.1 3				
8-HOUR SHIFT BASIS:				
1st Shift				
(on job 8.5 hrs. – work 8 hrs.)				
8:00 a.m. – 4:30 p.m.	8	-0-	-0-	8
2nd Shift				
(on job 8 hrs. – work 7.5 hrs.)				
4:30 p.m. – 12:30 a.m.	8	-0-	-0-	8
3rd Shift				
(on job 7.5 hrs. – work 7 hrs.)				
12:30 a.m. – 8:00 a.m.	8	-0-	-0-	8
Art. 10.2 2				
9-HOUR SHIFT BASIS:				
1st Shift				
(on job 9.5 hrs. – work 9 hrs.)				
8:00 a.m. – 5:30 p.m.	8	1	.5	9.5
2nd Shift				
(on job 9 hrs. – work 8.5 hrs.)				
5:30 p.m. – 2:30 a.m.	8	1	.5	9.5
Or 2nd Shift				
(on job 9.5 hrs. – work 9 hrs.)				
5:30 p.m. – 3:00 a.m.	8	1.5	.75	10.25
Art. 10.3 2				
10-HOUR SHIFT BASIS:				
1st Shift				
(on job 10.5 hrs. – work 10 hrs.)				
8:00 a.m.– 6:30 p.m.	8	2	1	11
2nd Shift				
(on job 10 hrs. – work 9.5 hrs.)				
6:30 p.m. – 4:30 a.m.	8	2	1	11
Art. 10.4 2				
12-HOUR SHIFT BASIS:				
1st Shift				
(on job 12 hrs. – work 11 hrs.)				
8:00 a.m.– 8:00 p.m.	8	3.5	1.75	13.25
2nd Shift				
(on job 12 hrs. – work 11 hrs.)				
8:00 p.m.– 7:30 a.m.	8	4	2	14
Or 1st Shift				
(on job 12.5 hrs. – work 11.5 hrs.)				
8:00 p.m.– 7:30 a.m.	8	4	2	14
Or 2nd Shift				
(on job 12 hrs. – work 11.5 hrs.)				
8:00 p.m.– 7:30 a.m.	8	4.5	2.25	14.75

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ARTICLE 11
MINIMUM PAY AND REPORTING TIME

Art. 11.1 Any employee starting to work or called to work after the starting time Monday through Sunday, inclusive, shall receive at the applicable rate, not less than two (2) hours pay, and if the employee is required to continue on the second period of the shift he shall receive not less than a full-day's pay.

Art. 11.2 When an employee reports for work at starting time, and weather does not permit him to go to work that day, after reporting he shall receive two (2) hours show-up time. This two (2) hours show-up time is flexible to be used either at the beginning of the shift or during the first four (4) hours of the shift. All remaining time of the shift is to be paid for actual time worked.

Art. 11.3 The foregoing requirements shall not be applicable where the employee is laid off by reason of bad weather, breakdown of machinery, or any other cause beyond the direct control of the Employer, in which event he shall be paid: (1) not less than two hours pay, (2) for the time actually worked, or (3) the time required to remain on the job, whichever is greater. Where the employee quits or is laid off, payment will be made for actual time worked. In order to qualify for the pay provided for in this Article, the employee must remain on the job, available for work, during the period of time for which he receives pay, unless released sooner by the Employer's principal supervisor.

1 **Art. 13.2 Apprenticeship wage scale:**

2	Apprenticeship		% of Journeyman	
3	Period		Rate	
4	1A	—	1st 6 months	70.0%
5	1B	—	2nd 6 months	72.5%
6	2A	—	3rd 6 months	75.0%
7	2B	—	4th 6 months	77.5%
8	3A	—	5th 6 months	80.0%
9	3B	—	6th 6 months	85.0%
10	4A	—	7th 6 months	90.0%
11	4B	—	8th 6 months	95.0%

12 **Art. 13.3 Savings Plan**

13 **Art. 13.3.1 Locals 27, 83, 107 and Local 647**
14 **Savings Plan.** Effective January 1, 2020, the
15 Employer agrees to deduct from the employee's
16 hourly taxable wage:

- 17 Local 27 \$1.05 or \$3.00 for every one (1) hour worked
- 18 Local 83 \$4.01 for every one (1) hour worked
- 19 Local 107 \$1.05 for every one (1) hour paid
- 20 Local 647 \$2.00 for every one (1) hour worked

21 The Employer agrees to and shall be bound by the
22 Trust Agreement creating the Boilermaker Vacation
23 Trust and all amendments now or hereafter
24 approved by the Board of Trustees. Said Agreement
25 and amendments are incorporated by reference and
26 made a part of this Agreement as if affixed hereto.

27 **Art. 13.3.2 Local 744 Vacation Fund.** The Employer
28 shall deduct from the employee's gross hourly tax-
29 able wages the sum of one dollar (\$1.00) for each
30 regular hour paid, one dollar and fifty cents (\$1.50)

1 for each time-and-one-half hour paid, and two dol-
2 lars (\$2.00) for each double-time hour paid. This
3 amount shall be deducted weekly and shall be made
4 payable to the Boilermakers Local 744 Vacation
5 Fund.

6 The total amount due to the Vacation Fund is
7 made payable to the Boilermakers Local 744 Va-
8 cation Fund and sent on a monthly basis, no later
9 than fifteen (15) days after the end of the month, to
10 the Boilermakers Union Local 744, 1435 E. 13th
11 Street, Cleveland, Ohio 44114.

12 Payment of the Vacation Fund shall be
13 made monthly, and if any payment is not made
14 within fifteen (15) days from the last day of
15 the month for which hours are reportable, the
16 local union shall have the right to take whatever
17 steps are necessary to secure compliance with this
18 Article, any provision of this Agreement to the
19 contrary notwithstanding, and the Employer shall
20 be liable for all costs for collecting the payments
21 due, together with attorneys' fees. The Employer's
22 liability for payment hereunder shall not be subject
23 to the grievance procedure or arbitration provided
24 under this Agreement.

25 **Art. 13.3.3 Vacation fund Addendum Local Lodge 374.**
26 Addendum between the Chairmen of this agree-
27 ment and Local Lodge 374

28 **Art. 13.4 Bond or Escrow Requirements.** All
29 Employers are required to furnish or post a
30 payment bond to assure proper and timely
31 payment of the fringe benefit contributions
32 and other deductions as required by this
33 Agreement. The bond shall provide for imme-

1 diate payment to the appropriate Fund upon
2 receipt of evidence of a delinquency from the
3 Fund offices. In lieu of a payment bond, an
4 escrow account with the same payment
5 provisions may be established at a bank
6 satisfactory to the International. The bond or escrow
7 account shall be in an amount equal to one hundred
8 twenty-five percent (125%) of the Employer's high-
9 est quarterly fringe contributions, and other deduc-
10 tions in the previous calendar year, but not less than
11 \$25,000. Evidence satisfactory to the International
12 of such bonding or escrow account must be pre-
13 sented prior to start of the job in question. The bond
14 or escrow account cannot be canceled with-
15 out approval of the International. Disputes re-
16 sulting from this provision shall be resolved
17 in an expedited fashion consistent with
18 Fund requirements.

19 **Art. 13.5** Effective July 1, 2000, Boilermaker
20 helpers who are referred as applicants and em-
21 ployed who are not journeymen in a building trades
22 metal-working craft shall be paid sixty percent
23 (60%) of the journeyman Boilermaker basic rate of
24 pay and one hundred percent (100%) of fringe ben-
25 efit contributions.

26 **Art. 13.5.1** Any Employer who fails or
27 refuses to hire Field Construction Boilermak-
28 er Apprentices when available in accordance
29 with the agreed upon ratio of apprentices to jour-
30 neymen, will not be allowed to employ Boilermak-
31 er helpers.

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1 Annuity Program, and Apprentice contributions).
2 Employers will include their name and address on
3 check stubs after present stock is exhausted.

4 **Art. 14.3** When it becomes necessary to
5 lay off men, the foreman and steward shall be
6 notified of the men to be laid off at least one (1)
7 hour prior to regular quitting time.

8 **Art. 14.4** Employees who are laid off or
9 discharged from the service of the Employ-
10 er shall receive their wages and transportation
11 expense (to which an employee is entitled) and
12 personal property immediately thereafter. By prior
13 mutual agreement with the Business Manager,
14 when it becomes necessary to terminate a job or a
15 portion of the employees during the night, early
16 morning, or over the weekend, all such employees
17 may be paid on the next scheduled workday either
18 personally or via U.S. mail in an envelope bearing the
19 employee's name and address. The postmark on such
20 envelope shall determine the date of such mailing.
21 Should an Employer fail to transmit the checks as
22 required by this section, the employees will be
23 entitled to eight (8) hours waiting time for each day
24 of noncompliance.

25 **Art. 14.5** When there is a reduction of force, it
26 is understood that the intent is to give preference
27 of employment to qualified employees of the
28 local area, consistent with the efficient operation of
29 the job.

30 **Art. 14.6** Employees terminated shall
31 be furnished a separation slip showing the
32 employee's name, the date of termination, and

1 any and all reasons for the separation. Copies
2 of all separation slips for cause or quits will be
3 forwarded to the local union office within twenty-
4 four (24) hours.

5 **ARTICLE 15**
6 **UNION REPRESENTATION AND ACCESS TO JOBS**

7 **Art. 15.1** Authorized representatives of the
8 Union shall have access to jobs where employees
9 covered by this Agreement are employed, provided
10 they do not unnecessarily interfere with the em-
11 ployees or cause them to neglect their work, and
12 further provided such Union representative com-
13 plies with customer rules and regulations.

14 **Art. 15.2** A steward shall be a working
15 journeyman appointed by the Business Manager of
16 the local union having jurisdiction of the job who
17 shall, in addition to his work as a journeyman, be
18 permitted to perform during working hours such of
19 his Union duties as cannot be performed at other
20 times. The Union agrees that such duties shall be
21 performed as expeditiously as possible and the
22 Employer agrees to allow the steward a reasonable
23 amount of time for the performance of such duties.
24 Stewards shall receive the regular journeyman's rate
25 of pay.

26 **Art. 15.3** It is understood and agreed that
27 the steward's duties shall not include any
28 matters relating to referral, hiring, or laying off of
29 employees.

30 **Art. 15.4** Stewards shall not be discriminated
31 against for the discharge of their duties.

1 foremen into any local territory where work is
2 being performed.

3 **Art. 16.2** All foremen shall be practical
4 mechanics of the trade.

5 **Art. 16.3** There shall be a foreman on
6 every job and as many additional foremen as
7 the Employer deems necessary thereafter. Only
8 the foremen will give instruction to the men on
9 the job.

10 **Art. 16.4** Where a total of nine (9) or less men
11 are employed, one (1) shall be a foreman who shall
12 work with the tools if required by the Employer.
13 Where a total of ten (10) or more men are em-
14 ployed, one (1) shall be a foreman who shall not
15 work with the tools.

16 **Art. 16.5** All classifications of fore-
17 men shall accept instructions from the
18 Employer's superintendent(s). However, the
19 superintendent(s) shall not give direct instructions
20 to the other employees covered by the terms of this
21 Agreement.

22 **Art. 16.6** Foremen shall not apply, in any
23 respect, any regulations, rules, by-laws, or
24 provisions of the Union Constitution on the
25 Employer's job site.

26 **Art. 16.7** Except in a broken workweek at the
27 beginning or conclusion of a job, when a general
28 foreman or foreman works three (3) or more days in
29 any workweek, he shall receive a minimum of forty
30 (40) hours pay, provided he reports to the job daily
31 during said workweek if requested. The intervention

1 of any holiday referred to in this Agreement during
2 any workweek shall not be construed as creating a
3 broken workweek. The foregoing provision is only
4 applicable to Local Lodges 374 and 744.

5 **ARTICLE 17**
6 **PIECE WORK, LIMITATION, AND**
7 **CURTAILMENT OF PRODUCTION**

8 There shall be no contract, bonus, bit, or task
9 work, nor shall there be any limitation or curtailment
10 of production. Further, the parties to this Agreement
11 recognize their responsibility, mandated by its spirit
12 and intent to encourage the elimination of restrictive,
13 inefficient, and cost intensive work practices.
14 To this end, the employee is expected to extend
15 willing cooperation and apply himself to work
16 with a reasonable degree of effort and activity in
17 performing the work of his trade.

18 **ARTICLE 18**
19 **FUNCTIONS OF MANAGEMENT**

20 The Employer shall have full right to direct the
21 progress of the work and to exercise all functions
22 and control, including, but not limited to, the
23 selection of the kind of materials, supplies, or
24 equipment used in the execution of the work, the
25 determination of the competency and qualifications
26 of his employees, and the right to discharge any
27 employee for any just and sufficient cause, provided,
28 however, that no employee shall be discriminated
29 against.

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ARTICLE 20
PENSIONS

The Employer shall pay, for each hour paid, the following contributions to the Boilermaker-Blacksmith National Pension Trust for each Boilermaker employee working in the geographical jurisdiction of the local unions listed below. The hourly contributions are based on hours paid.

	Effective
Local Lodge	01/01/20
Local 27	\$17.77
Local 83	\$15.10
Local 107	\$16.65
Local 374	\$16.51
Local 647	\$15.00
Local 744	\$16.39

The Employer agrees to and shall be bound by the Trust Agreement creating the Boilermaker-Blacksmith National Pension Trust and all amendments now or hereafter approved by the Board of Trustees. Said Agreement and amendments are incorporated by reference and made a part of this Agreement as if affixed hereto.

ARTICLE 21
APPRENTICESHIP PROGRAM

Art. 21.1 The Employer, for all employees covered by this Agreement, shall pay, for each hour worked, the following contributions to the Great Lakes Apprenticeship Fund for work performed in the jurisdiction of the following Locals:

	Effective	Effective	Effective
	01/01/20	01/01/21	01/01/22
Local Lodge			
Local 27	\$0.41	\$0.42	\$0.43
Local 107	\$0.41	\$0.42	\$0.43
Local 374	\$0.41	\$0.42	\$0.43
Local 647	\$0.41	\$0.42	\$0.43
Local 744	\$0.41	\$0.42	\$0.43
Local 83*	\$1.10*	\$1.10*	\$1.10*

9 **To be paid to Southeast Area Apprenticeship*
10 *Fund*

11 This Agreement may, upon thirty (30)
12 days prior written notice, be reopened to dis-
13 cuss any change in the hourly contribution to the
14 Great Lakes Apprenticeship Fund if the Great
15 Lakes Area Apprenticeship Committee requests
16 such reopening. The Employer agrees to and
17 shall be bound by the Agreement and Declara-
18 tion of Trust establishing the Boilermakers Area
19 Apprenticeship Funds and all amendments now or
20 hereafter approved by the Board of Trustees. Said
21 Agreement and amendments are incorporated by
22 reference and made a part of this Agreement as if
23 affixed hereto.

24 **Art. 21.2** The ratio of apprentices shall be
25 determined by the local union ratio of apprentices
26 to journeymen, but not less than one (1)
27 to five (5). In the event apprentices are not
28 available in sufficient number to comply with the
29 ratio, the area Joint Apprenticeship Committee and
30 the International will be notified and necessary
31 steps will be taken to increase the number of
32 available apprentices.

1 **Art. 21.3** It is the understanding of the parties
2 to this Agreement that the funds contributed
3 by signatory Employers to the Apprenticeship
4 Fund will not be used to train apprentices or
5 journeymen who will be employed by employers
6 in the Boilermakers Field Construction and Repair
7 Industry not signatory to a collective bargaining
8 agreement providing for contributions to the Fund.
9 Therefore, the Trustees of the Fund are empowered
10 to adopt and implement a scholarship loan
11 agreement program which will require apprentices
12 and journeymen who receive training benefits
13 from the Fund and who are employed by signatory
14 Employers to repay the costs of training, either by
15 service with such Employers following training,
16 or by actual repayment of the costs of training if
17 the individual goes to work for a non-signatory
18 Employer in the Boilermaker Field Construction
19 and Repair Industry. The costs of training at
20 the National Training Center may include the
21 reasonable value of all Fund materials, facilities,
22 and personnel utilized in training at the National
23 Training Center.

24 **Art. 21.4** It is agreed that each of the participating
25 local unions covered under this Agreement may
26 choose a ten-cents (\$0.10) per hour paid payroll
27 deduction for a Local Building and Training
28 Fund. It is understood that this payroll deduction
29 is subject to a check-off authorization from each
30 employee working in that local lodge jurisdiction.
31 All payroll deductions shall be forwarded by check
32 to the appropriate local union office and shall be
33 made payable to the appropriate Local Building and

1 Training Fund within thirty (30) days following the
2 last day of each month or at the conclusion of a job,
3 whichever is sooner. A list of all employees, hours
4 worked, and individual deductions shall accompany
5 such payments.

	Effective
6 Local Lodge	01/01/20
7 Local 744*	\$0.40

8
9 *Increases to this fund for 744 must be agreed upon by
10 both Chairman.

11 **Art. 21.5 For Local 374 Only.** All apprentices
12 shall be paid four (4) hours at the straight
13 time rate plus benefits for classes attended on
14 company time provided that the apprenticeship
15 percentage does not fall below 20 percent of
16 the membership.

17 **ARTICLE 22**
18 **ANNUITY**

19 The Employer shall pay, for each hour paid, the
20 following contributions to the Boilermaker National
21 Annuity Trust for each Boilermaker employee
22 working in the geographical jurisdiction of the local
23 unions listed below. The hourly contributions are
24 based on hours paid.

	Effective
25 Local Lodge	01/01/20
26 Local 27	\$6.00
27 Local 83	\$5.18
28 Local 107	\$4.42
29 Local 374	\$5.02
30 Local 647	\$5.00
31 Local 744	\$5.86

1 of this need, the parties adopt a Joint Safety and
2 Training Program which also encompasses an
3 annual drug screening program. This program shall
4 be funded by a contribution to MOST of thirty-four
5 cents (\$0.34) per hour worked as presently included
6 in Art. 23.1 above. The Safety and Training
7 Program shall be carried out in keeping with the
8 Trust documents and the policies and procedures
9 manual adopted for this program.

10 **Art. 23.3.1** The parties to this program will
11 cooperate to accomplish a drug free environment
12 and a safe work place. Effective July 19, 1995,
13 in the Great Lakes area, drug screening will
14 be mandatory.

15 **Art. 23.3.2 The Substance Abuse Program**
16 will be conducted in keeping with the
17 established testing procedures developed by
18 the Department of Health and Human Services
19 Scientific and Technical Guidelines dated April
20 11, 1988, and any subsequent amendments
21 thereto and the Laboratory shall be licensed or
22 certified, as the case may be, by the National
23 Institute of Drug Abuse, The College of
24 American Pathologists, and the Department
25 of Defense, and shall participate in the proficiency
26 testing programs required by each of those
27 respective organizations.

28 Drug screening and gas chromatography /Mass
29 Spectrometry (GC/MS) confirmation for eleven
30 (11) categories of drugs will be required with the
31 following cut-off limits:

1 Cut-Off Limits Revised April 15, 2019		
2	Screening	Confirmation
3	Cut-Off Limit	Cut-Off Limit
4 Drug Class	(ng/ml)	(ng/ml)
5		
6 Amphetamines - Extended - Includes Ecstasy		
7 Includes, but not limited to:		
8 Amphetamine, Methamphetamine,		
9 MDA, MDEA, and MDMA	500*	250*
10 Barbiturates	300	200
11 Benzodiazepines		
12 Includes, but not limited to:		
13 Valium, Librium	300	300
14 Benzoyllecgonine		
15 (Cocaine Metabolite)	150*	100*
16 Tetrahydrocannabinol /		
17 Cannabinoids***		
18 (THC - marijuana metabolite)	50*	15*
19 MDMA/MDA	500	250
20 Methadone	300	300
21 OPI - Codeine/Morphine	300*	300*
22 OXCD		
23 Oxycodone/Oxymorphone	100	100
24 Phencyclidine (PCP)	25*	25*
25 Propoxyphene	300	300
26 Tramadol (Ultram)	300	300
27 6-Acetylmorphine (6-AM)	10*	10*
28 Creatinine	20mg/dl	20mg/dl
29 Alcohol, Ethyl	0%**	

1 *Cut-off limits meet or exceed those established by
2 the Department of Health and Human Services in their
3 mandatory Guidelines for Federal Workplace Drug Testing
4 Programs. Effective October 1, 2010 cutoff levels were
5 modified in accordance with DOT guidelines, Federal Register
6 40 CFR part 40, and the US Dept. of Health and Human
7 Services (HHS) Substance Abuse and Mental Health Services
8 Administration (SAMHSA). In addition, MDMA testing was
9 incorporated to be in accordance with those recommended
10 guidelines.

11 **MOST considers a 0% breath alcohol as normal. Any report in
12 excess of .02% shall be considered above the impairment level.
13 Refer to section 12 for alcohol testing.

14 ***MOST will NOT recognize ingestion of over the counter
15 hemp products, or codeine products, as an acceptable
16 medical explanation for THC positive urinalysis, or opiate
17 positive urinalysis.

18 ****MOST modified the opiates testing parameters
19 September 27, 2006 to include all reactive testing for all
20 synthetic opiates – ie: oxycontin, oxycodone, vicodin,
21 hydrocodone, hydromorphone etc.

22 **Art. 23.3.3** The MOST Drug Screening Program
23 will pay all costs (once per calendar year) for an
24 annual drug screen. The drug screening will be
25 mandatory. A dated Drug Free Certification Card
26 will be issued to all employees testing negative.
27 Records of such tests shall be maintained by
28 the Independent Testing Laboratory and/or the
29 Medical Review Officer. All costs, such as for
30 collection, analysis, reporting, maintenance of
31 records, issuing cards and notifications shall be
32 borne by MOST, for all participants covered by
33 the appropriate collective bargaining agreement.
34 Securing the drug screen test shall be the

1 applicant's responsibility and shall be performed
2 on his/her time. No transportation pay shall
3 be applicable.

4 **Art. 23.3.4** A subcommittee from each
5 area will be formed to keep abreast of the
6 latest developments, changes, and technology
7 pertaining to drug screening programs. The
8 subcommittee will report any suggested changes
9 to the safety oversight committee appointed
10 by MOST.

11 **Art. 23.3.5** All contractors will be required to
12 perform on-site specific random drug testing in
13 accordance with MOST Drug Screening Policy
14 and Procedures (revised April 15, 2019), and all
15 amendments now or hereafter approved by the
16 Board of Trustees.

17 **ARTICLE 24**
18 **DEVELOPMENT & TRAINING FUNDS**

19 **Art. 24.1** In order to continue to improve the
20 knowledge and skill of Boilermakers and to assure a
21 high quality of workmanship, each local union may
22 establish a Development and Training Fund. The
23 Employer shall make the following contributions
24 paid to the respective Local Development and
25 Training Fund:

26	Local Lodge	Effective
27		01/01/20
28	Local 27	\$1.20 (per hour worked)
29	Local 83	\$0.51 (per hour worked)
30	Local 107	\$1.07 (per hour paid)

1	Local 374	\$0.48 (per hour paid)
2	Local 647*	\$0.84 (per hour paid)

3 **Art. 24.2** Each Fund shall be jointly trusteeed
4 with three (3) Trustees from the local union and
5 three (3) Trustees from local employers. The
6 Employer agrees to and shall be bound by the Trust
7 Agreement creating a Local Development and
8 Training Fund and all amendments now or hereafter
9 approved by the Board of Trustees. Said agreement
10 and amendments are incorporated by reference and
11 made a part of this Agreement as if affixed hereto.

12 **Art. 24.3** All contributions shall be forwarded
13 to the respective local union by check payable to
14 Local Development and Training Fund within
15 thirty (30) days following the last day of each
16 month or at the conclusion of a job, whichever is
17 sooner. A list of all employees and hours worked
18 shall accompany such payments.

19 **Art. 24.4 Increases to Development and Training**
20 **Funds.** Effective Jan. 1, 2020, the trustees of each
21 training fund will submit to the Chairmen of
22 the Agreement, 45 days before the anniversary
23 date, any recommendations for increases to these
24 funds, not to exceed eight cents (\$0.10) per year.
25 Increases must be agreed upon by the two
26 Agreement Chairmen. *Local 647 will be eligible
27 for an increase in 2023.

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ARTICLE 25
CAMPAIGN ASSISTANCE, POLITICAL
ACTION, & SICK AND DISTRESSED FUNDS

Art. 25.1 Upon presentation of a signed authorization, the Employer shall withhold five cents (\$0.05) per hour paid for the Boilermakers Campaign Assistance Fund (CAF). The Employer shall submit the collected Campaign Assistance Funds to the International Secretary-Treasurer's office no later than thirty (30) days after the end of the month in which the deduction accrued. Obtaining the signed authorizations shall be the responsibility of the Union. The Union shall hold the Employer harmless and agrees to defend the Employer fully in any litigation resulting from this activity that is deemed to be a service to the Union by the Employer. The signed authorization shall remain in force and effect until canceled in writing by the employee.

Local Lodge	Effective 07/01/04
Local 744	\$0.05

Art. 25.2 The Employer shall withhold zero cents (\$0.00) per hour paid for the appropriate Boilermaker Local's State and Local Political Action Fund (PAC), and zero cents (\$0.00) per hour paid for the Local Lodge 744 Sick and Distressed Fund. The Employer shall submit the collected Political Action Funds to the local union's office, in care of the local union's Secretary-Treasurer, no later than thirty (30) days after the end of the month in which the deduction accrued. Obtaining

1 the signed authorizations and maintaining of
2 records shall be the responsibility of the Union.
3 The Union shall hold the Employer harmless
4 and agrees to defend the Employer fully in any
5 litigation resulting from this activity that is deemed
6 to be a service to the Union by the Employer.
7 The signed authorization shall remain in
8 force and effect until canceled in writing by
9 the employee.

	Effective		
Local Lodge	01/01/20	01/01/21	1/01/22
Local 374	\$0.05	\$0.05	\$0.05
Local 647	\$0.05	\$0.05	\$0.05

14 **Art. 25.3** Effective September 1, 2002, upon
15 presentation of a signed authorization, the
16 Employer shall withhold \$0.10 per hour paid for
17 the Boilermakers. The Employer shall submit the
18 collected funds to Boilermakers Local 27 Voluntary
19 Education, Political and Charitable Fund with a
20 listing of each employee and identifying Social
21 Security number and amount remitted for each
22 listed employee no later than 15 days after the end
23 of each month in which the deduction accrued.
24 Obtaining the signed authorizations shall be the
25 responsibility of the Union. The Union shall hold
26 the Employer harmless and agrees to fully defend
27 and indemnify the Employer in any litigation
28 resulting from this activity, which is deemed to
29 be a service to the Union by the Employer. The
30 signed authorization shall remain in force and in
31 effect until cancelled in writing by the employee.

1 It was negotiated and agreed that similar language
2 would be adopted for a PAC fund for Local 83.
3 When that Language is perfected along with
4 an effective date, signatory contractors will be
5 notified by separate cover. This new language will
6 also contain the “hold harmless” clause.

7 **ARTICLE 26**
8 **GRIEVANCE AND ARBITRATION PROCEDURE**

9 **Art. 26.1** All grievances, other than those
10 pertaining to general wage rates or jurisdictional
11 disputes, that may arise on any job covered by this
12 Agreement shall be handled in the following manner
13 without permitting the grievance to interfere with
14 the progress and execution of work in the process
15 of adjustment.

16 **Art. 26.2** Representatives of the local union and
17 the Employer shall first consider any such grievance,
18 and if not settled within seven (7) working days, it
19 will be reduced to writing and submitted to:

20 **Art. 26.3** The International Representative of the
21 Union and the Employer or Employers involved,
22 and if not settled within seven (7) working days;

23 **Art. 26.4** Then the grievance shall be submitted
24 in writing within seven (7) working days to an
25 Arbitration Committee consisting of a representative
26 of the Union, a representative of the Employer, and
27 a third member to be chosen by those two (2) jointly.
28 The decision of the majority of the Arbitration
29 Committee shall be final and binding on the parties
30 involved. Such decisions shall be within the scope
31 and terms of this Agreement, but shall not change

1 such scope and terms, shall be rendered within ten
2 (10) working days from the time of reference to the
3 Arbitration Committee, and shall specify whether
4 or not it is retroactive and the effective date thereof.

5 **Art. 26.5** If the two members of the Arbitration
6 Committee fail to select a neutral member
7 within five (5) working days, the two members
8 already appointed shall within five (5) working
9 days call upon the Federal Mediation and
10 Conciliation Service to make the third selection.
11 In the event either the Employer or the Union
12 representative fails to cooperate in calling upon
13 the Federal Mediation and Conciliation Service
14 within the said five (5) working days, the other
15 representative shall have the authority to make
16 such request.

17 **Art. 26.6** The expense of the third member of
18 the Arbitration Committee shall be borne equally
19 by the Union and the Employer. All other expenses
20 of the arbitration procedure will be borne by the
21 party incurring them.

22 **Art. 26.7** Any grievance must be submitted
23 in writing to the other party within fifteen (15)
24 working days of occurrence or it will be considered
25 closed.

26 **Art. 26.8** Should the National Association
27 of Construction Boilermaker Employers (NACBE)
28 and the International Brotherhood adopt an alternate
29 grievance and arbitration procedure, then that
30 procedure will be substituted herein after review
31 and mutual agreement by both parties.

1 the event an employee chooses to select his own
2 doctor for medical attention after the first day of
3 injury and such visits are scheduled during working
4 hours, he shall be paid only for actual hours worked.

5 **Art. 28.2** Employees shall not be required to
6 take a physical examination, unless required by
7 governmental agencies, and there shall be no age
8 limit except as provided by law.

9 **ARTICLE 29**
10 **JOB NOTICE**

11 **Art. 29.1** In order to insure the satisfactory
12 progress of each job, the Employer will furnish
13 the local Business Manager and International
14 headquarters with the following job information as
15 soon as possible and practical:

- 16 (1) Location of job site
17 (2) Approximate starting date and duration
18 (3) Type of job
19 (4) Approximate manpower requirements

20 **Art. 29.2** Upon written request by the
21 Construction Division of the International, the
22 home office representative of the Employer
23 shall, on letterhead stationery, designate specific
24 assignments of work on a job.

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ARTICLE 30
AGREEMENT QUALIFICATIONS

Art. 30.1 It is not the intent of either party hereto to violate any laws or any rulings or regulations of any governmental authority or agency having jurisdiction of the subject matter of this Agreement, and the parties hereto agree that, in the event any provision of this Agreement is held to be unlawful or void by any tribunal having the right to so hold, the remainder of the Agreement shall remain in full force and effect, unless the parts so found to be void are wholly inseparable from the remaining portions of this Agreement.

Art. 30.2 It is further understood that this Agreement was negotiated with the Union on an area-wide basis by the Employers engaged in the field construction industry in the area. Should this Agreement, by notice given as herein provided be reopened for further negotiations, such negotiations shall be conducted on an area-wide basis by the Employers who have executed this Agreement and/or Employers signatory to the National Agreement.

Art. 30.3 By agreement between a signatory Employer and the Union, a dispute regarding the application of any provisions of this Agreement shall be submitted to the two Chairmen for their opinion. Failure to mutually agree to submit the dispute to the two (2) Chairmen, then either party may, in writing, submit the dispute to the two (2) Chairmen for an opinion.

1 **Art. 31.3** In the event of an area strike over
2 contract negotiations between the International
3 Brotherhood of Boilermakers, Iron Ship Builders,
4 Blacksmiths, Forgers, and Helpers, AFL-CIO, and
5 the Great Lakes Boilermaker Employers, it will not
6 be considered a violation of this Agreement for the
7 Employer to stop work covered by this Agreement
8 for the duration of the strike. The Employer is
9 required to give notification to the Union a minimum
10 of five (5) working days prior to taking such
11 action. In the event of an area strike over contract
12 negotiations, it will not be considered a violation of
13 this Agreement for the Union to refuse to furnish
14 employees to the Employer for the duration of the
15 strike. The Union is required to give notification to
16 the Employer a minimum of five (5) working days
17 prior to taking such action.

18 **Art. 31.4** The Employer may discharge an
19 employee for taking part in an unauthorized strike.

20 **Art. 31.5** Notwithstanding any provision of this
21 Article, it shall not be a violation of this Agreement
22 for employees covered by this Agreement to refuse
23 to cross a picket line established by any union or
24 the local Building Trades Council representing
25 employees at the job if such employees are engaged
26 in a strike which is properly sanctioned by the
27 Boilermakers International Union.

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ARTICLE 32
WELDER CERTIFICATION

Art. 32.1 Any welder who is required to take a test on a job site shall be paid for the time required to take the test.

Art. 32.2 If an Employer participates in the Common Arc Program, no compensation shall be paid to welders testing or upgrading under the program.

ARTICLE 33
DURATION OF AGREEMENT

This Agreement shall become effective January 1, 2020, and shall remain in full force and effect through Dec. 31, 2022, and shall remain in force and effect from year to year thereafter unless either party shall, at least sixty (60) days prior thereto, notify the other party in writing of desire to modify or terminate this Agreement. In the event such notice is given, the parties in accordance with the provisions of Article 30, Section 2, shall meet not later than fifteen (15) days after receipt of such notice. Should an understanding not be reached within thirty (30) days from the date such notice was filed, the procedure outlined in Section 8 of the Labor Management Relations Act, 1947, will be followed.

The Agreement, as negotiated by the foregoing committees, is hereby accepted by the parties signatory hereto this 8th day of November 2019, with the full understanding that this Agreement is between the Union and the individual signatory Employer.

FOR THE EMPLOYER:

By

Eric Heuser, Chairman
Hayes Mechanical

By

Tim Locke, Secretary
Locke AMI LLC

FOR THE UNION:



Newton B. Jones, International President



Lawrence J. McManamon, IVP / Chairman



Daniel W. McWhirter, Co-Secretary
IR-CSO



Anthony W. Palmisano, Co-Secretary
IR-CSO

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APPENDIX A
NCA WORK RULES

3 **App. A.1** The selection of craft foremen and gen-
4 eral foremen shall be entirely the responsibility of
5 the Employer, it being understood that in the selec-
6 tion of such foremen the Employer will give pri-
7 mary consideration to the qualified men available
8 in the local area. After giving such consideration,
9 the Employer may select such men from other ar-
10 eas. Foremen and general foremen shall take orders
11 from individuals designated by the Employer.

12 **App. A.2** There shall be no limit on production
13 by workmen nor restrictions on the full use of tools
14 or equipment. Craftsmen using tools shall perform
15 any of the work of the trade and shall work under
16 the supervision of the craft foremen. There shall be
17 no restrictions on efficient use of manpower other
18 than as may be required by safety regulations, pro-
19 vided, however, legitimate manning practices that
20 are a part of national or local agreements shall
21 be followed.

22 **App. A.3** Security procedures for control of tools,
23 equipment, and materials are solely the responsibil-
24 ity of the Employer.

25
26 **App. A.4** Workmen shall be at their place
27 of work at the starting time and shall remain
28 at their place of work performing their
29 assigned functions under the supervision of the
30 Employer until the quitting time. The parties
31 reaffirm their policy of a fair day's work for a fair
32 day's wage.

1 **App. A.5** Practices not a part of terms and condi-
2 tions of collective bargaining agreements will not
3 be recognized.

4 **App. A.6** Slowdowns, standby crews, and
5 featherbedding practices will not be tolerated.

6 **App. A.7** A steward shall be a qualified work-
7 man performing work of his craft and shall exercise
8 no supervisory functions. There shall be no
9 nonworking stewards.

10 **App. A.8** There shall be no illegal strikes, work
11 stoppages, or lockouts.

12 **App. A.9** When a local union does not furnish
13 qualified workmen within forty-eight (48) hours
14 (Saturdays, Sundays, and holidays excluded), the
15 contractor shall be free to obtain workmen from
16 any source.

17 **App. A.10** It is agreed that overtime is
18 undesirable and not in the best interests of
19 the industry or the craftsmen. Therefore,
20 except in unusual circumstances, overtime will not
21 be worked. Where unusual circumstances
22 demand overtime, such overtime will be kept at
23 a minimum.

24 **App. A.11** If the contractor so elects, he may
25 work shift work at a rate negotiated in the applicable
26 agreements. If the agreements do not contain rates
27 pertaining to shift work, the parties shall negotiate
28 such shift rates at the pre-job conference. The Em-
29 ployer shall determine the crafts and number of men
30 to be assigned to each of the shifts as established.

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APPENDIX B
SMALL BOILER AND REPAIR ADDENDUM

App. B.1 Preamble

WHEREAS, the parties hereto have maintained a mutually satisfactory bargaining relationship in the work area covered by collective bargaining agreements between them which have been in effect over a substantial number of years; and

WHEREAS, the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers, and/or subordinate subdivisions thereof, embrace within its membership large numbers of qualified journeymen who have constituted in the past, and continue to do so, a majority of the employees employed by the Employers herein;

NOW, THEREFORE, the Employer recognizes the Union as the sole bargaining agent for all of its Field Small Boiler and Repair employees in the performance of all work coming within the terms of this Agreement subject to the provisions of existing laws.

App. B.2 Scope and Purpose of Agreement

App. B.2.1 This Agreement shall apply to all Employer's work traditionally known as Small Boiler (all heating boilers and process boilers, 25,000 lbs. per hour or less) work and shall encompass all minor repair work done in the field including installation, maintenance, repair, and renovation.

1 Maintenance work shall be any work performed
2 within the limits of a plant property involving reno-
3 vation, repair, or preventive maintenance to plant
4 facilities. The term repair as used herein is work re-
5 quired to restore by replacements of parts, or other
6 means, any existing facilities to efficient operating
7 conditions. The word "renovation" as used herein is
8 work required to restore by replacement, overhaul-
9 ing, or revision of parts to existing facilities, to ef-
10 ficient operating condition.

11
12 This Addendum shall not apply to work of any
13 nature performed in or about Steel Mills, Oil Re-
14 fineries, Chemical Plants, Gas Plants, Ore Process-
15 ing Plants, or Utility Plants. This, however, does not
16 preclude work of Small Boiler (all heating boilers
17 and process boilers, 25,000 lbs. per hour or less)
18 nature in these facilities, such as repair of office or
19 warehouse units used to provide heat or hot water.

20 **App. B.2.2** In addition to the terms set forth here-
21 in, the Employer agrees to become signatory to and
22 comply with all terms and conditions of the Great
23 Lakes Articles of Agreement.

24 **App. B.2.3** This Addendum shall be in addition
25 to the following existing Rider for Small Boiler and
26 Repair Agreement:

27 This rider covers the emergency repair of
28 non-utility, completed, shop assembled, pack-
29 age boilers and shall pertain to all such work
30 within the geographical jurisdiction of the
31 Great Lakes Articles of Agreement, The Mis-
32 souri Basin Articles of Agreement, and any other

1 additional territory that may be approved by the
2 International Brotherhood of Boilermakers.

3 The Employer agrees to notify the appropriate
4 Local, within twenty-four (24) hours of arriving on
5 the job site, of where work is being performed, the
6 description of work, the approximate duration, and
7 the manpower requirements for each job.

8 The Union agrees that the Employer
9 may bring one (1) foreman and three (3)
10 Boilermakers to each job. All additional
11 classifications of qualified Boilermakers shall be
12 referred from the Local where the work is being
13 performed. If no qualified Boilermakers are avail-
14 able, the contractor will be allowed to bring addi-
15 tional manpower.

16 **App. B.2.4** This article or other articles of
17 this Addendum may be modified by mutual
18 agreement between the Business Manager and
19 the Employer. All such agreements shall be
20 reduced to written form, signed by both par-
21 ties and submitted to the Chairman of the
22 Employers Committee and Union Committee
23 for final approval, when practical to do so,
24 before the commencement of any work at
25 the job or project.

26 **App. B.2.5** All other major repair jobs, including
27 all Federal, State, County, and City work of any na-
28 ture shall be performed at the construction rate of pay
29 set forth in the Great Lakes Articles of Agreement
30 between Employers and the Union. However, where
31 no prevailing wage is established for this work,

1 the Small Boiler Repair rate of pay may be used
2 with prior approval of the Business Manager.

3 **App. B.2.6** This Great Lakes Articles of Agree-
4 ment Addendum shall apply to the known or es-
5 tablished territory, now under the jurisdiction
6 of Lodge 107, Milwaukee, Wisconsin; Lodge
7 374, Hammond, Indiana; Lodge 647, Min-
8 neapolis Minnesota; Lodge 744, Cleveland,
9 Ohio; and, any additional territory that may
10 be approved by the International Brotherhood of
11 Boilermakers.

12 **App. B.3 Union Security**

13 **App. B.3.1** For all work covered by this Ad-
14 dendum, the Employer agrees all of its pres-
15 ent employees engaged in performing such
16 work who are members of the Union on the date
17 of the execution of this Addendum shall
18 remain members of the Union in good standing as
19 a condition of continued employment. All present
20 employees who are not members of the Union, and
21 all employees who are hired hereafter by the Em-
22 ployer for work covered by this Addendum, shall
23 become and remain members in good standing
24 of the Union as a condition of continued employ-
25 ment on and after the thirtieth (30) day following
26 the beginning of their employment, or on or after
27 the thirtieth (30) day following the signing of this
28 Addendum, whichever is later. (This clause shall
29 be effective only in those states permitting
30 Union Security.)

1 **App. B.4 Wages and Benefits**

2 **App. B.4.1 Wages.** The Employer shall
3 pay the following wage scales and benefits
4 to all employees performing work under
5 this Addendum.

6 **Effective July 1, 2004**

7 **General Foreman** — 80 percent of established
8 Local Journeyman wage rate, plus \$2.00
9 per hour.

10 **Foreman** — 80 percent of established Local Journey-
11 man wage rate, plus \$1.50 per hour.

12 **Journeyman** — 80 percent of established Local Jour-
13 neyman wage rate.

14 **Apprentice** — 70 percent of the above established
15 Small Boiler and Repair Journeyman wage rate, and
16 for each succeeding six months thereafter shall be
17 advanced as follows; upon approval of the Local
18 Joint Apprenticeship Committee.

19	1st 6 months	70.0%
20	2nd 6 months	72.5%
21	3rd 6 months	75.0%
22	4th 6 months	77.5%
23	5th 6 months	80.0%
24	6th 6 months	85.0%
25	7th 6 months	90.0%
26	8th 6 months	95.0%

27 **Helper** — 60 percent of the above established Small
28 Boiler and Repair Journeyman wage rate and shall
29 be advanced as follows:

30	0 to 1000 hours	60%
31	1001 hrs. to Journeyman status	

1 The wage rate shall be increased in the amount
2 determined by the Employer commensurate with the
3 employees' increased skills and ability.

4 **Apprentices and/or Helpers**, when assigned to a job site
5 that requires one man, shall be paid the full Small
6 Boiler and Repair Journeyman wage rate.

7 **App. B.4.2 Fringe Benefits**

8 **Pension** — 50 percent of the established
9 local contribution.

10 **Annuity** — 50 percent of the established
11 local contribution.

12 **Health & Welfare** — 100 percent of the
13 established local contribution.

14 **App. B.4.3** All other benefits and/or funds that
15 are set forth in the Great Lakes Articles of Agree-
16 ment shall be at 100 percent of the established local
17 contribution.

18 **App. B.4.5** Any increase in the wage or
19 benefits listed above will coincide with those of the
20 Great Lakes Articles of Agreement.

21 **App. B.5 Duration of Agreement**

22 This Addendum shall become effective from
23 the date of signing through December 31, 2022 and
24 shall remain in force and effect from year to year
25 thereafter unless either party shall, at least sixty (60)
26 days prior thereto, notify the other party in writing
27 of a desire to modify or terminate this addendum.

The foregoing Agreement and Appendix "A" were negotiated at a general conference of the Employers and the Union.

Representing the Union:

Lawrence J. McManamon, Chairman
International Vice President

Daniel W. McWhirter, Co-Secretary
AIP, IR-CSO

Anthony W. Palmisano, Co-Secretary
AIP, IR-CSO

Eugene Gill, BM/ST, Local 27

Scot Albertson, BM/ST, Local 83

Blane D. Tom, BM/ST, Local 107

Dan Sullivan, BM/ST, Local 374

Luke Voigt, BM/ST, Local 647

Martin Mahon, BM/ST, Local 744

Representing the Employers:

Eric Heuser, Chairman
Hayes Mechanical

Tim Locke, Secretary
Locke AMI LLC

Keith Speaks, APCOM

John Baierlein, APCOM

Dale Coenen, AZCO INC

Tom Dzurilla, Babcock & Wilcox

Kara Otte, Boldt

Ed Storrs, Bowen/Locke

Sheldon Traxler, CBI Services

Tim Dace, CTS

Jacob Synder, Enerfab

Jon Parks, Enerfab

Kevin Osterling, Jamar

Dave Zack, J.J. White

Brian Dowden, Sterling Boiler

Blake Wrigley, Wrigley Mechanical Inc.

UNION DIRECTORY

GREAT LAKES ARTICLES OF AGREEMENT

Newton B. Jones International President 753 State Avenue Ste 570 Kansas City KS 66101	913-371-2640
Lawrence J. McManamon International Vice President 18500 Lake Road Ste 210 Rocky River OH 44116-1744	440-333-0300
Local Lodge 27 1547 South Broadway St. Louis, MO 63104	314-421-3151
Local Lodge 83 5910 E 86th Street Kansas City, MO 64138	816-523-8300
Local Lodge 107 3185 Gateway Rd, Ste 200 Brookfield WI 53045	262-754-3167
Local Lodge 374 760 N Union Street Hobart, IN 46342	219-845-1000
Local Lodge 647 9459 NW Hwy 10, Ste 105 Ramsey MN 55303-7280	763-712-9930
Local Lodge 744 1435 East 13th Street Cleveland OH 44114	216-241-2085

CONTRACTOR DIRECTORY

1st American Steel L.L.C.
700 Chase Street
Gary, IN 46402
(219) 944-9040

3RC Mechanical &
Contracting Services
5330 W. 124th Street
Alsip, IL 60803
(708) 385-0505

A & B Welding &
Construction Inc.
8021 199th Ave. NW
Elk River, MN 55330
(763) 757-7191

Acme Erectors Inc
7212 Weil Ave
St Louis, MO 63119
(314) 647-1923

Advance Boiler &
Tank Company, LLC
6600 W. Washington St.
Ste. 700
West Allis, WI 53214
(414) 475-3120

Air Heater Seal Co./
Power Group
P.O. Box 8, Marietta Rd.
Waterford, OH 45786
(740) 984-2146

Alberici Constructors, Inc.
8800 Page Avenue
St. Louis, MO 63114
(314) 733-2000

Allied Boiler &
Welding Co., Inc.
1009 W. Troy Ave.
Indianapolis, IN 46225
(317) 783-3285

All Temp Inc
4915 Stilwell St
Kansas City, MO 64120

Alpha Mechanical
Services, Inc.
7200 Distribution Drive
Louisville, KY 40258
(502) 968-0121

American Boiler
and Welding Inc.
4280 Tattersall Drive
Plainfield, IN 46168
(317) 363-8855

American Concrete
Construction
14614 Perrysville Road
Danville, IL 61834
(765) 585-3301

American Group
of Constructors
5020 Columbia Avenue
Hammond, IN 46327
(219) 937-1508

American Mechanical
Services Inc.
22 Plaza Drive
Westmont, IL 60559
(630) 323-0800

Amex Construction Co., Inc.
1636 Summer St.
Hammond, IN 46320
(219) 937-6100

AMS Mechanical Systems Inc.
140 E. Tower Drive
Burr Ridge, IL 60527
(630) 887-7700

AmStar Surface Engineering
14173 NW Freeway # 139
Houston, TX 77040
(832) 212-0963

Andee Boiler & Welding Co.
7649 S. State St.
Chicago, IL 60619
(312) 874-9020

Antelope Construction Corp
P.O. Box 922
Price, UT 84501
(801) 474-1933

Apex Insulation
4976 F St
Omaha, NE 68117
(402) 733-7650

API Construction Co,
2366 Rose Place
St. Paul. MN 55113
(612) 636-4320

Applied Industrial Technologies
4643 W. 138th St.
Crestwood, IL 60445
(708) 396-2310

Associated Mechanical, Inc.
P.O. Box 2448
Shawnee Mission, KS 66201
(913) 782-8500

Atlantic Plant
Maintenance Inc.
3225 Pasadena Blvd
Pasadena. TX 77503
(713) 740-8000

A.W. Kuettel & Sons
1225 Port Terminal Dr.
Duluth. MN 55802
(218) 722-3901

B & D Industrial
Construction Inc
9900 E. 56th St
Raytown. MO 64133
(816) 313-9900

Babcock & Wilcox
Construction Co Inc
74 Robinson Ave.
Barberton, OH 44203
(330) 860-6345

Barnhart Crane & Rigging
3115 North State Route 23, Ste. 1
Attowa, IL 61350
(815) 431-0078

Barron Industries, Inc.
P.O. Box 1607
Pelham, AL 35124
(205) 956-3441

Barton Malow Rigging Co., Inc.
26500 American Drive
Southfield, MI 48034
(248) 436-5000

Bartnick Construction, Inc.
146 Beaver St., P.O. Box 30
Springboro, PA 16435
(814) 587-6023

Beny Industrial Maintenance
1950 Dodge Rd NE, Ste. 101-8
Cedar Rapids. IA 52402
(319) 395-7452

BHI Energy) Specialty Services
2005 Newport Parkway
Lawrenceville, GA 30043
(678) 205-1025

Blue Flame Welding Services
701 Edgewood Ave.
South Milwaukee, WI 53172
(414) 764-4655

BMWC Constructors, Inc.
1740 W. Michigan Street
Indianapolis, IN 46222
(317) 267-0400

Boldt Company
2525 Roemer Road
Appleton, WI 54911
(920) 739-6321

Bowen Engineering
8802 North Meridian Street
Indianapolis, IN 46260
(317) 842-2616

Braden Construction
Services, Inc.
5199 North Mingo Rd.
Tulsa, OK 74117
(918) 272-5371

Brand Energy Services, LLC
17315 S. Ashland Avenue
East Hazel Crest, IL 60429
(708) 957-1010

Brockmiller Construction Inc
14 N Middle
P O. Box 387
Farmington. MO 63640
(314) 756-2516

Brothers Mechanical
Contractors
1821 N. Topping
Kansas City, MO 64120
(816) 231-1001

Bulley & Andrews
1755 W. Armitage Ave.
Chicago, IL 60622
(773) 235-2433

Burnn Boiler & Mechanical Inc
340 9th Ave. S
Fargo, ND 58103
(701) 318-3604

BWF Environmental Services
7453 Empire Drive
Florence, KY 41042
(859) 282-4550

C. P. Environmental Inc.
1336 Enterprise Drive
Romeoville, IL 60446
(630) 759-8866

Calderon Energy Co.
P.O. Box 126
Bowling Green, OH 43402
(419) 354-4632

Cardinal Contracting Corp.
2300 S. Tibbs Ave.
Indianapolis, IN 46241
(317) 241-9281

Carolina Systems Inc.
113 Lake Vista Drive
Chapin, SC 29036
(803) 345-0689

Chapman Industrial
Construction, Inc.
P.O. Box 356
Dover, OH 44622
(330) 343-1632

Chellino Crane Inc.
915 Rowello Avenue
Joliet, IL 60433
(815) 723-2829

Cherne Contracting Corp
P.O. Box 975
Minneapolis MN 55440
(612) 944-2650

Christensen Refractory
1245 Laredo Ave.
Pisgah, IA 51564
(712) 456-2205

Christy Industrial Services
4641 McRee
St Louis, MO 63110
(314) 773-7500

CIMCO
2199 Innerbelt Business Ctr. Dr.
St Louis, MO 63114
(314) 731-8181

Combustion Heat and Power
242 Fillmore Ave E.
St Paul, MN 55107
(612) 298-1106

Combustion Heat and Power
242 Fillmore Ave. E.
St. Paul, MN 55107
(612) 298-1106

Commercial Mechanical, Inc.
4920 E. 59th St.
Kansas City, MO 64130
(816) 444-2058

Complete Valve Repair Service
1758 Genesis Drive, Ste. B
La Porte, IN 46350
(219) 764-3337

Construction Design, Inc.
5621 Kansas Ave.
Kansas City, KS 66106
(913) 287-0334

Construction Management Inc.
108 Jackman St.
Georgetown, MA 01833
(978) 352-2421

Continental Field Machining
1875 Fox Lane
Elgin, IL 60123
(800) 323-1393

Continental Steel &
Conveyor Co.
1600 Dora Ave.
Kansas City, MO 64106
(816) 471-7200

Core 10 Field Services
1281 Debbie Lane
Rogersville, MO 65742
(417) 773-2700

CYLX Engr. & Constr. Corp.
P.O. Box 1087
Bartlesville, OK 74005
(918) 333-8835

Core Coalfield Services, Inc.
2942 Peppers Ferry Road
Wytherville, VA 24382
(276) 228-3167

Deerpath Corporation
2095 Niles Road
St. Joseph, MI 49085
(440) 526-4334

Correct Construction, Inc.
336 W. 806 N.
Valparaiso, IN 46385
(219) 763-1177

Delta Fiberglass Structures
1235 S. Pioneer Rd.
Salt Lake City, UT 84104
(801) 9TT-0091

Corrigan Company
Mechanical Contractors
3545 Gratiot St.
St Louis, MO 63103
(314) 771-6200

Detroit Boiler Co.
2931 Beaufait
Detroit, MI 48207
(313) 921-7060

Costello Dismantling Co, Inc.
45 Kings Highway
W. Wareham, MA 02576
(508) 291-2324

Despenas Welding
107 4 250th St
Sheffield, IA 50475
(641) 892-8053

CSC Industrial
29112 E. 83rd Place
Merrillville, IN 46410
(219) 947-3939

Doral Corporation
427 East Stewart St.
Milwaukee, WI 53207
(414) 764-3060

CTI Industries, Inc.
283 Indian River Road
Orange, CT 06477
(203) 795-0070

Eagle Mechanical LLC
407 Steel Street
Youngstown, OH 44509
(330) 792-0444

Custom Mechanical
Construction, Inc.
1609 Allens Lane
Evansville, IN 47710
(812) 437-8848

Early Construction Company
307 County Road 120
South Point, OH 45680
(740) 894-5150

Eddie Moore
Mechanical Services
4081 N. Thompson Rd.
Columbia, MO 65202
(314) 474-4895

Egan Mechanical Contractors
7625 Boone Ave. N
Brooklyn Park, MN 55428
(612) 591-5528

Electrical Maintenance &
Construction
1739 Ridge Road
Munster, IN 46321
(219) 972-1250

Enerfab Inc.
7501 East Front Street
Kansas City, MO 64120
(816) 923-3100

Energy & Air Systems, Inc.
806 Hughitt Ave.
Superior, WI 54880
(715) 392-9115

Environmental Cleansing
Corporation
16602 S. Crawford Avenue
Markham, IL 60428
(708) 532-7000

ESP Service & Repair
P.O. Box 339, 1625 Broad St.
Elizabethtown, TN 37644
(423) 543-7167

Fenton Rigging Co.
2150 Langdon Farm Rd.
Cincinnati, OH 45237
(513) 631-5500

Ferrill Fisher, Inc.
P.O. Box 705
Bargersville, IN 46106
(317) 422-1112

Foley Company
7501 Front St
Kansas City, MO 64120
(816) 241-3335

Four Star Construction Inc.
7500 Tower Ave.
Superior, WI 54880

Freitag - Weinhardt Inc.
5900 North 13th Street
Terre Haute, IN 47805
(812) 466-9861

F S Sperry Company
1907 Vanderhorn
Memphis, TN 38134
(901) 373-9000

G. D. Barri & Associates, Inc.
6860 W. Peoria Ave.
Peoria, AZ. 85345
(623) 773-0410

Gagnon Inc.
2.286 Capp Rd.
St Paul, MN 55144
(612) 644-4301

George P. Reintjes Co. Inc.
3800 Summit
Kansas City, MO 64111
(816) 756-2150

Gillespie & Power, Inc.
9550 True Dr.
St. Louis, MO 63132
(314) 423-9460

Holly Construction Company
5800 Belleville Road
Belleville, MI 48111
(734) 397-0040

Go Fetsch Mechanical
9111 Davenport Street, NE
Blaine, MN 55449
(651) 462-3601

Hudson Boiler & Tank Co.
1725 W. Hubbard St.
Chicago, IL 60622
(312) 666-4780

Gross Mechanical Contractors
3622 Greenwood Blvd.
St Louis. MO 63143
(314) 645-0077

IHP Industrial Inc.
1701 S. 8th St.
St Joseph, MO 64502
(816) 364-1581

Hammerlund Constructors
3201 W. Hwy. 2
Grand Rapids, MI 55744
(218) 326-1881

Independent Mechanical
Industries, Inc.
4155 N. Knox Avenue
Chicago, IL 60641
(773) 282-4500

Hayes Mechanical, Inc.
5959 S. Harlem Avenue
Chicago, IL 60638
(773) 784-0000

Industrial Construction Co., Inc.
10060 Brecksville Rd.
Brecksville, OH 44141
(216) 271-5080

Heartland Energy Maintenance
2815 North 11th St
Omaha, NE 68110
(402) 345-3223

Industrial Contractors, Inc.
401 NW First St.-Box 208
Evansville, IN 47708
(812) 464-7205

Helmkamp Construction Co.
#1 Helmkamp Dr.
Wood River, IL 62095
(618) 251-2600

Industrial Contractors, Inc.
701 Channel Dr.
Bismarck, ND 58501
(701) 258-9908

Hess Engineering Inc.
P.O. Box 6
Mequon. WI 53092
(414) 243-9699

Industrial Maintenance
Contractors
1739 Ridge Rd.
Munster, IN 46321
(219) 972-1250

Industrial Power
Contractors Inc.
PD. Box 922
Price, UT 84501
(431) 687-2488

Industrial Services Co.
P.O. Box 749
Frenchtown, MT 59834
(406) 549-1706

Industrial Welders &
Machinists, Inc.
3902 Oneota Street
Duluth, MN 55807
(218) 628-1011

Insulation Installations
6280 Knox Industrial Dr., Ste100
St Louis, MO 63139
(314) 644-5323

Integra
3071 Mercantile Industrial Dr.
St Charles. MO 63301
(636) 946-3000

Integrated Motion
Systems, Inc.
13118 N. County Rd. 900 East
N. Salem, IN 46165
(800) 232-5382

Inter-Mountain Threading
1964 E.First
PO. Box 50588
Casper, WY 82605
(307) 234-2058

J. H. Kelly LLC
P.O. Box 2038
Longview, WA 98632
(360) 423-5510

Jamar Company
4701 Mike Colalillo Drive
Duluth, MN 55807
(218) 628-1027

Jayhawk Millwright &
Erectors Co. Inc.
811 South Coy
Kansas City, KS 66105

John Hennes Trucking Co,
4100 W. Lincoln Ave.
Milwaukee, WI 53215
(414) 672-3470

Johnson's Plumbing &
Heating Co.
1840 Otsego Ave.
Coshocton, OH 43812
(614) 622-4438

Kelley Steel Erectors, Inc.
7220 Division Ave.
Bedford, OH 44146
(440) 232-9595

Kennedy Tank & Mfg. Co., Inc.
833 E. Sumner Avenue
Indianapolis, IN 46227
(317) 780-3570

Kenny Boiler & Manufacturing
344 E. University Ave.
St Paul. MN 55101
(612) 224-7471

Keough Mechanical Corp.
6675 Broadway
Merrillville, IN 46410
(219) 769-8471

Key West Metal Industries
13831 South Kestner Avenue
Crestwood, IL 60445
(708) 371-1470

Kickham Boiler & Engineering
625 E. Carrie Ave.
St. Louis, MO 63147
(314) 261-4786

The Knopke Company
1821 North Topping
Kansas City, MO 64120
(816) 231-1001

Kramig & Co.
323 S. Wayne Ave.
Cincinnati, OH 45215
(513) 761-4010

Kuenz Heating & Sheet Metal
811 Westwood Industrial
Park Drive
St. Charles, MO 63304
(636) 936-1555

Kustom Industrial
Fabricators Inc.
1375 Home Ave.
Akron, OH 44310
(330) 630-5905

L & W Construction
P.O. Box 16
Lohman, MO 65053
(573) 782-4415

Lakehead Constructors, Inc.
2916 Hill Ave.
Superior, WI 54880
(715) 392-5181

Locke Equipment Sales Co.
15705 S. US 169 Hwy.
Olathe, KS 66062
(913) 782-8500

Logan & Company
P.O. Box 905
Coffeyville, KS 67'337

Lopez & Associates Inc.
7975 Industrial Or.
Foiest Park, IL 60130
(708) 386-8050

Lovegreen Turbine
Services, Inc.
8010 Ranchers Road NE
Fridley, MN 55432
(763) 785-0650

Lucey Boiler Co.
901 S. Holtzclaw Ave.
Chattanooga, TN 37404
(423) 267-5541

Lundean Coatings Corp.
14548 Manzanita Ave.
Fontana, CA 92334
(714) 350-2631

Magnum Construction Services
15020 Iowa St.
Crown Point, IN 46307
(219) 661-8444

Manh Works
5406 N. Lydia
Kansas City, MO 64118

Matt Construction
Services, Inc.
6600 Grant Avenue
Cleveland, OH 44105
(216) 641-0030

Mavo Systems, Inc.
4330 Centerville Road
White Bear Lake, MN 55127
(763) 788-7713

Maxim Construction Inc.
5922 S. Broadway
St Louis, MO 63111
(314) 481-4111

MC Industrial Inc.
3117 Big Bend Blvd.
St Louis, MO 63143
(314) 646-4100

McDennid's Welding
Box 690
Biwabik, MN 55708
(218) 865-6533

Mechanical, Incorporated
2279 U.S. 20 East
Freeport, IL 61032
(815) 235-1955

Merco Thermotec Inc.
7711 N. 81st St.
Milwaukee, WI 53223
(414) 961-3200

Mesabi Mechanical
Engineering Contractors, Inc.
105 South Fourth St.
Virginia, MN 55792
(218) 741-6668

Mid American Gunitite, Inc.
8475 Port Sunlight Road
Newport, MI 48166
(734) 586-8868

Mid-America Pipe Fabrication
Box 300
Scammon, KS 66773

Midwest Energy
Maintenance Co.
732 N. 129th St.
Omaha, NE 68154
(402) 578-1480

Midwest Mechanical
Contractors
13800 Wyandotte Street
Kansas City, MO 64145
(816) 941-5300

Midwest Power Corp
8800 E. 63rd St.
Kansas City, MO 64133
(800) 638-2798

Minnotte Contracting Corp.
Minnotte Square
Pittsburgh, PA 15220
(724) 316-4200

MJ Mechanical
3B30 Washington Ave .. Ste. 126
St Louis, MO 63108
(314) 446-0972

Moorhead Machinery &
Boiler Co.
3477 University Ave. NE
Minneapolis, MN 55418
(612) 789-3541

Morrison Construction Co.
1834 Summer St.
Hammond, IN 46320
(219) 932-5036

Mossman Consulting Services
P.O. Box 923
Walker, MN 56484
(218) 547-3891

Murphy Brothers Inc
3150 5th Ave East
Moline, IL 61242

Murphy Co. Mechanical
Contractors
1233 N. Price Rd.
St Louis, MO 63132
(314) 997-6600

Murray Sheet Metal Co., Inc.
3112 Seventh Street
Parkersburg, WV 26101
(304) 422-5431

NAES Power Contractors
167 Anderson Road
Cranberry Township, PA 16066
(724) 453-2800

National Filter Media
8895 Deerfield Drive
Olive Branch, MS 38654
(540) 336-7407

NBW Inc. (National Boiler Works)
4556 Industrial Pkwy.
Cleveland, OH 44135
(216) 377-1700

Neumann Insulation Co
7292 Morris Thomas Rd West
Cloquet MN 55720

Neundorfer Inc.
4590 Hamann Pkwy
Willoughby, OH 44094
(216) 942-8990

New Mech Companies Inc
1633 Eustis St.
St Paul, MN 55108
(651) 645-0451

Nicholson & Hall Corp.
41 Columbia Street
Buffalo, NY 14204
(716) 854-8100

Nooter Construction Co.
1500 S. Second Street
St. Louis, MO 63104
(314) 421-7600

Norris Brothers, Inc.
2138 Davenport Ave.
Cleveland, OH 44114
(216) 771-2233

North Country Welding
2396 Jade St.
Mora, MN 55051
(320) 679-5142

Northern Horizons, Inc.
15981 Hwy 2 NW
Solway, MN 56678
(218) 467-9353

Northern Industrial Erectors
2500 Glenwood Dr.
Grand Rapids, MN 55744
(218) 326-8466

North Point Boiler &
Combustion Co.
206 E. 12th Ave. North
Kansas City, MO 64116
(816) 842-4175

O'Leary Construction
PO Box 143
Ranier, MN 56668
(218) 283-9451

OMI Industrial Services, LLC
740 Marks Road, Unit E
Valley City, OH 44280
(440) 221-9242

P & S Electric Inc
400 Kelly In P O Box 493
Louisiana, MO 63353
(573) 754-5077

Patent Construction Systems
1492 Kin Ark Ct
St Louis, MO 63132
(314) 997-7520

Paul Wurth (PW) Construction LLC
2100 State Road 149
Chesterton, IN 46304
(219) 850-1240

PBBS Equipment Corporation
N59 W 16500 Greenway Circle
Menomonee Falls, WI 53051
(262) 345-6917

Pioneer Engineers & Erectors, Inc.
20536 Krick Rd.
Cleveland, OH 44146
(216) 561-8334

Pioneer Power, Inc.
2500 Ventura Drive
Woodbury, MN 55125
(651) 488-5561

Piping & Equipment C.o Inc.
3505 N Topeka St
Wichita, KS 67219
(316) 838-7511

Plasticon North America
6387 Little River Turnpike
Alexandria, VA 22003
(703) 474-5555

Plibrico Company LLC
2815 North 11th St
Omaha, NE 68110
(402) 345-3223

PM Construction & Engr., Inc.
6356 Eastland Road
Brook Park, OH 44142
(440) 243-1001

Pons Engineering and
Construction, Inc.
12323 N. Lake Shore Dr.
Mequon, WI 53092
(262) 243-9097

Power Piping Company
436 Butler Street
Etna, PA 15223
(412) 323-6200

Power Plant Industrial, LLC
955 Treelane Dr.
New Burgh, IN 47630
(812) 858-3503

Precision Environmental Co.
5500 Old Brecksville Road
Independence, OH 44131
(216) 642-6040

Precision Erecting Inc.
5503 18th Ave.
Kenosha, WI 53140

Precision Piping & Mechanical
5201 Middle Mt. Vernon Rd.
Evansville, IN 47712
(812) 425-5052

Precision Piping, Inc.
2051 Enterprise Dr., P.O. Box 577
De Pere, WI 54115
(414) 336-2625

Price Erecting, Inc.
10910 W. Lapham St.
Milwaukee, WI 53214
(414) 778-0300

Pro-Tee Industrial
13497 Fenway Blvd. Circle N.
Ste 400
Hugo, MN 55038
(612) 331-3166

Process Construction, Inc.
1421 Queen City Ave.
Cincinnati, OH 45214
(513) 251-2211

Protective Coatings, Inc.
1602 Birchwood Avenue
Fort Wayne, IN 46803
(260) 424-2900

Prout Boiler Heating & Welding
3124 Temple St.
Youngstown, OH 44510
(330) 744-0293

PSF Industries Inc
65 S. Horton St.
Seattle, WA 98134
(206) 622-1252

R & P Industrial Chimney Co., Inc.
244 Industry Pkwy.
Nicholasville, KY 40356
(859) 887-2265

R & T Sheet Metals
Fabricators, Inc.
5009 Superior Ave.
Cleveland, OH 44103
(216) 361-1101

Ragan Mechanical, Inc.
702 W. 76th St.
Davenport, IA 52806
(563) 326-6224

Rand Construction Co.
1428 W. 9th Street
Kansas City, MO 64101
(816) 421-4143

Ray Riihiluoma Inc.
1415 Highway 33 South
Cloquet M N 55720

RCR Services, Inc.
1451 East 33rd Street
Cleveland, OH 44114
(216) 361-0022

Regis Maintenance Contractors
900 S. Campbell Ave.
Chicago, IL 60612
(312) 733-4100

R M DeBraal & Son Inc.
1121 Aspen Rd.
Kohler, WI 53044

Rogers & Sons Construction, Inc.
4715 Euclid Ave.
East Chicago, IN 46312
(219) 397-8819

RTW Refractory
3155 Broadway Avenue
Evansville, IN 47712
(812-468-4299

S.B.S. Constructors, Inc.
116 3rd Street
Evans City, PA 16033
(724) 816-7634

Sargent Electric Company
28th & Liberty Ave.
Pittsburgh, PA 15230
(412) 391-0588

Scheck Industrial Corporation
1079 Driessen Drive
Kaukauna, WI 54130
(618) 594-8190

Schmid Mechanical Company
207 N. Hillcrest Drive
Wooster, OH 44691
(330) 264-3633

Schweizer- Dipple, Inc.
7227 Division St.
Oakwood Village, OH 44146
(440) 786-8090

Senne Company
2001 NW Hwy 24
Topeka, KS 66618
(785) 235-1015

Simakas Company, Inc.
630 Route 228
Mars, PA 16046
(724) 625-3900

Soehnlén Piping
1400 W. Main St.,
Louisville, OH 44641
(216) 587-7214

Spartan Constructors
LLC PO Box 8651
Spartanburg, SC 29305
(864) 591-2002

Specialty Systems of Illinois
302 South Steel Avenue
Indianapolis, IN 46201
(317) 269-3600

Spirtas Wrecking Company
951 Skinker Pkwy
St Louis, MO 63112
(314) 862-9800

The State Group Industrial
(USA) Limited
13800 N. Highway 57
Evansville, IN 47725
(812) 868-5800

Sterling Boiler & Mechanical, Inc.
1420 Kimber Lane
Evansville, IN 47715
(812) 479-5447

Stevens Engineers & Constructors
7850 Freeway Circle
Middleburg Heights, OH 44130
(440) 234-7888

Sun Technical Services, Inc.
6490 S. McCarran Blvd., Ste. 6
Reno, NV 89509
(614) 716-3941

Technical Asbestos Control
P.O. Box 3340
Rock Island, IL 61204
(309) 786-2750

Technical Erectors Inc.
3130 Excelsior Blvd.
Minneapolis, MN 55416
(612) 285-6789

Tencon, Inc.
530 Jones Street
Verona, PA 15147
(412) 965-6489

Tesar Industrial Contractors, Inc
3920 Jennings Road
Cleveland, OH 44109
(216) 741-8008

Thornburgh Companies
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St Louis, MO 63139
(314) 644-5323

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P.O. Box 57
Norfolk, VA 23501

Tri Rivers Welding
19550 Pine Ridge Road
Hastings, MN 55033
(651) 437-9714

Tristan Fabricators
2500 Glenwood Drive
Grand Rapids, MN 55744
(218) 326-8466

Trivis Inc.
180 Chandalar Place Or.
Pelham, AL 35124
(205) 620-5787

Tron Mechanical, Inc.
338 W. Second St.
Mt. Vernon, IN 47620
(812) 383-4715

Truck Crane Service Co.
2875 Highway 55
Eagan, MN 55121
(651) 406-4949

United Construction Co., Inc.
P.O. Box 4859
Parkersburg, WV 26104
(304) 422-2141

White Construction, Inc.
P.O. Box 249
Clinton, IN 47842
(765) 832-8526

Union Midwest Inc.
3254 Highway UU
Union, MO 63084
(314) 583-8836

WI Power Constructors, LLC
P.O. Box 5287
Princeton, NJ 08543
(609) 720-2593

Union Power Constructors Inc.
2788 Circleport Dr.
Erlanger, KY 41018
(606) 283-1230

William T. Spaeder, Inc.
P.O. Box 10066, 1602 E. 18th St.
Erie, PA 16510
(814) 456-7014

UPC Services Inc.
281 Buttermilk Pike
Ft Mitchell, KY 41017
(859) 331-4443

Williams Plant Services LLC
2076 West Park Place
Stone Mountain, GA 30087
(770) 879-4000

Vic's Crane & Heavy Haul Inc.
3000 145th Street East
Rosemont, MN 55068
(651) 423-2317

Williams Refractory Setvice Inc.
28800 NE Colbern Rd.
Lee's Summit, MO 64086

Vidmar Iron Works Inc.
Box 507
Mountain Iron, MN 55768
(218) 735-82.28

WoH Construction ILLc
5630 SW Randolph
Topeka, KS 66609
(785) 862-2414

Wanzek Construction Inc.
P.O. Box 2019
Fargo, ND 58107

Wolin & Associates Inc.
1720 Fuller Rd. West
Des Moines, IA 50265
(515) 243-5191

Western Blow Pipe
5922 S. Broadway
79
St Louis, MO 63111
(314) 481-4111

Wrigley Mechanical Inc.
Box 1516
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(701) 235-7381

Work Force Energy
3675 Darlene Court, Ste. A
Aurora, IL 60504
(630) 869-0270

WSA Engineered Systems, Inc.
2018 S. 1st St.
Milwaukee, WI 53207
(414) 481-4120

Young Insulation Group
of St. Louis
1054 Central Industrial Dr
St Louis. MO 63110
(314) 776-1400

Zack Power & Industrial Co.
824 Morganza Rd.
Canonsburg. PA 15317
(724) 745-6321

GREAT LAKES

ARTICLES OF AGREEMENT

Index

Agreement Qualifications (Art. 30)	47
Agreement Modifications (Art. 30.4)	48
Annuity Program (Art. 22).....	33
Apprenticeship Program (Art. 21)	30
Apprenticeship Wage Scale (Art. 13.3)	20
Bond or Escrow Requirements (Art. 13.5)	22
Building and Training Fund (Art. 21.4).....	32
Campaign Assistance Fund (Art. 25).....	40
Contractor Directory	64
Development and Training Funds (Art. 24).....	38
Drug Screening (Art. 23.3)	34
Duration of Agreement	50
Functions of Management (Art. 18).....	28
Grievance and Arbitration Procedure (Art. 26)	42
Health and Welfare (Art. 19)	29
Helpers and Rates (Art. 13.5)	22
Holidays (Art. 9)	13
Hours of Work (Art. 7)	10
Job Notice (Art. 29)	46
Job Site Contracting (Art. 5).....	6
Jurisdictional Disputes (Art. 4.3)	4
Layoffs (Art. 14.3-14.5).....	24-25
Manual Assistance (Art. 4.6)	5
Medical Treatment and Examination (Art. 28).....	45
Minimum Pay and Reporting Time (Art. 11)	17
MOST (Art. 23)	34
NCA Work Rules (Apdx. "A").....	53
No Strike, No Lockout (Art. 31).....	48

Overtime (Art. 8)	12
Pay Day (Art. 14)	23
Pensions (Art. 20)	30
Piece Work, Limitation and Curtailment of Production (Art. 17) ...	28
Political Action Fund (Art. 25)	40
Preamble	1
Recognition (Art. 2)	3
Referral of Men (Art. 6)	7
Safety Measures (Art. 27)	44
Savings Plan (Art. 13.4)	21
Scope and Purpose of Agreement (Art. 1)	2
Selectivity (Art. 6.4)	8
Shifts (Art. 10)	13
Sick and Distressed Fund (Art. 25)	40
Signatory Employers	64
Small Boiler & Repair Addendum (Apdx. "B")	55
Stewards (Art. 15)	25
Subsistence – Local Lodges 27, 83, 107 and 647 (Art. 12.2)	19
Supervision (Art. 16)	26
Testing or Start Up (Art. 4.5)	5
Tool Room (Art. 4.4)	5
Trade Jurisdiction and Work Classification (Art. 4)	4
Transfer of Employees (Art. 6.5)	8
Transportation Expense and Subsistence (Art. 12)	18
Travel Expense – Locals 374 and 744 (Art. 12.1)	18
Union Directory	63
Union Representation and Access to Jobs (Art. 15)	25
Union Security (Art. 3)	4
Vacation Fund (Art. 13.32)	20
Wages (Art. 13)	19
Welder Certification (Art. 32)	50
Work Assignment (Art. 4.3)	4
Work Rules (Apdx. "A")	53