

CONSTRUCTION AGREEMENT - PMC / UA 190 Agreements



Update names of both organizations in contract. Make all necessary wording, numbering, etc., changes on new contract verbiage. Update Committee Members names, contract dates, etc.

1. **Article III - CONTRACTOR'S RESPONSIBILITIES - K. - Add:** *When transportation is provided, employees will be at the designated area early enough to be transported to the site by the official starting time, and not leave their work area for transportation until the designated quitting time.*

2. **Article VI - WORKING CONDITIONS - Additional Language**
 - A. *All journeymen will have 8 unpaid hours of upgrade training per year:*
 1. *Journeymen who have acquired more than the 8 hours may be given preferential consideration for hire.*

3. **Article VI - WORKING CONDITIONS – D – Shift Work - Revision:** *Change any references to extra time (7 ½ hours work for 8 hours pay) to dollar amount. Amount to be determined after new Base Rate Agreed to*

4. **Article VI - WORKING CONDITIONS - VI – D - Additional Language:** *"To assist with the UA 190 member receiving a full weeks' check, when mutually agreed upon by the contractor and UA 190 the contractor may use Saturday as a make-up day at straight time. Employees who choose not to work on Saturdays will not be disciplined by the employers."*

5. **Article V – FRINGE BENEFITS ADMINISTRATION – Additional Language**
 - A. *Create a "Market Recovery Fund" Contractor contribution of \$.03 per hour, Labor contribution of \$.03 per hour. To be used for the advancement of our business image*

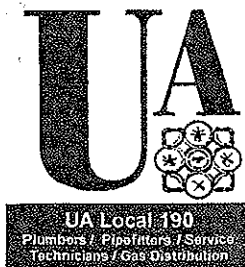
6. **Article VIII – SUPERVISION – Revision –** *Increase Foreman Minimum to \$2.25 – Supervisor Minimum to \$ 3.00.*

7. **Article X – Apprentice – E. Revise Language:** *Change to Read: "The Contractor may employ one (1) apprentice when four (4) journeymen covered by this Agreement are in their employ and one (1) additional Apprentice for each increment of four (4) journeymen steadily employed."*

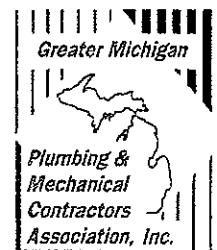
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8. **Article X – Apprentice - Add - F.** *There will be no Defined Benefit Pension for new apprentices, but \$4.00 per hour will be deposited into a 401 (k) for the term of their apprenticeship. Apprentices when they become journeymen will then begin as participants in the Defined Benefit Fund. Change contingent upon approval of Fringe Benefit Trustees*



SERVICE AGREEMENT - PMC / UA 190 Agreements



1. **Memorandum of Understanding – Service Work – Have meetings and documents to present by November 30, 2008.**
2. **Article I - K. – Revise to read** - Local 190 service employees will attend education courses and will be required to have a minimum of sixteen (16) hours of upgrade training per year, unpaid, with enforcement assistance from UA 190 officials. The training fund may pay tuition and other related costs for trade related instruction.
3. **Article I - G.** The Contractor will furnish all necessary vehicles in these classifications. **Add – Employees will not utilize company vehicles for personal use.**
4. **Article I - Drop L.** – Redundant also in N.
5. **Article I – N – Revise** - A contractor may hold company meetings once a month. Employees will attend, unpaid, outside of normal working hours with enforcement assistance from UA 190 officials.
6. **Article I – A.** The regular hours of work for which regular rates shall apply shall be ten (10) hours Monday through Friday and shall fall within the period from ~~6:00 AM to 8:00 PM~~ **7:00 AM to 7:00 PM,**
7. **Article IX - Management Rights (Master Contract Addition) –** Any GPS reports on UA 190 members will be shared with member involved in GPS report, upon member's request. Member and Union Hall will be notified on GPS installations.