

# 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

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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**

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:

1 **ARTICLE I**

2 **SCOPE AND PURPOSE OF AGREEMENT**

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

8 Lodge 27, St. Louis, Missouri  
9 Lodge 83, Kansas City, Missouri  
10 Lodge 107, Milwaukee, Wisconsin;  
11 Lodge 374, Hammond, Indiana;  
12 Lodge 647, Minneapolis, Minnesota; and,  
13 Lodge 744, Cleveland, Ohio.

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

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

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



**ARTICLE 2**  
**RECOGNITION**

1  
2  
3       The Employer recognizes the Union as the  
4 sole and exclusive bargaining representative for  
5 all Boilermaker and Blacksmith journeymen,  
6 apprentices, and construction Boilermaker  
7 helpers in the employ of the Employer with  
8 respect to wages, hours, and other terms and  
9 conditions of employment herein expressed in  
10 the performance of all work coming within the  
11 terms of this Agreement subject to the provisions  
12 of existing laws. The Employer agrees that, upon  
13 the Union's presentation of appropriate evidence  
14 of majority status among its employees in the  
15 bargaining unit of the Employer covered by this  
16 collective bargaining agreement, the Union shall be  
17 voluntarily recognized as the exclusive collective  
18 bargaining agent under Section 9(a) of the NLRA  
19 for all employees within the bargaining unit of the  
20 Employer on all job sites within the jurisdiction of  
21 this Agreement. In the event of such a showing, the  
22 Employer expressly waives any right to condition  
23 voluntary recognition on the Union's certification  
24 by the NLRB following an NLRB election, unless a  
25 representation petition has been filed by a Petitioner  
26 other than the Employer prior to the Employer's  
27 voluntary 9(a) recognition. The Employer expressly  
28 waives the right to seek an NLRB election during  
29 the term of this contract, or any right to abrogate or  
30 repudiate this contract during its effective term.

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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.

**ARTICLE 6**  
**REFERRAL OF MEN**

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2  
3       **Art. 6.1** The referral system shall comply with  
4 the National Uniform Referral Standards and any  
5 revisions thereto.

6       **Art. 6.2** The Employer shall, under the  
7 terms of this Agreement, request the Union  
8 to furnish all competent, drug screened, and  
9 qualified Field Construction Boilermakers,  
10 Boilermaker Apprentices and other applicable  
11 classifications in the area agreement. The  
12 Employer, in requesting the Union to furnish  
13 such applicants, shall notify the Union either  
14 through the MOST Boilermaker Delivery System,  
15 in writing, or by telephone, stating the location,  
16 starting time, approximate duration of the job, the  
17 type of work to be performed and the number of  
18 workmen required. The Employer shall have the  
19 right to reject any job applicant referred by the  
20 Union who has not satisfactorily completed a MOST  
21 ten (10) hour safety training class or equivalent,  
22 provided the Employer stipulates this as a condition  
23 of employment. This stipulation should be reduced  
24 to writing as soon as practical by the Employer and  
25 provided to the Union for their records.

26       **Art. 6.3** In the event the Union knows it is  
27 unable to fill a requisition for applicants within  
28 two business days prior to the employees'  
29 required start date, the Employer may employ  
30 applicants from any other available source.  
31 Any Employer who brings in applicants un-  
32 der the forty-eight (48) hour rule must notify  
33 the local union within forty-eight (48) hours

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

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

**ARTICLE 7**  
**HOURS OF WORK**

1  
2  
3       **Art. 7.1** Eight (8) consecutive hours per day  
4 (exclusive of lunch period) shall constitute a day's  
5 work between the hours of 7:00 a.m. and 5:00 p.m.  
6 Forty (40) hours per week, Monday through Friday  
7 inclusive, shall constitute a week's work.

8       **Art. 7.2** The Employer has the option of estab-  
9 lishing a four (4) ten-hour shift exclusive of the  
10 thirty-minute unpaid lunch period at the straight  
11 time wage rate. The starting time shall be between  
12 7:00 a.m. and 8:00 a.m. Forty hours per week shall  
13 constitute a week's work, Monday through Thurs-  
14 day. In the event a job is down due to weather con-  
15 ditions, holiday, or other conditions beyond the  
16 control of the Employer, then Friday may, at the op-  
17 tion of the Employer, be worked as a make-up day  
18 at the straight time wage rate. If Friday is sched-  
19 uled as a make-up day, a minimum of eight hours  
20 will be scheduled and worked, weather permitting.  
21 Straight time is not to exceed ten hours a day or  
22 forty hours per week. The Employer will designate  
23 starting time; the Union will be advised of the start-  
24 ing time.

25       This provision requires mutual agreement  
26 between the Union and Employer representatives  
27 for jobs lasting two (2) weeks or less.

28       **Art. 7.2.1** An Employer may establish two four-  
29 day, ten-hour shifts at the straight time wage rate,  
30 Monday through Thursday. These shifts are exclu-  
31 sive of the thirty-minute lunch period. The day shift  
32 shall work four days at ten hours for ten hours pay per  
33 day. The second shift shall work four days at nine-



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.

1 **ARTICLE 9**

2 **HOLIDAYS**

3 **Art. 9.1** The following holidays shall be  
4 observed: New Year's Day, Decoration Day, I  
5 ndependence Day, Labor Day, Thanksgiving, the  
6 day after Thanksgiving, and Christmas. No work  
7 shall be performed on Labor Day and Christmas  
8 except for the preservation of life and property.  
9 If any of these listed holidays falls on Sunday, the  
10 following Monday shall be observed as the holiday.  
11 If any of the listed holidays falls on Saturday, the  
12 preceding Friday shall be observed as the holiday.

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

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

19 **ARTICLE 10**

20 **SHIFTS**

21 **Art. 10.1** The starting time of the first or day  
22 shift shall be between 7:00 a.m. and 8:00 a.m.; the  
23 starting times of the second shift and third shift  
24 shall be adjusted accordingly. The foregoing start-  
25 ing times may be changed when mutually agreed to  
26 between the Employer and the Business Manager  
27 of the lodge having jurisdiction of the job.

28 **Art. 10.2** When two (2) or three (3) shifts are  
29 worked, the first or day shift shall be established  
30 on an eight-hour (8) basis; the second shift shall  
31 be established on a seven-and-one-half (7 1/2) hour  
32 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
<b>Art. 10.13</b>				
<b>8-HOUR SHIFT BASIS:</b>				
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
<b>Art. 10.22</b>				
<b>9-HOUR SHIFT BASIS:</b>				
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
<b>Art. 10.32</b>				
<b>10-HOUR SHIFT BASIS:</b>				
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
<b>Art. 10.42</b>				
<b>12-HOUR SHIFT BASIS:</b>				
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

1 **ARTICLE 11**

2 **MINIMUM PAY AND REPORTING TIME**

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

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

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

1       **Art. 11.4** The Employer’s representative shall  
2 determine when weather conditions on the job  
3 are such that the men shall or shall not work.  
4 Employees not reporting for work because of  
5 inclement weather will not be discriminated against.

6       **Art. 11.5** All one-day jobs on first shift shall  
7 require a minimum of eight hours pay at the appli-  
8 cable rate.

9   **ARTICLE 12**

10                                   **TRANSPORTATION EXPENSE AND SUBSISTENCE**

11       **Art. 12.1 Local Lodges 374 and 744 Travel Expense.** At  
12 the beginning and conclusion of their employment,  
13 where a job is located outside of the 30 mile zone  
14 of each Lodge dispatch office, all Boilermaker  
15 employees shall be paid the published amount  
16 allowable by the IRS per mile transportation expense,  
17 from the Lodge dispatch office to the job, over the  
18 most direct main traveled route, plus any tolls. In  
19 order to qualify for transportation in accordance with  
20 the provisions of this Article, it is understood that all  
21 employees, unless transferred or released sooner (at  
22 the option of the Employer): (1) must remain at work  
23 at least ten (10) working days or (2) in case of jobs  
24 of less than ten (10) working days, they must remain  
25 on the job for the duration thereof. An exception to  
26 the foregoing would be an employee who quits a job  
27 shall not be entitled to return transportation expense.  
28 Any dispute arising as to the proper application of  
29 this provision shall be considered as a grievance  
30 subject to handling under the grievance machinery  
31 herein provided.



1 **Art. 12.2 Local Lodges 27, 83, 107 and 647**  
2 **Subsistence.** Addendums A-1, A-2 and A-3  
3 between the Chairman of the Agreement and Local  
4 Lodges 27, 83, 107 and 647.

5 **ARTICLE 13**  
6 **WAGES**

7 **Art. 13.1** Effective January 1, 2020, the  
8 employer shall pay and the employees covered  
9 by the terms of this agreement shall accept the  
10 following minimum wage scales when employed in  
11 the geographical jurisdiction of the following Local  
12 Unions:

	<b>General Foreman</b>	<b>Foreman</b>	<b>Journeyman</b>
15 Local 27	\$42.87	\$40.87	\$37.87
16 Local 83	\$45.77	\$43.77	\$40.77
17 Local 107	\$43.27	\$41.27	\$38.27
18 Local 374	\$43.53	\$41.53	\$38.53
19 Local 647	\$44.69	\$42.69	\$39.69
20 Local 744	\$43.85	\$41.85	\$38.85

21 The following package increases have been  
22 agreed to and shall be allocated by the  
23 union prior to January 1 of each year:

	<b>2021</b>	<b>2022</b>
25 Local 27	\$1.60*	\$1.55*
26 Local 83	\$1.55*	\$1.55*
27 Local 107	\$1.70*	\$1.70*
28 Local 374	\$1.50*	\$1.50*
29 Local 647	\$1.70*	\$1.70*
30 Local 744	\$1.50*	\$1.50*

31 \* To be allocated  
32

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

2	<b>Apprenticeship</b>		<b>% of Journeyman</b>	
3	<b>Period</b>		<b>Rate</b>	
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 Vac-  
23 ation Trust and all amendments now or hereafter ap-  
24 proved 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  
30 journeymen, will not be allowed to employ  
31 Boilermaker helpers.

1        **Art. 13.5.2** When qualified Boilermakers and/  
2 or apprentices are on the local out-of-work list and  
3 are willing and available to accept the referral offer,  
4 Boilermaker helpers shall not be referred to the job  
5 until the out-of-work list is exhausted. However, by  
6 mutual consent, apprentices and helpers may com-  
7 prise thirty percent (30%) of the work force on cer-  
8 tain work.

9        **Art. 13.5.3** Addendum C will contain specific  
10 helper criteria for Local 647.

11        **Art. 13.6** Addendum B will contain a certified  
12 pressure welder rate for Local 647.

13                                      **ARTICLE 14**  
14                                      **PAY DAY**

15        **Art. 14.1** Employees shall be paid week-  
16 ly on a designated day during working hours  
17 and in no case shall more than three (3) days be  
18 held back in any one-payroll period. Failure  
19 to pay wages during working hours on speci-  
20 fied day, employees shall receive overtime  
21 for waiting.

22        **Art. 14.1.1** The Employer may offer a direct de-  
23 posit option through Bank of Labor, or any other  
24 financial institution of the employee's choice, that  
25 is voluntary to the employee.

26        **Art. 14.2** Every employee working under this  
27 Agreement will be furnished on the stub of his pay-  
28 check or pay envelope a record of all hours worked  
29 showing all deductions separately and indicate clearly  
30 what they are for (excluding Boilermaker-Black-  
31 smith Pension, Boilermaker Health and Welfare,

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           **Art. 15.5** Upon presentation of a signed  
2 authorization card, the obtaining of which  
3 shall be the responsibility of the Union, the  
4 Employer shall withhold field dues and dues to  
5 affiliated organizations if applicable, and submit  
6 same to the local union office having jurisdiction  
7 no later than thirty (30) days after the end of the  
8 month in which the dues accrued. The Union holds  
9 the Employer harmless and agrees to defend the  
10 Employer fully in any litigation resulting from this  
11 activity that is deemed to be a service to the Union by  
12 the Employer.

13           **Art. 15.6** In order to expedite the dispatching of  
14 applicants as provided under Article 6, the Union  
15 office, when practical, will be notified at least four  
16 (4) hours in advance of the names of the employees  
17 to be laid off and the reason for the lay off.

18           **Art. 15.7** When layoffs occur, the steward will  
19 be the last employee laid off providing he is capable  
20 of performing the remaining work.

21                                   **ARTICLE 16**  
22                                   **SUPERVISION**

23           **Art. 16.1** The selection and number of  
24 foremen and general foremen shall be entirely  
25 the responsibility of the Employer. It is  
26 understood that in the selection of foremen and  
27 general foremen, the Employer will give first  
28 consideration to the qualified men available in the  
29 local area without persuading any employees  
30 to leave one Employer for another. The  
31 Employer shall have the right to send general



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.

**ARTICLE 19**  
**HEALTH AND WELFARE**

**Art. 19.1** The Employer shall pay, for each hour worked, the following contributions to the Boilermakers National Health and Welfare Fund for each Boilermaker employee working in the geographical jurisdiction of the local unions listed below. The hourly contributions are based on hours paid.

	<b>Effective</b>
	<b>01/01/20</b>
<b>Local Lodge</b>	
Local 27	\$7.07
Local 83	\$7.07
Local 107	\$7.07
Local 374	\$7.07
Local 647	\$7.07
Local 744	\$7.07

Finally, the Employer agrees to and shall be bound by the Trust Agreement creating the Boilermakers National Health and Welfare Fund 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.

**Art. 19.2 Supplemental Health and Welfare Trusted Agreement for Retired Members.** Reference Trust and Plan documents for each Local Lodge.

1 **ARTICLE 20**

2 **PENSIONS**

3 The Employer shall pay, for each hour paid, the  
4 following contributions to the Boilermaker-Black-  
5 smith National Pension Trust for each Boilermaker  
6 employee working in the geographical jurisdiction  
7 of the local unions listed below. The hourly contri-  
8 butions are based on hours paid.

9		<b>Effective</b>
10	<b>Local Lodge</b>	<b>01/01/20</b>
11	Local 27	\$17.77
12	Local 83	\$15.10
13	Local 107	\$16.65
14	Local 374	\$16.51
15	Local 647	\$15.00
16	Local 744	\$16.39

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

24 **ARTICLE 21**

25 **APPRENTICESHIP PROGRAM**

26 **Art. 21.1** The Employer, for all employ-  
27 ees covered by this Agreement, shall pay, for  
28 each hour worked, the following contribu-  
29 tions to the Great Lakes Apprenticeship Fund  
30 for work performed in the jurisdiction of the  
31 following Locals:

		<b>Effective</b>	<b>Effective</b>	<b>Effective</b>
	<b>Local Lodge</b>	<b>01/01/20</b>	<b>01/01/21</b>	<b>01/01/22</b>
1				
2				
3	Local 27	\$0.41	\$0.42	\$0.43
4	Local 107	\$0.41	\$0.42	\$0.43
5	Local 374	\$0.41	\$0.42	\$0.43
6	Local 647	\$0.41	\$0.42	\$0.43
7	Local 744	\$0.41	\$0.42	\$0.43
8	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.

	<b>Effective</b>
<b>Local Lodge</b>	<b>01/01/20</b>
Local 744*	\$0.40

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.

	<b>Effective</b>
<b>Local Lodge</b>	<b>01/01/20</b>
Local 27	\$6.00
Local 83	\$5.18
Local 107	\$4.42
Local 374	\$5.02
Local 647	\$5.00
Local 744	\$5.86

1 The Employer agrees to and shall be bound  
2 by the Trust Agreement creating the National  
3 Annuity Trust and all amendments now or hereafter  
4 approved by the Board of Trustees. Said Agreement  
5 and amendments are incorporated by reference and  
6 made a part of this Agreement as if affixed hereto.

7 **ARTICLE 23**  
8 **MOST**

9 **Art. 23.1** Effective January 1, 2011 the  
10 Employer agrees to contribute the apprenticeship  
11 contribution rate established in Article 21 plus  
12 thirty-four cents (\$0.34) per hour worked to the  
13 Mobilization, Optimization, Stabilization, and  
14 Training (MOST) Program. The Employer agrees  
15 to and shall be bound by the Trust Agreement  
16 creating the Mobilization, Optimization,  
17 Stabilization, and Training Program and all  
18 amendments now or hereafter approved by the  
19 Board of Trustees. Said Agreement and amend-  
20 ments are incorporated by reference and made a  
21 part of this Agreement as if affixed hereto.

22 **Art. 23.2** Any increases or decreases after  
23 July 1, 2000 shall be implemented on the first day  
24 of the month following notification from MOST to  
25 the Co-Chairmen of the Great Lakes Articles  
26 of Agreement.

27 **Art. 23.3** The Great Lakes Employers and  
28 the Union each recognize the need to promote  
29 construction job site safety and to contribute  
30 to the reduction or elimination of industrial  
31 accidents and unhealthy environmental conditions  
32 at work sites on a day-to-day basis. In recognition



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	<b>Local Lodge</b>	<b>Effective</b>
27		<b>01/01/20</b>
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 trusted  
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 ten 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.

**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.

<b>Local Lodge</b>	<b>Effective 07/01/04</b>
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.

	<b>Effective</b>		
<b>Local Lodge</b>	<b>01/01/20</b>	<b>01/01/21</b>	<b>1/01/22</b>
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.

**ARTICLE 27**  
**SAFETY MEASURES**

1  
2  
3       **Art. 27.1** All work of the Employer shall  
4 be performed under mutually approved safety  
5 conditions which must conform to State and  
6 Federal regulations. However, as required by law,  
7 it is the Employer's responsibility to provide a safe  
8 and healthy work place.

9       **Art. 27.2** A warm, clean, dry place, shielded  
10 from dust, shall be provided for employees to  
11 change their clothes and eat lunches. Properly  
12 cooled drinking water and reasonable sanitary  
13 facilities, properly maintained, will be made  
14 available. Attempts will be made to obtain the use  
15 of the customer's toilet and wash facilities. Upon  
16 failure to gain the use of the customer's facilities,  
17 when practical, the Employer shall, where access  
18 to running water and a sewer is possible, provide a  
19 means of wash up. Hand soap or similar cleansing  
20 agents shall be provided, including paper hand  
21 towels or sections thereof. Where pre-bid meetings  
22 are held with the customer, the use of owner  
23 facilities shall be requested.

24       **Art. 27.3** Scaffolding, staging, walks, ladders,  
25 gangplanks, and other safety equipment shall be  
26 provided where necessary and shall be constructed  
27 in a safe and proper manner by competent  
28 mechanics. No reinforcing rod of any size or type  
29 shall be used in any of the above safety equipment.

1           **Art. 27.4** In addition to the Employer being  
2 required to furnish adequate safety measures  
3 and equipment, it shall be a requirement of the  
4 employees to conform to safety regulations and  
5 measures as provided.

6           **Art. 27.5** Welders shall be furnished suitable  
7 replacement of welding gloves when employed as  
8 a welder. When a welder is required to use heliarc  
9 equipment, he shall be furnished a light glove that  
10 does not restrict his movements. Suitable leathers  
11 will be made available on the job for welders' use  
12 when, at the discretion of the superintendent and  
13 foreman, they are necessary for welders' safety  
14 and protection. Such suitable leathers shall be the  
15 property of the Employer.

## 16                                   **ARTICLE 28**

### 17                               **MEDICAL TREATMENT AND EXAMINATION**

18           **Art. 28.1** Employees actually at work and who  
19 are required to take time off from their employment  
20 during working hours to secure treatment because  
21 of injuries or sickness arising out of and in the  
22 course of their employment shall receive pay for  
23 such time plus necessary travel expenses incurred  
24 providing he has a doctor's certificate from  
25 Employer's designated doctor showing time he  
26 reported for treatment and length of time required  
27 for such treatment. Should an employee become  
28 ill or injured on a job, the job superintendent shall  
29 designate a man to accompany the man to his local  
30 residence, hospital, or for necessary treatment. In

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.

**ARTICLE 30**  
**AGREEMENT QUALIFICATIONS**

1  
2

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

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

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

1           **Art. 30.4** Any article or articles of this  
2 Agreement, for a particular job or project, may  
3 be modified by mutual agreement between  
4 the Business Manager and the Employer. Any  
5 such agreement shall be reduced to written  
6 form, signed by both parties and in the hands of  
7 the Chairman of both Union and Employer  
8 committees, when practical to do so, before  
9 the commencement of any work at the job  
10 or project.

11                                   **ARTICLE 31**  
12                                   **NO STRIKE, NO LOCKOUT**

13           **Art. 31.1** During the term of this Agreement,  
14 there shall be no authorized strike by the Union  
15 or lockout by the Employer, provided the Union  
16 and the Employer abide by the provisions of the  
17 grievance machinery.

18           **Art. 31.2** In the event a strike occurs which is  
19 unauthorized by the Union, the Employer agrees  
20 that there shall be no liability on the part of the  
21 Union, its officers or agents, provided the Union  
22 shall, as soon as possible after notification by the  
23 Employer of a work stoppage, post notice at the job  
24 that such action is unauthorized by the Union, and  
25 promptly take steps to return its members to work.

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.

1 **ARTICLE 32**  
2 **WELDER CERTIFICATION**

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

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

10 **ARTICLE 33**  
11 **DURATION OF AGREEMENT**

12 This Agreement shall become effective  
13 January 1, 2020, and shall remain in full force and  
14 effect through Dec. 31, 2022, and shall remain  
15 in force and effect from year to year thereafter  
16 unless either party shall, at least sixty (60) days  
17 prior thereto, notify the other party in writing of  
18 desire to modify or terminate this Agreement. In the  
19 event such notice is given, the parties in accordance  
20 with the provisions of Article 30, Section 2, shall  
21 meet not later than fifteen (15) days after receipt  
22 of such notice. Should an understanding not be  
23 reached within thirty (30) days from the date such  
24 notice was filed, the procedure outlined in Section 8  
25 of the Labor Management Relations Act, 1947, will  
26 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

A handwritten signature in black ink, appearing to read "Eric Heuser", written over a solid horizontal line.

Eric Heuser, Chairman  
Hayes Mechanical

By

A handwritten signature in black ink, appearing to read "Tim Locke", written over a solid horizontal line.

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

**APPENDIX A**  
**NCA WORK RULES**

1  
2  
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.

1                                    **APPENDIX B**  
2                                    **SMALL BOILER AND REPAIR ADDENDUM**

3                    **App. B.1 Preamble**

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

10                WHEREAS, the International Brotherhood  
11 of Boilermakers, Iron Ship Builders, Blacksmiths,  
12 Forgers, and Helpers, and/or subordinate subdivi-  
13 sions thereof, embrace within its membership large  
14 numbers of qualified journeymen who have consti-  
15 tuted in the past, and continue to do so, a majority of  
16 the employees employed by the Employers herein;  
17

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

24                    **App. B.2 Scope and Purpose of Agreement**

25                **App. B.2.1** This Agreement shall apply to all  
26 Employer's work traditionally known as Small  
27 Boiler (all heating boilers and process boil-  
28 ers, 25,000 lbs. per hour or less) work and shall  
29 encompass all minor repair work done in the  
30 field including installation, maintenance, repair,  
31 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 Great  
Lakes 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, includ-  
27 ing all Federal, State, County, and City work of any  
28 nature shall be performed at the construction rate of  
29 pay set forth in the Great Lakes Articles of Agree-  
30 ment between Employers and the Union. However,  
31 where 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 913-371-2640  
International President  
753 State Avenue Ste 570  
Kansas City KS 66101

Lawrence J. McManamon 440-333-0300  
International Vice President  
18500 Lake Road Ste 210  
Rocky River OH 44116-1744

Local Lodge 27 314-421-3151  
1547 South Broadway  
St. Louis, MO 63104

Local Lodge 83 816-523-8300  
5910 E 86th Street  
Kansas City, MO 64138

Local Lodge 107 262-754-3167  
3185 Gateway Rd, Ste 200  
Brookfield WI 53045

Local Lodge 374 219-845-1000  
760 N Union Street  
Hobart, IN 46342

Local Lodge 647 763-712-9930  
9459 NW Hwy 10, Ste 105  
Ramsey MN 55303-7280

Local Lodge 744 216-241-2085  
1435 East 13th Street  
Cleveland OH 44114

## 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

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

Atlantic Plant  
Maintenance Inc.  
3225 Pasadena Blvd  
Pasadena. TX 77503  
(713) 7 40-8000

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

B & D Industrial  
Construction Inc  
9900 E. 56th St  
Raytown. MO64133  
(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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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  
P.O. 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 AMI LLC  
15705 S. US 169 Hwy.  
Olathe, KS 66062  
(913) 782-8500

Logan & Company  
P.O. Box 905  
Coffeyville, KS 67337

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 Gunite, 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 MN 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

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

Tidewater Construction Corp.  
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

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

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

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

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

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

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

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

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

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

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

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

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

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

Wrigley Mechanical Inc.  
Box 1516  
Fargo, ND 58107  
(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

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