

TABLE OF CONTENTS

AGREEMENT

	Page
Preamble	1
Purposes	1
Article I Parties and Coverage	1
Section 1 Parties.....	1
Section 2 Union Recognition and Employee Coverage.....	1
Section 3 Effect Of Other Agreements	3
Section 4 Subcontracting-Uniform Conditions.....	3
Section 5 Favored Nations	4
Article II Hiring of Employees	4
Section 1 Hiring Hall	4
Section 2 Union Notification	5
Section 3 Selection Of Applicants	5
Section 4 Employer Rejection Of Applicants.....	5
Section 5 Violation Of Hiring Hall.....	5
Section 6 Bona Fide Residents	5
a) Bona Fide Residents Request.....	5
Section 7 Posting Eligibility Of Work	6
Article III Hiring Hall Committee	6
Section 1 Creation Of Committee.....	6
Section 2 Powers Of Committee.....	6
Section 3 Employer Disputes.....	6
Section 4 Deadlocks.....	6
Article IV Union Security, Union Membership & Dues	7
Section 1 Union Shop	7
Section 2 No Stoppage or Slow up Of Work	7
Section 3 Checkoff Dues	7
Section 4 Discrimination Forbidden	8
Section 5 Job Steward.....	8
Section 6 Discipline	8
Section 7 Termination Of Ironworkers	8
Section 8 Union Obligation	9
Article V Grievance Procedure	9
Section 1 Grievance Procedure.....	9
Section 2 Arbitration Committee	10

TABLE OF CONTENTS

	Page
Article VI Jurisdictional Disputes.....	11
Section 1 Jurisdictional Disputes	11
Article VII Subsistence And Quarters, Travel To And From Point Of Pickup.....	12
Section 1 Employer Provided Camp or Suitable Accommodations	12
Section 2 Per-Diem	12
Section 3 Room and Board Not Part of Wages.....	12
Section 4 Transportation To Or From Point Of Pickup.....	13
Article VIII Transportation of Employees.....	13
Section 1 Transportation To The Site	13
Section 2 Transportation From The Site	13
Article IX Transportation Of Tools And Personal Effects	14
Section 1 Transportation Of Tools.....	14
Section 2 Personal Effects	14
Article X Health & Safety.....	14
Section 1 Health and Safety	14
Section 2 OSHA Requirements	14
Section 3 Disclaimer	15
Section 4 Drug-Free And Alcohol-Free Workplace	15
Article XI Return Of Remains In Event Of Death.....	15
Article XII Holidays	16
Article XIII Change In Classification Or Craft.....	16
Section 1 Work Outside Of Craft.....	16
Section 2 Work In Different Classification Within Craft	17
Article XIV Pay.....	17
Section 1 Regular Payday	17
Section 2 Payment Of Wages Upon Termination.....	18
Section 3 Termination for Cause	18
Section 4 Termination Slip	18
Section 5 Itemized Deductions	18
Article XV Union Admission To Job	19
Section 1 Authorized Representation.....	19
Section 2 Examination of Records.....	19

TABLE OF CONTENTS

	Page
Article XVI	Wages.....19
Section 1	Public Works Projects - Davis Bacon Act And Related Statutes.....19
Section 2	Private Works Projects.....20
Section 3	Wages (See Schedule A).....20
Article XVII	Hours Of Work/Overtime/Shifts.....20
Section 1	Normal Work Day & Week20
Section 2	Starting Time20
Section 3	Overtime Rates.....21
Section 4	Two-Shift Operations.....21
Section 5	Three-Shift Operations.....21
Section 6	Multiple Shifts21
Section 7	Tide Work22
Article XVIII	Pay Guarantees.....22
Section 1	Pay For Actual Time Worked22
Section 2	Show-Up Guarantee.....22
Section 3	Work Injuries22
Section 4	Call-Back Guarantee.....22
Article XIX	Meal Periods, Continuous Operations, Coffee Break.....23
Section 1	Meal Periods23
Section 2	When Employer Is Engaged In Continuous Operations23
Section 3	Coffee Break.....23
Article XX	Fringe Benefits.....23
Section 1	(See Schedule A).....23
Section 2	Contributions to Trusts23
Article XXI	Foreman24
Article XXII	Pre-Job Conference24
Section 1	Pre-Job Conference24
Section 2	Notification To Subcontractor24
Article XXIII	Miscellaneous Provisions.....24
Section 1	Change In Policy.....24
Section 2	Work By Supervisors.....24
Section 3	Pre-Employment Immunizations And Physicals25
Section 4	Certified Stick or Wire Welder25
Section 5	Injured Person To Get Priority For Rehire25
Section 6	Severability Clause25
Section 7	Transportation In Aircraft.....26
Section 8	Joint Venture.....26

TABLE OF CONTENTS

	Page
Article XXIV Strikes And Lockouts.....	26
Section 1 No Strikes/No Lockouts.....	26
Section 2 Responsibility	26
Section 3 Judicial Remedies	26
Section 4 Violation Of Any Provision Of This Article.....	26
Article XXV Management Rights	27
Section 1 Discretionary and Decision Making Rights.....	27
Section 2 Background Check.....	27
Article XXVI Special Conditions	27
Article XXVII Joint Labor-Management Committee.....	27
Article XXVIII Duration, Modifications, And Changes	28
Section 1 Term Of Agreement.....	28
Section 2 Reopener	28
Section 3 Termination Of Agreement.....	28
Section 4 Federal Health Care Reform Legislation	28
Section 5 Execution Of Agreement	28
In Witness Whereof	29