

**ASSOCIATED GENERAL CONTRACTORS  
OF ALASKA**

**And  
THE ALASKA REGIONAL COUNCIL OF CARPENTERS**

**AND ITS AFFILIATED LOCAL UNIONS**

**JULY 1, 2011 – June 30, 2014**

**Table of Contents**

	<b>Page</b>
Preamble.....	1
Carpenters and Piledrivers Jurisdiction .....	1
Witnesseth Purpose of this Agreement .....	1
<b>ARTICLE 1</b> Parties and Territory Affected.....	<b>2</b>
Section 1 Parties.....	2
Section 2 Union Recognition and Employee Coverage .....	2
Section 3 Subcontracting .....	2
Section 4 Favored Nations.....	3
Section 5 Effect of other Agreements .....	4
<b>ARTICLE 2</b> Duration, Modification and Changes.....	<b>4</b>
Section 1 Duration, Modification and Changes.....	4
<b>ARTICLE 3</b> Reopener .....	<b>4</b>
Section 1 If Invalidated by Court .....	4
Section 2 Request to Reopen Selected Article(s).....	5
<b>ARTICLE 4</b> Hiring of Craft Persons.....	<b>5</b>
Section 1 Requesting Manpower .....	5
Section 2 Responsible Representatives.....	5
Section 3 Hiring Hall .....	5
Section 4 Drug-Free and Alcohol-Free Workplace.....	6
a) Drug-Free and Alcohol-Free Workplace .....	6
b) Drug and Alcohol Screening .....	6
Section 5 Referral of Workers.....	6
Section 6 Referral Disputes .....	7
Section 7 State or Federal Law .....	7
Section 8 Hold Harmless – Indemnification.....	7
<b>ARTICLE 5</b> Union Membership .....	<b>7</b>
<b>ARTICLE 6</b> Jurisdictional Disputes.....	<b>8</b>

ARTICLE 7	Grievances .....	8
Step 1	Notice .....	8
Step 2	Investigation, Cooperative Discussion .....	8
Step 3	AGC Mediation (Non-Binding) .....	9
Step 4	Board of Conciliation (Binding) .....	9
ARTICLE 8	Hours of Work and Overtime .....	10
Section 1	Hours of Work .....	10
Section 2	Overtime Rates .....	10
Section 3	Sundays and Holidays .....	11
Section 4	Multiple Shifts .....	11
Section 5	Dewatering and Weather Protection .....	11
Section 6	Time Worked .....	11
Section 7	Tide Work .....	12
Section 8	Show Up Guarantee .....	12
Section 9	Meals and Meal Periods .....	12
ARTICLE 9	Holidays .....	13
ARTICLE 10	Working Rules .....	13
Section 1	Working Rules .....	13
Section 2	Foremen .....	14
Section 3	Termination .....	15
Section 4	Pay Day .....	15
Section 5	Payment of Wages upon Termination .....	15
Section 6	Payroll Week .....	16
Section 7	Itemize Deductions of Paycheck .....	16
ARTICLE 11	Miscellaneous Conditions .....	16
Section 1	Employer Required Physicals .....	16
Section 2	Background Check .....	16
Section 3	Lost-Time and Accidents .....	16
Section 4	Injured Person to get Priority for Rehire .....	17
Section 5	Change in Policy .....	17
Section 6	Absenteeism .....	17
Section 7	Pre-Job Conference .....	17
Section 8	Jurisdictional Flexibility and Intercraft Transfer .....	17
Section 9	Request by Authorized Union Representative .....	18
Section 10	Request for Information and Reports .....	18
ARTICLE 12	Union Representation .....	18
Section 1	Admission to Job .....	18
Section 2	Job Steward .....	18
ARTICLE 13	Subsistence and Quarters .....	19
Section 1	Employer Provided Camp or Suitable Accommodations .....	19
Section 2	Per-Diem .....	19
Section 3	Remote Area Residents .....	20
Section 4	Sanitation .....	20
Section 5	Board and Lodging for Injured Employees .....	20
Section 6	Remote Sites .....	20

ARTICLE 14	Transportation, Travel Expense and Travel Time.....	20
Section 1	Transportation to the Site.....	20
Section 2	Transportation from the Site.....	21
Section 3	Established Point of Pickup.....	21
Section 4	Death and Return of Deceased.....	21
ARTICLE 15	Transportation of Tools and Personal Effects .....	22
Section 1	Transportation of Tools .....	22
Section 2	Personal Effects.....	22
ARTICLE 16	First Aid/CPR, Safety and Training.....	22
ARTICLE 17	Management Rights .....	23
Section 1	Employer Discretionary and Decision Making Rights .....	23
Section 2	Employer Assignment of Work.....	23
ARTICLE 18	Special Conditions.....	23
ARTICLE 19	Wages, Fringe Benefits, and Federal Davis-Bacon Projects .....	24
Section 1	Wages (Carpenters/Piledrivers/Divers) .....	24
	Piledriver Toxic Pay.....	24
	Piledriver Cell Work.....	24
	Certified Welders .....	25
Section 2	Carpenter and Piledriver Foreman/General Foreman and Working Foreman .....	26
Section 3	Diver Foreman and General Diving Foreman .....	26
Section 4	Apprentices .....	26
	a) Northern Carpenters Apprentices .....	26
	b) Southern and Southeast Carpenters Apprentices.....	27
	c) Piledrivers Apprentices.....	27
Section 5	Alaska Carpenters Health and Welfare Trust Fund .....	27
Section 6	Alaska Carpenters Defined Contribution Trust Plan .....	28
Section 7	Southern Alaska Carpenters Defined Benefit Plan .....	28
Section 8	Apprenticeship and Training Funds (Carpenters/Piledrivers).....	28
Section 9	Construction Industry Progress Fund (CIPF).....	29
Section 10	Alaska Carpenters Advancement Fund .....	30
Section 11	Contributions to Trusts .....	30
Section 12	Delinquent Contributions to Trust.....	30
Section 13	Dues Check-Off .....	30
Section 14	Davis-Bacon Projects.....	31
Section 15	Wage Rate Effective Period .....	31
ARTICLE 20	Diving Section .....	31
Section 1	Territory.....	31
Section 2	Work Claimed .....	32
Section 3	Diving Crews .....	32
Section 4	Diving Crews on Job, Duties and Working Rules .....	34
Section 5	General Diving .....	34
Section 6	Decompression .....	35
Section 7	Diving Safety .....	35

Section 8	Decompression Chamber Required .....	35
Section 9	Air Decompression Tables .....	36
Section 10	Warnings.....	36
Section 11	Divers Wage .....	36
	a) Minimum Hours of Pay .....	36
	b) Standby Rate.....	36
	c) Decompression Chamber .....	37
	d) Diving Crew Work or Standby Day Offshore.....	37
	e) Cook Inlet Tide Work.....	37
	f) Computing Divers "Wet" Pay for Cook Inlet.....	37
Section 12	Depth and Premium Money.....	38
Section 13	Tenders Wage Scale .....	39
Section 14	Helium-Oxygen Surface Diving With Wet Bell.....	39
Section 15	Helium-Oxygen Surface Diving Depth Pay .....	39
Section 16	Bell Diving and Total Saturation Diving .....	40
	a) Type of Work Covered .....	40
	b) Working Rules and Conditions .....	40
	1) Bounce or Short Duration Diving .....	40
	2) Saturation Diving .....	40
	c) Wages.....	40
	1) Offshore Standby and Maintenance.....	40
	2) Bell and Saturation Diving.....	41
	3) Diving Supervisor.....	41
	4) Manifold Operator .....	41
	WITNESS .....	41
	SIGNATURES.....	41