

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS

GREAT LAKES

ARTICLES OF AGREEMENT

Effective January 1, 2026 Through December 31, 2028



GREAT LAKES

ARTICLES OF AGREEMENT



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

Effective January 1, 2026 through December 31, 2028



BOILERMAKER CREED

I AM A BOILERMAKER.

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

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

I SERVE A BROTHERHOOD WHOSE EXCEPTIONAL LEGACY SPANS OVER 130 YEARS. I HONOR THOSE WHO CAME BEFORE ME, MY MENTORS.

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

I RESPECT THEIR KNOWLEDGE, LEADERSHIP AND INTEGRITY.

I WILL SHOW UP ON TIME, READY TO WORK.

I WILL GIVE QUALITY WORK FOR QUALITY PAY.

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

I WILL BE RESPONSIBLE AND ACCOUNTABLE FOR MY ACTIONS.

I WILL DO IT RIGHT THE FIRST TIME.

I AM AN EXCELLENT PROBLEM SOLVER.

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

I AM CONSTANTLY LEARNING AND SHARING THAT KNOWLEDGE.

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

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

I AM PART OF A BROTHERHOOD.

I AM A BOILERMAKER.



GREAT LAKES

ARTICLES OF AGREEMENT

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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 maintained a mutually satisfactory bargaining relationship in the work area covered by collective agreements between them which have been in effect over a substantial period of years; and
- 3 WHEREAS, the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers and/or subordinate subdivisions thereof embrace within their membership large numbers of qualified journeymen who have constituted in the past, and continue to do so, a majority of the employees employed by the Employer herein:
- 4 NOW, THEREFORE, the undersigned Employer and Union, in consideration of the mutual promises and covenants contained herein, agree as follows:

ARTICLE 1

SCOPE AND PURPOSE OF AGREEMENT

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

Lodge 27, St. Louis, Missouri

Lodge 83, Kansas City, Missouri

Lodge 107, Milwaukee, Wisconsin

Lodge 374, Hobart, Indiana

Lodge 647, Minneapolis, Minnesota, and,

Lodge 744, Cleveland, Ohio.

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

Art. 1.3 It is hereby agreed by all parties that, in keeping with the intent of increasing productivity and placing both parties on a better competitive basis, that the negotiated and agreed upon work rules dated November 14, 2025 shall be incorporated as an integral part of this Agreement as expressed in Appendix "A".

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

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ARTICLE 2
RECOGNITION

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

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ARTICLE 3 UNION SECURITY

3 As of the effective date of this Agreement, all employ-
4 ees under the terms of this Agreement must be or be-
5 come members of the Union thirty days thereafter; the
6 employees hired after the effective date of this Agree-
7 ment shall be or become and remain members of the
8 Union thirty (30) days after their date of employment
9 in accordance with the provisions of the National La-
10 bor Relations Act. (This clause shall be effective only
11 in those states permitting Union Security.)

12

ARTICLE 4

13

TRADE JURISDICTION AND WORK CLASSIFICATION

14 **Art. 4.1** This Agreement, except as otherwise pro-
15 vided for herein, covers the working rules and condi-
16 tions of employment for all journeymen Boilermakers
17 and Blacksmiths, apprentices, and construction Boil-
18 ermaker helpers employed in the boilermaking, black-
19 smithing, welding, acetylene burning, riveting, chip-
20 ping, caulking, rigging, fitting-up, grinding, reaming,
21 impact machine operating, unloading and handling of
22 Boilermaker material and equipment, and such oth-
23 er work that comes under the trade jurisdiction of the
24 Boilermakers and Blacksmiths.

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

28 **Art. 4.3** In recognition of the work jurisdictional
29 claims, it is understood that the assignment of work
30 and the settlement of jurisdictional disputes with oth-

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

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

9 **Art. 4.5** When an Employer determines it is neces-
10 sary that work be performed that comes under the ju-
11 risdiction of Boilermaker during the testing or starting
12 up of Boilermaker equipment, there shall be a mini-
13 mum of two (2) boilermakers employed, one (1) shall
14 be the foreman and the other shall be a steward, both
15 of whom shall perform work as assigned.

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

24 **Art. 4.7** There shall be no work stoppage because of
25 jurisdictional disputes, except in the case of noncom-
26 pliance with Impartial Jurisdictional Dispute Board
27 and Appeals Board Rules. In such instance or in-
28 stances, specifically the International President of the
29 Union must approve any enforcement action taken. It
30 is understood, however, an Employer will not be con-
31 sidered as in noncompliance in the event another trade
32 or trades claims jurisdiction over work, in which case
33 it shall be considered a bonafide jurisdictional dispute.

ARTICLE 5

JOB SITE CONTRACTING

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

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

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ARTICLE 6 REFERRAL OF APPLICANTS

3 **Art. 6.1** The Employers and Union shall comply
4 with the National and Local Uniform Referral Stan-
5 dards and any revisions thereto.

6 **Art. 6.2** The Employer shall, under the terms of this
7 Agreement, request the Union to furnish all competent,
8 drug screened, and qualified Field Construction Boil-
9 ermakers, Boilermaker Apprentices and other applica-
10 ble classifications in the area agreement. The Employ-
11 er, in requesting the Union to furnish such applicants,
12 shall notify the Union either through the MOST Boil-
13 ermaker Delivery System, in writing (email or text),
14 or by telephone, stating the location, starting time, ap-
15 proximate duration of the job, the type of work to be
16 performed and the number of workers required.

17 **Art. 6.3** In the event the Union knows it is unable
18 to fill a requisition for applicants within two business
19 days prior to the employees' required start date, the
20 Employer may employ applicants from any other
21 available source. Any Employer who brings in appli-
22 cants under the forty-eight (48) hour rule must notify
23 the local union within forty-eight (48) hours of the ap-
24 plicants name, address, and Social Security number.

25 **Art. 6.4 Selectivity.** The first two employees on a job
26 shall be the foreman, selected by the Employer, and
27 the steward, as designated by the Union. The Employ-
28 er may then select the first twelve (12) Applicants,
29 additional applicants shall then be referred on a one
30 for one basis until the employer reaches twenty (20)
31 preferred applicants for employment from the Union
32 out-of-work list, regardless of their numerical position

1 on that list. These Boilermaker employees may be se-
2 lected from any one or combination of Boilermak-
3 er classifications under the terms of this Agreement
4 (i.e., journeyman, apprentice, and other applicable
5 classifications). Local apprentice referral ratios shall
6 be adhered to. Additional employees required for the
7 job will be obtained in accordance with the Referral
8 Rules.

9 **Art. 6.4.1** The Employer may utilize the provisions for
10 selectivity, but they shall not be allowed to exceed the
11 twenty (20) employee limit for any one job.

12 **Art. 6.5 Transfer of Employees.** The Employer may
13 transfer Boilermaker employees on their payroll
14 working under the terms of this Agreement from one
15 job to another job being worked under the terms of
16 this Agreement within the jurisdiction of the same lo-
17 cal lodge, provided that the number transferred shall
18 not exceed a total of twelve (12), consisting of a fore-
19 man and twelve (12) additional Boilermaker employ-
20 ees from any one classification or combination of
21 classifications under the terms of this Agreement (i.e.,
22 journeyman, apprentice, or other applicable classifica-
23 tions), local apprentice ratios shall be adhered to. The
24 Employer desiring to utilize this transfer provision
25 shall promptly notify the business manager of the lo-
26 cal lodge having jurisdiction giving the name, classifi-
27 cation, and Social Security number of each employee
28 to be transferred. The steward shall be selected by the
29 business manager from the lodge's out-of-work list,
30 or they may elect to transfer the steward from a job
31 which the same Employer is working under the terms
32 of this Agreement. After the foreman and the stew-
33 ard have been selected, the Employer may transfer

1 the remaining employees, not to exceed twelve (12).
2 Additional employees for the job will be obtained in
3 accordance with the Referral Rules.

4 **Art. 6.5.1** The Employer may utilize the provisions for
5 transferability, but they shall not be allowed to exceed
6 the twelve (12) employee limit for any one job.

7 **Art. 6.5.2** A transferred employee will be allowed to
8 be transferred back to the job they were transferred
9 from, provided the job they were transferred to has
10 been completed.

11 **Art. 6.5.3** Modification as to the selectivity and trans-
12 fer of Boilermakers beyond the limitations set forth
13 in this Article may be made by mutual consent of the
14 parties.

15 **Art. 6.5.4** The Employer shall determine the compe-
16 tency of all employees. The Employer shall determine
17 the number of Boilermakers required on a project and
18 shall select any employee or employees working un-
19 der the terms of this Agreement to be laid off regard-
20 less of membership or non-membership in the Union.

21

ARTICLE 7

22

HOURS OF WORK

23 **Art. 7.1** Eight (8) consecutive hours per day (exclu-
24 sive of lunch period) shall constitute a day's work be-
25 tween the hours of 7:00 a.m. and 5:00 p.m. Forty (40)
26 hours per week, Monday through Friday inclusive,
27 shall constitute a week's work.

28 **Art. 7.2** The Employer has the option of establishing
29 a four (4) ten (10) hour shift exclusive of the thirty (30)
30 minute unpaid lunch period at the straight time wage

1 rate. The starting time shall be between 7:00 a.m. and
2 8:00 a.m. Forty (40) hours per week shall constitute a
3 week's work, Monday through Thursday. In the event
4 a job is down due to weather conditions, holiday, or
5 other conditions beyond the control of the Employ-
6 er, then Friday may, at the option of the Employer, be
7 worked as a makeup day at the straight time wage rate.
8 If Friday is scheduled as a make-up day, a minimum of
9 eight (8) hours will be scheduled and worked, weath-
10 er permitting. Straight time is not to exceed ten (10)
11 hours a day or forty (40) hours per week. The Em-
12 ployer will designate starting time; the Union will be
13 advised of the starting time. This provision requires
14 mutual agreement between the Union and Employer
15 representatives for jobs lasting two (2) weeks or less.

16 **Art. 7.2.1** An Employer may establish two four (4)
17 day, ten (10) hour shifts at the straight time wage rate,
18 Monday through Thursday. These shifts are exclusive
19 of the thirty (30) minute lunch period. The day shift
20 shall work four (4) days at ten (10) hours for ten (10)
21 hours pay per day. The second shift shall work four
22 (4) days at nine-and-one-half (9.5) hours for ten (10)
23 hours pay per day. In the event the job is down due to
24 weather conditions, or a holiday, or other conditions
25 beyond the control of the Employer, then Friday may,
26 at the option of the Employer, be worked as a make-
27 up day at the straight time wage rate. Straight time is
28 not to exceed ten (10) hours a day or forty (40) hours
29 per week. This provision requires mutual agree-
30 ment between the Union and Employer representa-
31 tives for jobs lasting two (2) weeks or less.

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

1 **Art. 7.2.3** An employee who receives less than forty
2 (40) hours of work (from the date of hire to date of ter-
3 mination) through no fault of their own shall receive
4 overtime pay for all hours worked in excess of eight
5 (8) hours per day.

6 **Art. 7.3** If any other craft employed by the same Em-
7 ployer or its subcontractor is receiving double-time
8 wages in lieu of time and one-half wage rate as set
9 forth in this Agreement, the Boilermaker employees
10 will automatically be entitled to the double-time rate
11 of pay during the period that the aforementioned crafts
12 are employed. The Chairmen of the Agreement, in ac-
13 cordance with Article 30.3 determined on March 16,
14 2004, that... during the period that the aforementioned
15 crafts are employed... is very specific in that, Boil-
16 ermaker employees would only be entitled to dou-
17 ble- time during the period of time that other craft or
18 crafts were receiving double-time. An example of this
19 would be, if another craft received double-time on the
20 day shift of a two (2) day job for one (1) day of eight
21 (8) hours, then the Boilermakers would be entitled to
22 double-time for one (1) day of eight (8) hours for
23 that shift only. The Chairmen of the Agreement drew
24 the essence of their determination from the National
25 Maintenance Agreement, Article XV-6 interpretation.

26 **Art. 7.4 Local Lodge 647 Emergency Maintenance**
27 **Agreement.** On unscheduled/emergency outages such
28 as tube leaks, that occur during the week, Monday to
29 Friday, all time worked by Individuals engaged in rec-
30 tifying the emergency, will be at the time and one half
31 “Overtime” rate, regardless of start or finish time.

32 The Union agrees that during this type of outage, time
33 is of the essence and agree that their personnel will

1 stagger their breaks so that the work can be performed
2 with a continuous flow without interruption.

3 In the event that the emergency outage runs more than
4 two (2) days, commencing on the third day, all future
5 time will revert back to standard contract conditions
6 including shift differential.

7 If Boilermakers are asked to be available for a second
8 shift and are later called because the shift is cancelled,
9 they shall be compensated two (2) hours pay at the
10 overtime rate.

11 The Union agrees that all checks for unscheduled/
12 emergency outages may be mailed the next business
13 day.

14 For “Scheduled Outages”, all work will be performed
15 under the existing agreements. In the event that a unit
16 comes down early for a tube leak, and then stays down
17 for the scheduled outage, all time will be paid under
18 the existing agreements.

19 **ART.7.5** The Employer agrees to provide compen-
20 sation for time spent on employer/owner mandated
21 pre-employment requirements, including but not lim-
22 ited to, background checks, site required non-MOST
23 drug screening, online or off site in person preemploy-
24 ment paperwork, including employment verification
25 forms, the employee shall be compensated at a rea-
26 sonable amount of straight time pay and benefits on
27 the process.

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ARTICLE 8 OVERTIME

3 **Art. 8.1** Time-and-one-half (one-and-one-half hours
4 for one) shall be paid for time worked before or af-
5 ter regular established shift hours in any twenty-four
6 (24) hour period, Monday to Friday inclusive, and all
7 time worked on Saturdays. All time worked on Sun-
8 days and holidays set forth in Article 9 shall be paid at
9 double time (two hours for one). Any employee called
10 for work on Labor Day and/or Christmas shall receive
11 a minimum of eight (8) hours at the overtime rate.

12 **Art. 8.2** Overtime is not to be demanded of any Em-
13 ployer by any employee or applicant for employment
14 as a condition for employment.

15
16

ARTICLE 9 HOLIDAYS

17 **Art. 9.1** The following holidays shall be observed:
18 New Year's Day, Memorial Day, Independence Day,
19 Labor Day, Thanksgiving, the day after Thanksgiving,
20 and Christmas. No work shall be performed on Labor
21 Day and Christmas except for the preservation of life
22 and property. If any of these listed holidays falls on
23 Sunday, the following Monday shall be observed as
24 the holiday. If any of the listed holidays falls on Sat-
25 urday, the preceding Friday shall be observed as the
26 holiday. Local 27 and 83 will have a floating holiday
27 for Veteran's Day or the day after Thanksgiving.

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

ARTICLE 10

SHIFTS

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3 **Art. 10.1** The starting time of the first or day shift
4 shall be between 7:00 a.m. and 8:00 a.m.; the starting
5 times of the second shift and third shift shall be ad-
6 justed accordingly. The foregoing starting times may
7 be changed when mutually agreed to between the Em-
8 ployer and the Business Manager of the lodge having
9 jurisdiction of the job.

10 **Art. 10.2** When two (2) or three (3) shifts are worked,
11 the first or day shift shall be established on an eight-
12 hour (8) basis; the second shift shall be established on
13 a seven-and-one-half (7 1/2) hour basis; and the third
14 shift shall be established on a seven-hour (7) basis.
15 The pay for the second and/or third shift for full time
16 shall be the equivalent of eight (8) times the employ-
17 ee's regular hourly rate. The shift rate differential for
18 the second shift will be twenty-five cents (\$0.25) per
19 hour worked. The shift rate differential for the third
20 shift will be fifty cents (\$0.50) per hour worked.

21 **Art. 10.3** Any employee called to work at any time
22 other than their regular shift shall be paid at the ap-
23 plicable overtime rate for all such time worked within
24 any one twenty-four (24) hour period.

25 **Art. 10.4** No employee shall be required to work more
26 than eight (8) hours in any twenty-four (24) hour pe-
27 riod for straight time. Beginning of the twenty-four
28 (24) hour period for such purpose shall be the regular
29 starting time of the shift upon which the employee is
30 regularly employed. The overtime rate will be paid to
31 employees working beyond eight (8) hours until they
32 receive an eight (8) hour break. Having been given an

1 eight (8) hour break, if an employee is called in more
2 than four (4) hours prior to regular starting time of
3 their shift, they will be paid at the applicable overtime
4 rate in accordance with Article 8.1 until sent home.

5 **Art. 10.5** Employees, employed during their regular
6 lunch period, will be paid the overtime rate and al-
7 lowed sufficient time to consume their lunch on Em-
8 ployer's time after completing such emergency work.

9 **Art. 10.6** When an employee is continuously em-
10 ployed for more than two (2) hours beyond the quit-
11 ting time of their regular shift and/or for each addi-
12 tional continuously-worked period in excess of four
13 (4) hours, they will be allowed thirty (30) minutes to
14 obtain a meal without loss of pay.

15

ARTICLE 11

16

MINIMUM PAY AND REPORTING TIME

17 **Art. 11.1** Any employee starting to work or called to
18 work after the starting time Monday through Sunday,
19 inclusive, shall receive at the applicable rate, not less
20 than two (2) hours pay, and if the employee is required
21 to continue on the second period of the shift they shall
22 receive not less than a full-day's pay. The provision
23 will also apply to employees who are laid off because
24 of the completion of work.

25 **Art. 11.2** Should an employee be required by the em-
26 ployer to report for work and not given work, they
27 shall receive two (2) hour's pay at the applicable rate.

28 **Art. 11.3** The foregoing requirements shall not be ap-
29 plicable where the employee is sent home by reason
30 of bad weather, breakdown of machinery, or any other

1 cause beyond the direct control of the Employer, in
2 which event they shall be paid: (a) not less than two
3 (2) hours pay, or (b) for actual time worked, or (c)
4 the time required to remain on the job, whichever is
5 greater. To qualify for the pay provided herein, the
6 employee must remain on the job, available for work,
7 during the period for which they receive pay, unless
8 released sooner by the Employer. Employees not re-
9 porting for work because of inclement weather will
10 not be discriminated against.

11 **Art. 11.4** If an employee is sent home before regular
12 starting time on premium days, they will be paid two
13 (2) hours at the applicable overtime rate.

14 **Art. 11.5** Any Employee who is called out for an
15 emergency repair work on premium time shall be paid
16 at the applicable rate for actual hours worked: howev-
17 er, an employee shall be given a minimum of four (4)
18 hour's pay at the applicable rate provided they remain
19 on the job during this period unless released sooner by
20 the Employers principle supervisor.

21 **Art. 11.6** All one-day jobs shall require a minimum of
22 eight (8) hours pay at the applicable rate.

23

ARTICLE 12

24

SUBSISTENCE

25 **Art. 12.1 Local Lodges 27, 83, 107, 374, and 647**
26 **Subsistence.** Addendums A-1 and A-2 between the
27 Chairman of the Agreement and Local Lodges 27, 83,
28 107, 374, and 647.

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ARTICLE 13
WAGES

3 **Art. 13.1** Effective January 1, 2026, the employer
4 shall pay and the employees covered by the terms of
5 this agreement shall accept the following minimum
6 wage scales when employed in the geographical juris-
7 diction of the following Local Unions:

	General			
	Foreman	Foreman	Journeyman	
8				
9				
10	Local 27	\$55.12	\$53.12	\$49.12
11	Local 83	\$58.60	\$56.60	\$52.60
12	Local 107	\$56.52	\$54.52	\$50.52
13	Local 374	\$50.74	\$48.74	\$44.74
14	Local 647*	\$57.00	\$55.00	\$51.00
15	Local 744	\$53.05	\$51.05	\$47.05

16 *Local 647's wage rate for work performed in the
17 State of Minnesota which is covered by the Earned
18 Sick and Safe Time (ESST) law shall be adjusted in
19 accordance with the bargained Memorandum of Un-
20 derstanding (MOU) as attached to this agreement.

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

	2027	2028
4		
5 Local 27	\$4.34*	\$3.19*
6 Local 83	\$4.33*	\$3.18*
7 Local 107	\$4.26	\$3.13
8 Local 374	\$4.29*	\$3.15*
9 Local 647	\$4.24*	\$3.11*
10 Local 744	\$4.24*	\$3.11*

11 * To be allocated

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

13 Apprenticeship			% of Journeyman
14 Period			Rate
15 1A	–	1st 6 months	70.0%
16 1B	–	2nd 6 months	72.5%
17 2A	–	3rd 6 months	75.0%
18 2B	–	4th 6 months	77.5%
19 3A	–	5th 6 months	80.0%
20 3B	–	6th 6 months	85.0%
21 4A	–	7th 6 months	90.0%
22 4B	–	8th 6 months	95.0%

23 *Current certified tube welder (for employer) appren-
24 tice 20% wage increase, current certified plate welder
25 (for employer) apprentice 5% wage increase, not to
26 exceed 95%

1 **Art. 13.3 Savings Plan**

2 **Art. 13.3.1 Locals 27, 83, 107, 647 and 744**

3 **Savings Plan.** Effective January 1, 2026, the Employer
4 agrees to deduct from the employee's hourly taxable
5 wage the amount(s) listed in each local's rate sheet.
6 All locals working under the terms of this agreement,
7 per membership action, can establish one (1) to three
8 (3) vacation deduction amount options based on hours
9 paid or hours worked.

10 The Employer agrees to and shall be bound by the
11 Trust Agreement creating the Boilermaker Vacation
12 Trust and all amendments now or hereafter approved
13 by the Board of Trustees. Said Agreement and amend-
14 ments are incorporated by reference and made a part
15 of this Agreement as if affixed hereto.

16 Local Lodges shall have the ability to utilize an area
17 financial institution in lieu of the Boilermakers Vaca-
18 tion Trust Fund. The Union reserves the right to adjust
19 the vacation deduction amount(s) per membership ac-
20 tion and will notify the signatory Employers on updat-
21 ed rate sheets once per year.

22 **Art. 13.3.2 Vacation fund Addendum Local Lodge 374.**

23 Addendum between the Chairmen of this agreement
24 and Local Lodge 374.

25 **Art. 13.4 Bond or Escrow Requirements.** A surety or Es-
26 crow Agreement may be required to ensure payment
27 of fringe benefits from Employers not previously
28 signed to any Boilermaker collective bargaining
29 agreement or job understanding requiring employer
30 contributions to the Boilermakers National Pension,
31 Annuity, Health and Welfare or Apprenticeship Funds
32 or an Employer who has been or is delinquent in the

1 payment of fringe benefit contributions to any fringe
2 benefit funds. The amount of the bond will be one
3 hundred twenty-five percent (125%) of fringe benefit
4 contributions based on the number of potential and/or
5 actual employee's hours times the appropriate contri-
6 bution rates as estimated by the Union but not less than
7 Twenty-five thousand (\$25,000). The bond is intend-
8 ed to cover the contribution principal liquidated dam-
9 ages, interest and collection costs including attorney
10 fees. Additional bonds may be required if the original
11 estimate is insufficient. The Union may refuse to refer
12 employees to and may withdraw employees from any
13 Employer who has not posted a bond when required,
14 and such refusal or withdrawal will not constitute a vi-
15 olation of the Agreement. Such refusal or withdrawal
16 is not the Union's exclusive remedy, and any legal or
17 equitable course of conduct or action may be pursued.

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

24 **Art. 13.5.1** Any Employer who fails or refuses to hire
25 Field Construction Boilermaker Apprentices when
26 available in accordance with the agreed upon ratio of
27 apprentices to journeymen, will not be allowed to em-
28 ploy Boilermaker helpers.

29 **Art. 13.5.2** When qualified Boilermakers and/or appren-
30 tices are on the local out-of-work list and are willing
31 and available to accept the referral offer, Boilermaker
32 helpers shall not be referred to the job until the out-of-
33 work list is exhausted. However, by mutual consent,
34 apprentices and helpers may comprise thirty percent
35 (30%) of the work force on certain work.

1 **Art. 13.5.3** Addendum B will contain specific helper
2 criteria for Local 647.

1 **ARTICLE 14**
2 **PAY DAY**

3 **Art. 14.1** Employees shall be paid weekly on a desig-
4 nated day during working hours and in no case shall
5 more than three (3) days be held back in any one-pay-
6 roll period. Failure to pay wages during working hours
7 on specified day, employees shall receive overtime for
8 waiting.

9 **Art. 14.1.1** The Employer may offer a direct deposit op-
10 tion through a financial institution of the employee's
11 choice, that is voluntary to the employee.

12 **Art. 14.2** Every employee working under this Agree-
13 ment will be furnished on the stub of their paycheck
14 or pay envelope a record of all hours worked show-
15 ing all deductions separately and indicate clearly what
16 they are for (excluding Boilermaker-Blacksmith Pen-
17 sion, Boilermaker Health and Welfare, Annuity Pro-
18 gram, and Apprentice contributions). Employers will
19 include their name and address on check stubs after
20 present stock is exhausted.

21 **Art. 14.3** When it becomes necessary to lay off em-
22 ployees, the foreman and steward shall be notified of
23 the employees to be laid off at least one (1) hour prior
24 to regular quitting time.

25 **Art. 14.4** Employees who are laid off or discharged from
26 the service of the Employer shall receive their wages
27 and transportation expense (to which an employee is
28 entitled) and personal property immediately thereafter.

1 By prior mutual agreement with the Business Manag-
2 er, when it becomes necessary to terminate a job or a
3 portion of the employees during the night, early morn-
4 ing, or over the weekend, all such employees shall be
5 paid on the next scheduled business day either person-
6 ally or via U.S. mail in an envelope bearing the em-
7 ployee's name and address or via direct deposit. The
8 postmark on such envelope shall determine the date
9 of such mailing or the employers timestamp for when
10 payment was sent to their banking service. Should an
11 Employer fail to transmit the checks or direct depos-
12 it payment as required by this section, the employees
13 will be entitled to eight (8) hours waiting time for each
14 day of noncompliance.

15 **Art. 14.5** When there is a reduction of force, it is un-
16 derstood that the intent is to give preference of em-
17 ployment to qualified employees of the local area,
18 consistent with the efficient operation of the job.

19 **Art. 14.6** Employees terminated shall be furnished
20 a separation slip showing the employee's name, the
21 date of termination, and any and all reasons for the
22 separation. Copies of all separation slips for cause
23 or quits shall be forwarded to the local union office
24 within twenty-four (24) hours.

25

ARTICLE 15

26

UNION REPRESENTATION AND ACCESS TO JOBS

27 **Art. 15.1** Authorized representatives of the Union
28 shall have access to jobs where employees covered by
29 this Agreement are employed, provided they do not
30 unnecessarily interfere with the employees or cause
31 them to neglect their work, and further provided such

1 Union representative complies with customer rules
2 and regulations.

3 **Art. 15.2** A steward shall be a working journeyman
4 appointed by the Business Manager of the local union
5 having jurisdiction of the job who shall, in addition to
6 their work as a journeyman, be permitted to perform
7 during working hours their Union duties as cannot be
8 performed at other times. The Union agrees that such
9 duties shall be performed as expeditiously as possible
10 and the Employer agrees to allow the steward a rea-
11 sonable amount of time for the performance of such
12 duties. Stewards shall receive the regular journey-
13 man's rate of pay.

14 **Art. 15.3** It is understood and agreed that the stew-
15 ard's duties shall not include any matters relating to
16 referral, hiring, or laying off of employees.

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

19 **Art. 15.5** Upon presentation of a signed authorization
20 card, the obtaining of which shall be the responsibility
21 of the Union, the Employer shall withhold field dues
22 and dues to affiliated organizations if applicable, and
23 submit same to the local union office having jurisdic-
24 tion no later than thirty (30) days after the end of the
25 month in which the dues accrued. The Union holds the
26 Employer harmless and agrees to defend the Employ-
27 er fully in any litigation resulting from this activity
28 that is deemed to be a service to the Union by the Em-
29 ployer.

30 **Art. 15.6** In order to expedite the dispatching of ap-
31 plicants as provided under Article 6, the Union office,
32 when practical, will be notified at least four (4) hours

1 in advance of the names of the employees to be laid
2 off and the reason for the lay off.

3 **Art. 15.7** When layoffs occur, the steward will be the
4 last employee laid off providing they are capable of
5 performing the remaining work.

6 **ARTICLE 16** 7 **SUPERVISION**

8 **Art. 16.1** The selection and number of foremen and
9 general foremen shall be entirely the responsibility
10 of the Employer. It is understood that in the selection
11 of foremen and general foremen, the Employer will
12 give first consideration to the qualified Boilermakers
13 available in the local area without persuading any em-
14 ployees to leave one Employer for another. The Em-
15 ployer shall have the right to send general foremen into
16 any local territory where work is being performed.

17 **Art. 16.2** All foremen shall be practical mechanics of
18 the trade.

19 **Art. 16.3** There shall be a foreman on every job and
20 as many additional foremen as the Employer deems
21 necessary thereafter. Only the foremen will give in-
22 struction to the Boilermakers on the job.

23 **Art. 16.4** Where a total of nine (9) or less Boilermak-
24 ers are employed, one (1) shall be a foreman who
25 shall work with the tools if required by the Employer.
26 Where a total of ten (10) or more Boilermakers are
27 employed, one (1) shall be a foreman who shall not
28 work with the tools.

29 **Art. 16.5** All classifications of foremen shall accept
30 instructions from the Employer's superintendent(s).

1 However, the superintendent(s) shall not give direct
2 instructions to the other employees covered by the
3 terms of this Agreement.

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

7 **Art. 16.7** Except in a broken workweek at the be-
8 ginning or conclusion of a job, when a general fore-
9 man or foreman works three (3) or more days in any
10 workweek, they shall receive a minimum of forty (40)
11 hours pay, provided they report to the job daily during
12 said workweek if requested. The intervention of any
13 holiday referred to in this Agreement during any
14 workweek shall not be construed as creating a broken
15 workweek. The foregoing provision is only applicable
16 to Local Lodges 374 and 744.

17
18
19

ARTICLE 17
PIECE WORK, LIMITATION, AND
CURTAILMENT OF PRODUCTION

20 There shall be no contract, bonus, bit, or task work, nor
21 shall there be any limitation or curtailment of produc-
22 tion. Further, the parties to this Agreement recognize
23 their responsibility, mandated by its spirit and intent
24 to encourage the elimination of restrictive, inefficient,
25 and cost intensive work practices. To this end, the
26 employee is expected to extend willing cooperation
27 and apply themselves to work with a reasonable de-
28 gree of effort and activity in performing the work of
29 their trade.

1

ARTICLE 18

2

FUNCTIONS OF MANAGEMENT

3 The Employer shall have full right to direct the prog-
4 ress of the work and to exercise all functions and con-
5 trol, including, but not limited to, the selection of the
6 kind of materials, supplies, or equipment used in the
7 execution of the work, the determination of the com-
8 petency and qualifications of their employees, and
9 the right to discharge any employee for any just and
10 sufficient cause, provided, however, that no employee
11 shall be discriminated against.

12

ARTICLE 19

13

HEALTH AND WELFARE

14 **Art. 19.1** The Employer shall pay, for each hour
15 worked, the following contributions to the Boilermak-
16 ers National Health and Welfare Fund for each Boil-
17 ermaker employee working in the geographical juris-
18 diction of the local unions listed below. The hourly
19 contributions are based on hours paid.

20

Effective

21

Local Lodge

01/01/26

22

Local 27

\$7.07

23

Local 83

\$7.07

24

Local 107

\$7.07

25

Local 374

\$7.07

26

Local 647

\$7.07

27

Local 744

\$7.07

28

Finally, the Employer agrees to and shall be bound
29 by the Trust Agreement creating the Boilermakers Na-
30 tional Health and Welfare Fund and all amendments

1 now or hereafter approved by the Board of Trustees.
2 Said Agreement and amendments are incorporated by
3 reference and made a part of this Agreement as if af-
4 fixed hereto.

5 **Art. 19.2 Supplemental Health and Welfare Trusted Agree-**
6 **ment for Retired Members.** The Union has the option to
7 establish a Supplemental Health and Welfare Trusted
8 Agreement for retired members funded by the Union.
9 The employer agrees to be bound by the provisions
10 of the International Brotherhood of Boilermakers
11 Great Lakes Supplemental Retiree Health and Welfare
12 Trust/Plan. The following rates will be paid according
13 to the Local Lodges Wage Sheets as distributed to the
14 signatory Employers. The union shall retain the right
15 to increase or decrease the contribution rates yearly. If
16 increased contributions are desired by any local, and
17 in accordance with the trustees of the fund, any fund
18 increase shall be allocated from the wage and/or fund
19 of the union(s) choosing, any decrease to the contribu-
20 tion rate shall be reallocated by the local to the wage
21 and/or fund of their choice. The signatory employers
22 shall be notified via each local's yearly wage and ben-
23 efit rate sheet.

24		Effective
25	Local Lodge	1/1/2026
26	Local 83	\$0.70 per hour paid
27	Local 107	\$0.75 per hour paid
28	Local 374	\$0.10 per hour paid
29	Local 647	\$0.25 per hour paid
30	Local 744	\$0.50 per hour paid

1
2

ARTICLE 20
PENSIONS

3 The Employer shall pay, for each hour paid, the fol-
4 lowing contributions to the Boilermaker-Blacksmith
5 National Pension Trust for each Boilermaker employ-
6 ee working in the geographical jurisdiction of the lo-
7 cal unions listed below. The hourly contributions are
8 based on hours paid.

	Effective
10 Local Lodge	01/01/26
11 Local 27	\$19.24
12 Local 83	\$16.34
13 Local 107	\$17.99
14 Local 374	\$17.87
15 Local 647	\$16.24
16 Local 744	\$17.74

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

24
25

ARTICLE 21
APPRENTICESHIP PROGRAM

25 **Art. 21.1** The Employer, for all employees covered by
26 this Agreement, shall pay, for each hour worked, the
27 following contributions to the Great Lakes Appren-
28 ticeship Fund for work performed in the jurisdiction
29 of the following Locals:

1		Effective
2	Local Lodge	01/01/26
3	Local 27	\$0.60
4	Local 83	\$0.60
5	Local 107	\$0.60
6	Local 374	\$0.60
7	Local 647	\$0.60
8	Local 744	\$0.60

9 This Agreement may, upon thirty (30) days prior writ-
10 ten notice, be reopened to discuss any change in the
11 hourly contribution to the Great Lakes Apprenticeship
12 Fund if the Great Lakes Area Apprenticeship Commit-
13 tee requests such reopening. The Employer agrees to
14 and shall be bound by the Agreement and Declaration
15 of Trust establishing the Boilermakers Area Appren-
16 ticeship Funds and all amendments now or hereafter
17 approved by the Board of Trustees. Said Agreement
18 and amendments are incorporated by reference and
19 made a part of this Agreement as if affixed hereto.

20 **Art. 21.2** The ratio of apprentices shall be determined
21 by the local union ratio of apprentices to jour-
22 neymen, but not less than one (1) to five (5). In
23 the event apprentices are not available in sufficient
24 number to comply with the ratio, the area Joint Ap-
25 prenticeship Committee and the International will be
26 notified and necessary steps will be taken to increase
27 the number of available apprentices.

28 **Art. 21.3** It is the understanding of the parties to
29 this Agreement that the funds contributed by signa-
30 tory Employers to the Apprenticeship Fund will not
31 be used to train apprentices or journeymen who will
32 be employed by employers in the Boilermakers Field
33 Construction and Repair Industry not signatory to a

1 collective bargaining agreement providing for contri-
2 butions to the Fund. Therefore, the Trustees of the Fund
3 are empowered to adopt and implement a scholarship
4 loan agreement program which will require apprentic-
5 es and journeymen who receive training benefits from
6 the Fund and who are employed by signatory Employ-
7 ers to repay the costs of training, either by service with
8 such Employers following training, or by actual re-
9 payment of the costs of training if the individual goes
10 to work for a non-signatory Employer in the Boiler-
11 maker Field Construction and Repair Industry. The
12 costs of training at the National Training Center and/
13 or Local Lodge Training Center(s) may include the
14 reasonable value of all Fund materials, facilities, and
15 personnel utilized in training at the National Training
16 Center and/or Local Lodge Training Center(s).

17 **Art. 21.4** It is agreed that each of the participating local
18 unions covered under this Agreement may choose a
19 ten-cent (\$0.10) per hour paid payroll deduction for
20 a Local Building and Training Fund. It is understood
21 that this payroll deduction is subject to a check-off
22 authorization from each employee working in that
23 local lodge jurisdiction. All payroll deductions shall
24 be forwarded by check to the appropriate local union
25 office and shall be made payable to the appropriate
26 Local Building and Training Fund within thirty (30)
27 days following the last day of each month or at the
28 conclusion of a job, whichever is sooner. A list of all
29 employees, hours worked, and individual deductions
30 shall accompany such payments.

1		Effective
2	Local Lodge	01/01/26
3	Local 744	\$0.45

4 **Art. 21.5 For Local 374 Only.** All apprentices shall be
5 paid four (4) hours at the straight time rate plus ben-
6 efits for classes attended on company time provided
7 that the apprenticeship percentage does not fall below
8 twenty (20%) percent of membership.

9 **ARTICLE 22**
10 **ANNUITY**

11 The Employer shall pay, for each hour paid, the fol-
12 lowing contributions to the Boilermaker National
13 Annuity Trust for each Boilermaker employee work-
14 ing in the geographical jurisdiction of the local unions
15 listed below. The hourly contributions are based on
16 hours paid.

17		Effective
18	Local Lodge	01/01/26
19	Local 27	\$8.50
20	Local 83	\$7.50
21	Local 107	\$6.63
22	Local 374	\$5.25
23	Local 647	\$8.09
24	Local 744	\$11.60

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

ARTICLE 23

MOST

1
2
3 **Art. 23.1** Effective January 1, 2011 the Employer
4 agrees to contribute the apprenticeship contribution
5 rate established in Article 21 plus thirty-four cents
6 (\$0.34) per hour worked to the Mobilization, Optimi-
7 zation, Stabilization, and Training (MOST) Program.
8 The Employer agrees to and shall be bound by the
9 Trust Agreement creating the Mobilization, Optimi-
10 zation, Stabilization, and Training Program and all
11 amendments now or hereafter approved by the Board
12 of Trustees. Said Agreement and amendments are in-
13 corporated by reference and made a part of this Agree-
14 ment as if affixed hereto.

15 **Art. 23.2** Any increases or decreases after July 1, 2000
16 shall be implemented on the first day of the month fol-
17 lowing notification from MOST to the Co-Chairmen
18 of the Great Lakes Articles of Agreement.

19 **Art. 23.3** The Great Lakes Employers and the Union
20 each recognize the need to promote construction job
21 site safety and to contribute to the reduction or elimi-
22 nation of industrial accidents and unhealthy environ-
23 mental conditions at work sites on a day-to-day basis.
24 In recognition of this need, the parties adopt a Joint
25 Safety and Training Program which also encom-
26 passes an annual drug screening program. This pro-
27 gram shall be funded by a contribution to MOST of
28 thirty-four cents (\$0.34) per hour worked as presently
29 included in Art. 23.1 above. The Safety and Training
30 Program shall be carried out in keeping with the Trust
31 documents and the policies and procedures manual
32 adopted for this program.

1 **Art. 23.3.1** The Parties to this agreement agree to abide
2 by the MOST drug testing policy as stated and as may
3 be amended by the trustees of the MOST program.

4 **ARTICLE 24**
5 **DEVELOPMENT & TRAINING FUNDS**

6 **Art. 24.1** In order to continue to improve the knowl-
7 edge and skill of Boilermakers and to assure a high
8 quality of workmanship, each local union may estab-
9 lish a Development and Training Fund. The Employer
10 shall make the following contributions paid to the re-
11 spective Local Development and Training Fund:

12	Local Lodge	Effective
13		01/01/26
14	Local 27	\$2.00 (per hour worked)
15	Local 83	\$1.51 (per hour worked)
16	Local 107	\$1.46 (per hour paid)
17	Local 374	\$0.93 (per hour paid)
18	Local 647	\$1.22 (per hour paid)

19 Yearly increase or decreases shall be addressed by the
20 local lodge membership, upon recommendation of
21 the local development and training trustees and with
22 approval of the co-chairs of the Great Lakes Articles
23 of Agreement. Any contribution adjustments shall
24 be taken or added to the bargained wage and benefit
25 package.

26 **Art. 24.2** Each Fund shall be jointly trusted with a
27 minimum of three (3) Trustees from the local union
26 and three (3) Trustees from local employers. The
27 Employer agrees to and shall be bound by the Trust
28 Agreement creating a Local Development and Train-
29 ing Fund and all amendments now or hereafter ap-

1 proved by the Board of Trustees. Said agreement and
2 amendments are incorporated by reference and made
3 a part of this Agreement as if affixed hereto.

4 **Art. 24.3** All contributions shall be forwarded to the
5 respective local union by check payable to Local De-
6 velopment and Training Fund within thirty (30) days
7 following the last day of each month or at the con-
8 clusion of a job, whichever is sooner. A list of all em-
9 ployees and hours worked shall accompany such pay-
10 ments.

12 **ARTICLE 25**
13 **CAMPAIGN ASSISTANCE, POLITICAL**
14 **ACTION, & SICK AND DISTRESSED FUNDS**

15 **Art. 25.1** Upon presentation of a signed authorization,
16 the Employer shall withhold five cents (\$0.05) per
17 hour paid for the Boilermakers Campaign Assistance
18 Fund (CAF). The Employer shall submit the collected
19 Campaign Assistance Funds to the International Sec-
20 retary-Treasurer's office no later than thirty (30) days
21 after the end of the month in which the deduction ac-
22 crued. Obtaining the signed authorizations shall be the
23 responsibility of the Union. The Union shall hold the
24 Employer harmless and agrees to defend the Employ-
25 er fully in any litigation resulting from this activity
26 that is deemed to be a service to the Union by the Em-
27 ployer. The signed authorization shall remain in force
28 and effect until canceled in writing by the employee.

29		Effective
30	Local Lodge	07/01/04
31	Local 744	\$0.05

1 **Art. 25.2** The Employer shall withhold the amount
2 listed in the table below, or with notice of changes, the
3 amount listed on the local lodge's current rate sheet
4 per hour paid or worked for the appropriate Boiler-
5 maker Local's State and Local Political Action
6 Fund (PAC), the Local(s) Sick and Distressed Fund
7 and/or the Local(s) Voluntary Education, Political and
8 Charitable Fund (VEPCF). The Employer shall sub-
9 mit the collected Funds to the local union's office, in
10 care of the local union's Secretary-Treasurer, no lat-
11 er than thirty (30) days after the end of the month in
12 which the deduction accrued. Obtaining the signed
13 authorizations and maintaining of records shall be the
14 responsibility of the Union. The Union shall hold the
15 Employer harmless and agrees to defend the Employ-
16 er fully in any litigation resulting from this activity
17 that is deemed to be a service to the Union by the Em-
18 ployer. The signed authorization shall remain in force
19 and effect until canceled in writing by the employee.
20 The union retains the right to adjust these amounts and
21 will notify the signatory employers via updated rate
22 sheets.

23 **Political Action Funds**

24		Effective
25	Local Lodge	01/01/26
26	Local 374	\$0.05 Hours paid
27	Local 647	\$0.05 Hours paid

1 **Local Sick and Distressed and VEPCF**

2 **Effective**

3 **Local Lodge 01/01/26**

4 Local 744 \$0.10 Hours paid

5 Local 27 \$0.20 Hours paid

6 **ARTICLE 26**

7 **GRIEVANCE AND ARBITRATION PROCEDURE**

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

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

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

21 **Art. 26.4** Then the grievance shall be submitted in
22 writing within seven (7) working days to an Arbitra-
23 tion Committee consisting of a representative of the
24 Union, a representative of the Employer, and a third
25 member to be chosen by those two (2) jointly. The de-
26 cision of the majority of the Arbitration Commit-
27 tee shall be final and binding on the parties involved.
28 Such decisions shall be within the scope and terms of
29 this Agreement, but shall not change such scope and
30 terms, shall be rendered within ten (10) working days

1 from the time of reference to the Arbitration Commit-
2 tee, and shall specify whether or not it is retroactive
3 and the effective date thereof.

4 **Art. 26.5** If the two members of the Arbitration Com-
5 mittee fail to select a neutral member within five (5)
6 working days, the two members already appointed
7 shall within five (5) working days call upon the Fed-
8 eral Mediation and Conciliation Service or any oth-
9 er agreed to third party neutral mediation service to
10 make the third selection. In the event either the Em-
11 ployer or the Union representative fails to cooperate in
12 calling upon the Federal Mediation and Conciliation
13 Service or any other agreed to third party mediation
14 service within the said five (5) working days, the other
15 representative shall have the authority to make such
16 request.

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

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

24 **Art. 26.8** Should the National Association of Con-
25 struction Boilermaker Employers (NACBE) and the
26 International Brotherhood adopt an alternate griev-
27 ance and arbitration procedure, then that procedure
28 will be substituted herein after review and mutual
29 agreement by both parties.

ARTICLE 27

SAFETY MEASURES

1

2

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

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

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

29 **Art. 27.4** In addition to the Employer being required
30 to furnish adequate safety measures and equipment, it
31 shall be a requirement of the employees to conform to
32 safety regulations and measures as provided.

1 **Art. 27.5** Welders shall be furnished suitable replace-
2 ment of welding gloves when employed as a welder.
3 When a welder is required to use GTAW equipment,
4 they shall be furnished a light glove that does not re-
5 strict their movements. Suitable leathers and/or fire re-
6 tardant apparel (FR) will be made available on the job
7 for welders' use when the employer's safety program/
8 department dictates the PPE required for tasks neces-
9 sary for welders safety and protection. Such suitable
10 leathers and/or fire retardant apparel (FR) shall be the
11 property of the Employer.

12

ARTICLE 28

13

MEDICAL TREATMENT AND EXAMINATION

14 **Art. 28.1** Employees actually at work and who are re-
15 quired to take time off from their employment during
16 working hours to secure treatment because of injuries
17 or sickness arising out of and in the course of their
18 employment shall receive pay for such time plus nec-
19 essary travel expenses incurred providing they have
20 a doctor's certificate from Employer's designated
21 doctor showing time they reported for treatment and
22 length of time required for such treatment. Should an
23 employee become ill or injured on a job, the job super-
24 intendent shall designate an individual to accompany
25 the employee to their local residence, hospital, or for
26 necessary treatment. In the event an employee choos-
27 es to select their own doctor for medical attention after
28 the first day of injury and such visits are scheduled
29 during working hours, they shall be paid only for ac-
30 tual hours worked.

1 **Art. 28.2** Employees shall not be required to take a
2 physical examination, unless required by governmen-
3 tal agencies, and there shall be no age limit except as
4 provided by law.

5 **ARTICLE 29**
6 **JOB NOTICE**

7 **Art. 29.1** In order to insure the satisfactory progress
8 of each job, the Employer will furnish the local Busi-
9 ness Manager and/or their designee with the following
10 job information as soon as possible and practical:

- 11 (1) Location of job site
- 12 (2) Approximate starting date and duration,
13 and work schedule (days and hours per
14 week)
- 15 (3) Type of job
- 16 (4) Approximate manpower requirements

17 **Art. 29.2** Upon written request by the Construction
18 Division of the International, the home office repre-
19 sentative of the Employer shall, on letterhead station-
20 nery, designate specific assignments of work on a job.

21 **ARTICLE 30**
22 **AGREEMENT QUALIFICATIONS**

23 **Art. 30.1** It is not the intent of either party hereto to
24 violate any laws or any rulings or regulations of any
25 governmental authority or agency having jurisdiction
26 of the subject matter of this Agreement, and the par-
27 ties hereto agree that, in the event any provision of this
28 Agreement is held to be unlawful or void by any tri-
29 bunal having the right to so hold, the remainder of the

1 Agreement shall remain in full force and effect, unless
2 the parts so found to be void are wholly inseparable
3 from the remaining portions of this Agreement.

4 **Art. 30.2** It is further understood that this Agreement
5 was negotiated with the Union on an area-wide basis
6 by the Employers engaged in the field construction in-
7 dustry in the area. Should this Agreement, by notice
8 given as herein provided be reopened for further ne-
9 gotiations, such negotiations shall be conducted on an
10 area-wide basis by the Employers who have executed
11 this Agreement and/or Employers signatory to the Na-
12 tional Agreement.

13 **Art. 30.3** By agreement between a signatory Employ-
14 er and the Union, a dispute regarding the application
15 of any provisions of this Agreement shall be submit-
16 ted to the Contract Interpretation Committee, which
17 shall consist of up to three (3) Union members and up
18 to three (3) Employer members. The committee mem-
19 bers shall be appointed by the two respective Chair-
20 men of the agreement. The Committee shall respond
21 to the dispute and render an opinion. If the aggrieved
22 parties fail to mutually agree to submit the dispute to
23 the Contract Interpretation Committee, then either
24 party may, in writing, submit the dispute to the Com-
25 mittee for an opinion.

26 **Art. 30.4** Any article or articles of this Agreement, for
27 a particular job or project, may be modified by mutu-
28 al agreement between the Business Manager and the
29 Employer. Any such agreement shall be reduced to
30 written form, signed by both parties and submitted to
31 the chairman of both Union and Employer commit-
32 tees, when practical to do so, before the commence-
33 ment of any work at the job or project.

ARTICLE 31

NO STRIKE, NO LOCKOUT

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

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

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

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

Art. 31.5 Notwithstanding any provision of this Article, it shall not be a violation of this Agreement for

1 employees covered by this Agreement to refuse to
2 cross a picket line established by any union or the lo-
3 cal Building Trades Council representing employees
4 at the job if such employees are engaged in a strike
5 which is properly sanctioned by the Boilermakers In-
6 ternational Union.

7

ARTICLE 32

8

WELDER CERTIFICATION

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

12 **Art. 32.2** If an Employer participates in the Common
13 Arc Program, no compensation shall be paid to weld-
14 ers testing or upgrading under the program.

15

ARTICLE 33

16

DURATION OF AGREEMENT

17 This Agreement shall become effective January 1,
18 2026, and shall remain in full force and effect through
19 December 31, 2028, and shall remain in force and ef-
20 fect from year to year thereafter unless either party
21 shall, at least sixty (60) days prior thereto, notify the
22 other party in writing of desire to modify or terminate
23 this Agreement. In the event such notice is given, the
24 parties in accordance with the provisions of Article 30,
25 Section 2, shall meet not later than fifteen (15) days
26 after receipt of such notice. Should an understanding
27 not be reached within thirty (30) days from the date
28 such notice was filed, the procedure outlined in Sec-
29 tion 8 of the Labor Management Relations Act, 1947,
30 will be followed.

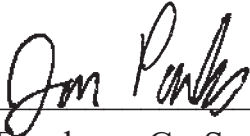
The Agreement, as negotiated by the foregoing committees, is hereby accepted by the parties signatory hereto this 14th day of November 2025, with the full understanding that this Agreement is between the Union and the individual signatory Employer.

FOR THE EMPLOYER:



Employer Chairmen

Brian Dowden, Barton Malow



Employer Co-Secretary

Jon Parks, Enerfab



Employer Co-Secretary

Nate Jacobson, Coenen Mechanical

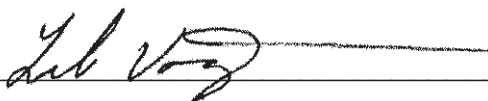
FOR THE UNION:



Dan Sullivan IVP / Chairman



Blane Tom, Co-Secretary IR-CSO



Luke Voigt, Co-Secretary Local 647

**APPENDIX A
WORK RULES**

November 14, 2025

1
2
3
4 **A-1.** The selection of craft foremen and/or general
5 foremen and the number of foremen required shall
6 be entirely the responsibility of the Employer, it
7 being understood that in the selection of such fore-
8 men and/or general foremen the Employer will give
9 primary consideration to the qualified individuals
10 available in the local area. After giving such consid-
11 eration, the Employer may select general foremen
12 from other areas. All foremen shall take orders from
13 the designated Employer representatives.

14 **A-2** There shall be no limit on production by
15 employees nor restrictions on the full use of tools
16 or equipment. Employees using tools shall perform
17 any of the work of the trade and shall work under
18 the direction of the craft foremen. There shall be no
19 restrictions on efficient use of manpower other than
20 as may be required by safety regulations.

21 **A-3** Employees shall be at their place of work at
22 the starting time and shall remain at their place of
23 work performing their assigned functions under the
24 supervision of the Employer until quitting time. The
25 parties reaffirm their policy of a fair day's work for a
26 fair day's wage.

27 **A-4** The Employer may utilize the most efficient
28 methods or techniques of construction, tools or
29 other labor-saving devices to accomplish the work.
30 Practices not a part of the terms and conditions of
31 this Agreement, stand by crews and feather bedding
32 practices will not be recognized.

1 **A-5** Neither the Union nor its local unions shall
2 coerce or in any way interfere with the Owner's per-
3 sonnel, operation or facilities at the plant site.

4 **A-6** It is agreed that overtime is undesirable and
5 not in the best interest of the industry or the em-
6 ployees; therefore, except in unusual circumstances,
7 overtime will not be worked. Where unusual circum-
8 stances do exist, however, the Employer will have
9 the right to assign specific employees and/or crews
10 to perform such overtime work as is necessary to
11 accomplish the job.

12 **A-7** The Employer shall establish such reasonable
13 project rules as the Employer deems appropriate.
14 These rules will be reviewed at the pre-job confer-
15 ence and posted at the project site by the Employer
16 and may be amended thereafter as necessary, the
17 union (via Union Hall or Onsite Rep) shall be noti-
18 fied of any amendments being instituted.

19 **A-8** Practices not a part of terms and conditions of
20 collective bargaining agreements will not be recog-
21 nized.

1
2

APPENDIX B SMALL BOILER AND REPAIR ADDENDUM

3 **App. B.1 Preamble**

4 WHEREAS, the parties hereto have maintained a mu-
5 tually satisfactory bargaining relationship in the work
6 area covered by collective bargaining agreements be-
7 tween them which have been in effect over a substan-
8 tial number of years; and

9 WHEREAS, the International Brotherhood of Boiler-
10 makers, Iron Ship Builders, Blacksmiths, Forgers, and
11 Helpers, and/or subordinate subdivisions thereof, em-
12 brace within its membership large numbers of quali-
13 fied journeymen who have constituted in the past, and
14 continue to do so, a majority of the employees em-
15 ployed by the Employers herein;

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

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

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

28 Maintenance work shall be any work performed with-
29 in the limits of a plant property involving renovation,
30 repair, or preventive maintenance to plant facilities.

1 The term repair as used herein is work required to re-
2 store by replacements of parts, or other means, any ex-
3 isting facilities to efficient operating conditions. The
4 word “renovation” as used herein is work required to
5 restore by replacement, overhauling, or revision of
6 parts to existing facilities, to efficient operating con-
7 dition.

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

16 **App. B.2.2** In addition to the terms set forth herein, the
17 Employer agrees to become signatory to and comply
18 with all terms and conditions of the Great Lakes Arti-
19 cles of Agreement.

20 **App. B.2.3** This Addendum shall be in addition to the
21 following existing Rider for Small Boiler and Repair
22 Agreement:

23 This rider covers the emergency repair of non-utility,
24 completed, shop assembled, package boilers and shall
25 pertain to all such work within the geographical juris-
26 diction of the Great Lakes Articles of Agreement and
27 any other additional territory that may be approved by
28 the International Brotherhood of Boilermakers.

29 The Employer agrees to notify the appropriate Local,
30 within twenty-four (24) hours of arriving on the job
31 site, of where work is being performed, the descrip-
32 tion of work, the approximate duration, and the man-
33 power requirements for each job.

1 The Union agrees that the Employer may bring one
2 (1) foreman and three (3) Boilermakers to each job.
3 All additional classifications of qualified Boilermak-
4 ers shall be referred from the Local where the work
5 is being performed. If no qualified Boilermakers are
6 available, the contractor will be allowed to bring addi-
7 tional manpower.

8 **App. B.2.4** This article or other articles of this Adden-
9 dum may be modified by mutual agreement between
10 the Business Manager and the Employer. All such
11 agreements shall be reduced to written form, signed
12 by both parties and submitted to the Chairman of the
13 Employers Committee and Union Committee for fi-
14 nal approval, when practical to do so, before the com-
15 mencement of any work at the job or project.

16 **App. B.2.5** All other major repair jobs, including all
17 Federal, State, County, and City work of any nature
18 shall be performed at the construction rate of pay set
19 forth in the Great Lakes Articles of Agreement be-
20 tween Employers and the Union. However, where no
21 prevailing wage is established for this work, the Small
22 Boiler Repair rate of pay may be used with prior ap-
23 proval of the Business Manager.

24 **App. B.2.6** This Great Lakes Articles of Agreement Ad-
25 dendum shall apply to the known or established terri-
26 tory, now under the jurisdiction of Lodge 27, St. Lou-
27 is Missouri; Lodge 83, Kansas City, Missouri; Lodge
28 107, Milwaukee, Wisconsin; Lodge 374, Hobart, Indi-
29 ana; Lodge 647, Minneapolis, Minnesota; Lodge 744,
30 Cleveland, Ohio; and, any additional territory that
31 may be approved by the International Brotherhood of
32 Boilermakers.

1 **App. B.3 Union Security**

2 **App. B.3.1** For all work covered by this Addendum, the
3 Employer agrees all of its present employees engaged
4 in performing such work who are members of the
5 Union on the date of the execution of this Addendum
6 shall remain members of the Union in good standing
7 as a condition of continued employment. All present
8 employees who are not members of the Union, and
9 all employees who are hired hereafter by the Employ-
10 er for work covered by this Addendum, shall become
11 and remain members in good standing of the Union
12 as a condition of continued employment on and af-
13 ter the thirtieth (30) day following the beginning of
14 their employment, or on or after the thirtieth (30) day
15 following the signing of this Addendum, whichever
16 is later. (This clause shall be effective only in those
17 states permitting Union Security.)

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

19 **App. B.4.1** Wages. The Employer shall pay the follow-
20 ing wage scales and benefits to all employees per-
21 forming work under this Addendum.

22 **Effective July 1, 2004**

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

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

27 **Journeyman** — 80 percent of established Local Jour-
28 neyman wage rate.

29 **Apprentice** — 70 percent of the above established Small
30 Boiler and Repair Journeyman wage rate, and for each
31 succeeding six months thereafter shall be advanced as
32 follows; upon approval of the Local Joint Apprentice-
33 ship Committee.

1	1st 6 months	70.0%
2	2nd 6 months	72.5%
3	3rd 6 months	75.0%
4	4th 6 months	77.5%
5	5th 6 months	80.0%
6	6th 6 months	85.0%
7	7th 6 months	90.0%
8	8th 6 months	95.0%

9 * Current certified tube (for employer) welder appren-
 10 tice 20% wage increase, current certified plate (for
 11 employer) welder apprentice 5% wage increase, not
 12 to exceed 95%

13 **Helper** — 60% of the above established Small Boil-
 14 er and Repair Journeyman wage rate and shall be ad-
 15 vanced as follows:

16	0 to 1000 hours	60%
17	1001 hrs. to Journeyman status	

18 The wage rate shall be increased in the amount deter-
 19 mined by the Employer commensurate with the em-
 20 ployees' increased skills and ability.

21 **Apprentices and/or Helpers**, when assigned to a job site
 22 that requires one employee, they shall be paid the full
 23 Small Boiler and Repair Journeyman wage rate.

24 **App. B.4.2 Fringe Benefits**

25 **Pension** — 50% of the established local contribution.

26 **Annuity** — 50% of the established local contribution.

27 **Health & Welfare** — 100% of the established local con-
 28 tribution.

1 **App. B.4.3** All other benefits and/or funds that are set
2 forth in the Great Lakes Articles of Agreement shall
3 be at 100% of the established local contribution.

4 **App. B.4.5** Any increase in the wage or benefits listed
5 above will coincide with those of the Great Lakes Ar-
6 ticles of Agreement.

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

8 This Addendum shall become effective from the date
9 of signing through December 31, 2028 and shall re-
10 main in force and effect from year to year thereafter
11 unless either party shall, at least sixty (60) days prior
12 thereto, notify the other party in writing of a desire to
13 modify or terminate this addendum.

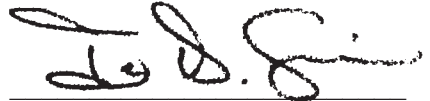
Date Approved: 11 / 14 / 2025

Representing the Employers:



Chairman Great Lakes Employers

Representing the Union:



Chairman Great Lake Union

1

Addendum A1

2

November 14, 2026

3 The Boilermakers working within the geographical ju-
4 risdiction of Boilermakers Local Lodges 107 and 647
5 shall receive subsistence at the rate of fifty (\$50.00)
6 dollars per day worked, for jobsites under fifty (50)
7 miles from their home residence, and one hundred
8 (\$100.00) dollars per day worked for jobsites fifty
9 (50) miles and over from their home address.

10 For those projects working under the Small Boiler Re-
11 pair Agreement subsistence shall not be applicable.

12 On all projects where subsistence is paid under Ad-
13 dendum “A-1” the first eight (8) hours an individual-
14 works of each scheduled shift Monday through Friday
15 will be worked at straight time.

16 On shift work, when the standard straight time hours
17 for the second or third scheduled shift are 7.5 or
18 7 hours respectively, those hours will be worked at
19 straight time.

20 In the event an employee within the geographical ju-
21 risdiction of Boilermakers Local Lodges 107 and 647
22 is required to remain on site for a period of more than
23 sixteen (16) continuous hours, all hours worked after
24 sixteen consecutive hours on the job-site shall be paid
25 at the rate of double-time.

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Addendum A2
November, 14 2026

3 The Boilermakers working within the geographical
4 juris- diction of Boilermakers Local Lodge 27, 83,
5 and 374;

6 If the Employer or any of their subcontractors pay
7 subsistence to any other craft on the same job or proj-
8 ect, then the boilermakers shall receive the subsis-
9 tence rate of one hundred (\$100.00) dollars per day
10 worked while employed at the same time, provided
11 that the job site or project is located fifty (50) miles
12 or over from the local union office having jurisdiction
13 or the employee's permanent residence (whichever is
14 closer).

1

Addendum B

2 This addendum outlines provisions regarding the help-
3 er classification outlined in the Agreement for work in
4 the territory of Local 647.

5 The wage rate outlined in Article 13.5 shall be in-
6 creased from sixty percent (60%) to seventy percent
7 (70%).

8 Article 13.5.2 shall be applied as follows in Local 647:

9 When qualified Boilermakers and/or apprentices are
10 on the local primary, secondary, and apprentice out of
11 work lists and are willing and available to accept the
12 referral offer, Boilermaker helpers shall not be referred
13 to the job until these out of work lists are exhausted.
14 However, by mutual consent, apprentices and helpers
15 may comprise fifty percent (50%) of the work force on
16 certain work.

1

Vacation Fund Addendum

2 Effective January 1, 2026, Boilermakers Local 374
3 Vacation Fund which will be a taxable income item
4 of nine dollars and nine cents (\$9.09) per hours paid,
5 that shall be allocated to the employee’s total hourly
6 wage rate.

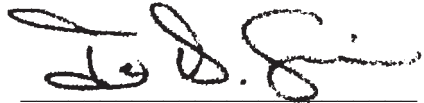
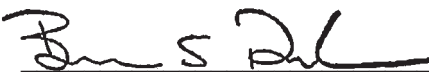
7 The employer shall deduct the sum of nine dollars and
8 nine cents (\$9.09) for each regular hour paid, thirteen
9 dollars and sixty four cents (\$13.64) for each time and
10 one half hour paid and eighteen dollars and eighteen
11 cents (\$18.18) for each double time hours paid. The
12 full amount shall be deducted after taxes and be made
13 payable to Regional Federal Credit Union, 7144 Ken-
14 nedy Avenue Hammond, IN 46323 on behalf of the
15 employee.

16 Yearly raise allocations could be added to this vaca-
17 tion fund and will reflect on Local 374 wage sheet.

18 Payment of the Vacation Fund shall be made month-
19 ly, and if any payment is not made within fifteen (15)
20 days from the last day of the month for which hours
21 are reportable, the local union shall have the right to
22 take whatever steps necessary to secure compliance
23 with this addendum, any provision of this agreement
24 to the contrary notwithstanding and the Employer
25 shall be liable for all cost for collecting the payments
26 due, together with attorney’s fees.

Representing the Employers:

Representing the Union:



Chairman Great Lakes Employers

Chairman Great Lake Union

Memorandum of Understanding

By and Between the International Brotherhood of Boilermakers (IBB)

And

The Employers Signatory to the Great Lakes Articles of Agreement

Whereas the State of Minnesota passed an Earned sick and Safe Time (ESST) law providing employees in the State of Minnesota with up to forty-eight (48) hours of ESST per year effective January 1, 2024, and,

Whereas the said law provides Building and Construction Unions the opportunity to waive their member's right to this benefit and,

Whereas the Employer's signatory to the Great Lakes Articles of Agreement wish to have the IBB waive said right,

Therefore, the Parties have bargained in good faith to amend the current Collective Bargaining Agreement known as the Great Lakes Articles of Agreement with respect to the wages for employees performing work in the State of Minnesota and have agreed to the following:

The IBB agrees to execute a fully compliant and enforceable Waiver of rights under the ESST law on behalf of employees working under the CBA in the State of Minnesota effective January 1, 2026, through December 31, 2028.

The Employers agree to increase the wage rate for all employees working under the CBA by one dollar and eight cents (\$1.08) effective January 1, 2026, one dollar and sixteen cents (\$1.16) effective January 1, 2027, and one dollar and twenty-four cents (\$1.24) effective January 1, 2028.

Representing the Employers:

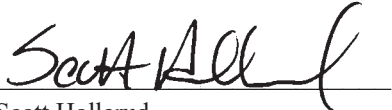


Brian Dowden
Employer Chairman

Representing the Union:



Dan Sullivan
Union Chair GL IVP



Scott Hollerud
BM/ST Local 647

Addendum to Memorandum of Understanding

On Minnesota ESST

This confirms the waiver agreed to in the Memorandum of understanding between the undersigned Union(s). As permitted by Minnesota statute sections 181.9448. subd. 1(f), the below construction trades labor organization(s) hereby **WAIVE** without any limitation the application of all terms and conditions of the Minnesota Earned Sick and Safe Time Statute for all employees covered by the Great Lakes Articles of Agreement (“Agreement”) with any employer who is or becomes a signatory to the agreement. This **WAIVER** expressly includes without limitation sections 181.9445(Definitions), 181.9446 (Accrual of Earned Sick and Safe Time), 181.9447 (Use of Earned Sick and Safe Time) and 181.9448 (Effect of other Law or Policy) and all related regulations. These statutory sections shall not apply to any employee covered by the Agreement. The terms of this Waiver are hereby incorporated by the parties into the Agreement.

Representing the Employers:

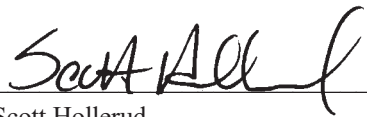


Brian Dowden
Employer Chairman

Representing the Union:



Dan Sullivan
Union Chair GL IVP



Scott Hollerud
BM/ST Local 647

The foregoing Agreement, Appendix “A”, and Addendum’s were negotiated at a general conference of the Employers and the Union.

Representing the Union:

Dan Sullivan, Chairman, International
Vice President

Blane Tom, Co-Secretary
IR-CSO

Luke Voigt, Co-Secretary
647 Contract Committeemen

Eugene Gill, BM/ST, Local 27

Casey Jensen, BM/ST Local 83

Matt Bales, BM/ST, Local 107

Brad Sievers, BM/ST, Local 374

Scott Hollerud, BM/ST, Local 647

Martin Mahon, BM/ST, Local 744

Representing the Employers:

Brian Dowden, Chairman
Barton Malow
Jon Parks, Co-Secretary
Enerfab
Nate Jacobson, Co-Secretary
Coenen Mech
Bryon Eppenberger, AB welding
Rich Castle, Monarch
Cal Nate, Babcock & Wilcox
Kris Warren, Hayes
Bob Segiet, Hayes
Bob Henderson, Madison Ltd
Ed Storrs, Bowen
Travis Colvin, Enerfab
Ryenne Opland, Boldt
Eric Murphy, Sterling
Jeff Spinks, Morrison
Jim Parlor, Morrison
Trevor Martin, Azco
Justin Ostgard, Jamar
Al Acosta, CBI
Pat Meunier, Locke AMI

UNION DIRECTORY

GREAT LAKES ARTICLES OF AGREEMENT

Dan Sullivan
International Vice President
780 N. Union Street
Hobart, IN 46342
219-218-7124

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

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

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

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

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

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

CONTRACTOR DIRECTORY

GREAT LAKES ARTICLES OF AGREEMENT

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 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

Arch Fabricating, LLC
P.O. Box 8679
St. Louis, MO 63127
314-393-3179

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

Atomic Iron
14590 380th St. NE
Middle River, MN 56737
218-791-9972

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

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

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

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

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

Barton Malow
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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Coenen Mechanical
401 E. South Island Street
Appleton, WI 54915
920-441-1308

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

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

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

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

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

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

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

Despenas Welding
1074 250th St
Sheffield, IA 50475
(641) 892-8053

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

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

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

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

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

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

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

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

FabTech
1131 Hammond Ave,
Ottumwa, IA 52501
641-208-5689

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.
2286 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

Heavy Metal Welding and
Fabrication LLC.
9070 Waconia St NE
Blaine, MN 55449
612-867-3539

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

High Plains Boiler Mechanical/
California Boiler Inc.
2815 N 11th str.
Omaha, NE 68110
402-779-8268

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

IConsultant, LLC
415 SE 13th St. Suite 201
Grand Rapids, MN 55744

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.
P.O. Box 922
Price, UT 84501
(431) 687-2488

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

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

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

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

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

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

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

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

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

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

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

Kelly Boiler Co.
4826 W. Margaret Street
Monee, IL 60449
708-929-8307

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

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 Dr.
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

Lincoln Manufacturing
198 Meadow Lands Blvd.
Washington, PA 15301
724-873-2700

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

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.
922 S. Broadway
St Louis, MO 63111
(314) 481-4111

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

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

Micronics Engineered Filtration
Group, Inc.
1201 Riverfront Pkwy Suite A
Chattanooga, TN 37402
866-464-1301

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

Mid-America Pipe Fabrication
Box 300
Scammon, KS 66773

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

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

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

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

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

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

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

NorMinn Industrial, LLC
453 Tower Street NW
Clearbrook, MN 56634
218-776-3875

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

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

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

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

Neumann Insulation Co
7292 Morris Thomas Rd West
Cloquet, MN 55720

Northern Horizons, Solway, Inc.
15805 Caribou Footed Drive
Solway, MN 56678
218-467-9353

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

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

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

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

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

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

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

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

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

Patriot Millwright Servies, LLC
155 Ida Street
Omaha, NE 68119
402-779-7287

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

Peterson Sheet Metal, Inc.
3728 Bemidji Avenue N Suite 300
Bemidji, MN 56601
218-751-4502

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

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

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

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

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

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

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

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

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

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

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

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

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

Radotich, Inc.
505 W. 37th Street
Hibbing, MN 55746
218-254-5763

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

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

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

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

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

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

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

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

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

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

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

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

Stack Bros. Mechanical Contrac-
tors Inc.
3119 Hill Avenue
Superior, WI 54880
715-398-2964

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

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

Tidewater Construction Corp.
P.O. Box 57
Norfolk, VA 23501

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

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

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

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

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

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

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

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

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

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

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

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

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 Service Inc.
28800 NE Colbern Rd.
Lee's Summit, MO 64086

WoH Construction LLC
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

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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