

MISSOURI RIVER BASIN



ARTICLES OF AGREEMENT

between the

International Brotherhood of
**Boilermakers, Iron Ship Builders,
Blacksmiths, Forgers & Helpers, AFL-CIO**



and the

Signatory Contractors

Effective Jan. 1, 2008 through Dec. 31, 2010

**MISSOURI RIVER BASIN
ARTICLES OF AGREEMENT
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Missouri River Basin

Articles of Agreement

between the

International Brotherhood of
**Boilermakers, Iron Ship Builders,
 Blacksmiths, Forgers, and Helpers
 AFL-CIO**

(Herein referred to as "Union")

and the

Signatory Contractors

(Herein referred to as "Contractor")

Effective April 15, 1948, and amended effective Nov. 1, 1948; Oct. 18, 1949; July 18, 1950; Dec. 18, 1950; July 18, 1952; July 19, 1953; July 19, 1954; July 19, 1955; July 19, 1956; July 19, 1957; July 19, 1958; July 19, 1959; July 19, 1960; July 19, 1962; July 19, 1964; July 19, 1967; July 19, 1970; July 19, 1973; July 19, 1976; July 19, 1979; July 19, 1982; July 19, 1986; July 19, 1989; July 19, 1992; Sept. 1, 1995; Sept. 1, 1998; Sept. 1, 2001; Sept. 1, 2004; Jan. 1, 2008, to remain in effect until Dec. 31, 2010.

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PREAMBLE

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

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;

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**

ART. 1.1 This Agreement shall apply exclusively to field construction work within the territory herein referred to as the Missouri River Basin, composed of the following states:

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IOWA
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MISSOURI
NEBRASKA

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

ART. 1.3 It is the intent of the Employer and the Union in establishing working rules herein to carry out the policies and declaration of principles announced by the Building and Construction Trades Department, AFL-CIO. It is understood that the NCA-BCTD work rules agreement dated June 1, 1973, will apply on all projects where said rules are enforced uniformly on all crafts in the Employer's employ.

Coffee Consumption. Employees can take their thermos bottles to their places of work, and they will be allowed to drink coffee, provided this is done on an individual basis and not as an organized coffee break and so long as this privilege is not abused.

ART. 1.4 The use of the masculine or feminine gender or titles in this Agreement shall be construed as including both genders and

1 not as sex limitations unless the Agreement
2 clearly requires a different construction.
3

4
5 **ARTICLE 2**
6 **RECOGNITION**
7

8 The Employer agrees that upon the
9 Union's presentation of appropriate evi-
10 dence of majority status among its employ-
11 ees in the bargaining unit of the Employer
12 covered by this Collective Bargaining
13 Agreement, the Union shall be voluntarily
14 recognized as the exclusive collective bar-
15 gaining agent under Section 9(a) of the
16 NLRA for all employees within the bargain-
17 ing unit of the Employer on all job sites with-
18 in the jurisdiction of this Agreement. In the
19 event of such a showing, the Employer
20 expressly waives any right to condition vol-
21 untary recognition on the Union's certifica-
22 tion by the NLRB following an NLRB elec-
23 tion, unless a representation petition has
24 been filed by a petitioner other than the
25 Employer prior to the Employer's voluntary
26 9(a) recognition. The Employer expressly
27 waives the right to seek an NLRB election
28 during the term of this contract, or any right
29 to abrogate or repudiate this contract during
30 its effective term.
31
32
33
34

1 **ARTICLE 3**
2 **UNION SECURITY AND CHECKOFF**
3

4 **ART. 3.1** As of the effective date of this
5 Agreement, all employees under the terms
6 of this Agreement must be or become mem-
7 bers of the Union thirty (30) days thereafter;
8 the employees hired after the effective date
9 of this Agreement shall be or become and
10 remain members of the Union thirty (30)
11 days after their date of employment in
12 accordance with the provisions of the
13 National Labor Relations Act. (This clause
14 shall be effective only in those states permit-
15 ting union security.)
16

17 **ART. 3.2** The Employer agrees to deduct
18 from the wages of each employee the cur-
19 rent Union field dues and monthly dues
20 amounts as certified by the Union and
21 authorized by the employee, and shall for-
22 ward such dues to the designated represen-
23 tative of the Union on or before the 15th day
24 of the following month.
25

26 **ART. 3.3** It shall be the responsibility of the
27 local union to obtain signatures on the
28 authorization forms. The forms shall be kept
29 on file in the Union hall. The Union hereby
30 agrees that it will indemnify and hold the
31 Employer harmless against any and all
32 claims, demands, and other forms of liability
33 that shall arise out of or by reason of action by
34 the Employers in compliance with this article.

1 **ARTICLE 4**
2 **TRADE JURISDICTION**

3
4 **ART. 4.1** This Agreement, except as other-
5 wise provided for herein, covers the work-
6 ing rules and conditions of employment for
7 all journeymen boilermakers, apprentices,
8 probationary boilermakers, and construc-
9 tion boilermaker journeymen trainees
10 employed in the boilermaker trade by a sig-
11 natory Employer, including but not limited
12 to: boilermaking, welding, acetylene burn-
13 ing, riveting, chipping, caulking, rigging, fit-
14 ting-up, grinding, reaming, impact machine
15 operating, unloading and handling of boil-
16 ermaker material and equipment, and such
17 other work that comes under the trade juris-
18 diction of the boilermakers.
19

20 **ART. 4.2** When manual assistance is
21 required for gamma-ray, x-ray, or other non-
22 destructive testing by technicians in the
23 examination of boilermaker work, boiler-
24 makers will be assigned to perform the man-
25 ual work that is not directly related to the
26 technician's examination. The number of
27 boilermakers required shall be determined
28 by the Employer.
29

30 **ART. 4.3** Journeymen boilermakers may be
31 required to perform any work coming with-
32 in the scope of this Agreement.
33
34

1 **ART. 4.4** In recognition of the work jurisdic-
2 tional claims, it is understood that the assign-
3 ment of work and the settlement of jurisdic-
4 tional disputes with other building trades
5 organizations, shall be handled in accordance
6 with the procedure established by the
7 Impartial Jurisdictional Disputes Board or
8 any successor agency of the Building and
9 Construction Trades Department.
10

11 **ART. 4.5** There shall be no work stoppage
12 because of jurisdictional disputes.
13

14 **ART. 4.6** When requested by the
15 Construction Division office (headquarters),
16 the Employer shall supply a signed letter on
17 the company's letterhead stationery, listing
18 equipment installed by the boilermaker,
19 either by assignment or agreement with other
20 crafts, with copies to the International Vice
21 President and local lodge business manager.
22

23 **ART. 4.7 Job Site Subcontracting.** No
24 Employer shall subcontract or assign any of
25 the field construction work historically and
26 traditionally performed by boilermakers
27 which is to be performed at job site by any
28 Contractor, subcontractor, or other persons
29 or party who does not have or refuses to
30 enter into a job compliance understanding
31 which will comply with the conditions of
32 employment including, without limitation,
33 those relating to Union security, rates of pay,
34 assignment of work, working conditions,

1 and other matters covered by this
2 Agreement or a field construction agree-
3 ment in effect in the area where the work is
4 erected which has been approved by the
5 International Brotherhood.

6
7 In the event clarification is needed of this
8 article, it shall be referred to the chairmen of
9 the negotiating committees.

10
11 **ART. 4.8 Maintenance of Standards.** The
12 Union agrees that if it grants privileges,
13 terms, or condition of employment more
14 advantageous than those contained in this
15 Agreement to other Employers on any project
16 agreement, then the Employers signatory
17 to this Agreement may, upon written
18 notice to the Union, take advantage of such
19 better privileges, terms, or conditions of
20 employment on that project.

21
22
23 **ARTICLE 5**
24 **EXCLUSIVE REFERRAL**

25
26 **ART. 5.1** All Missouri River Basin lodges
27 shall have joint Referral Rules, which are
28 and shall remain in compliance with the
29 National Joint Rules and Standards govern-
30 ing operation of exclusive referral plans.

31
32 **ART. 5.2** The Employer shall, under the
33 terms of this Agreement, request the Union
34 to furnish all competent, drug screened, and

1 qualified field construction boilermakers,
2 boilermaker apprentices, and other applica-
3 ble classifications in this Agreement. Only
4 referral applicants possessing a current
5 MOST drug screen certification or a timely
6 chain of custody receipt indicating that a
7 MOST drug screen certification may be
8 issued shall be considered available for
9 referral and employment. In requesting the
10 Union to furnish such applicants, the
11 Employer shall notify the Union either in
12 writing or by telephone, stating the location,
13 starting time, approximate duration of the
14 job, the type of work to be performed, and
15 the number of workmen required.

16
17 **ART. 5.3** In the event the Union is unable
18 to fill the requisition for applicants within
19 forty-eight (48) hours (Saturdays,
20 Sundays, and holidays excepted), the
21 Employer may employ applicants from
22 any other available source.

23
24 **ART. 5.4 Non-Discriminatory Referral.**
25 The Union and Employer agree that referral
26 of all classifications of construction boiler-
27 makers shall be on the following basis:

28
29 **ART. 5.4.1** Competent and qualified regis-
30 trants shall be referred from the out-of-work
31 lists in a non-discriminatory manner. This
32 shall be done immediately and in accord-
33 dance with the requirements of the
34 Employer's job.

1 **ART. 5.4.2** Selection of applicants for refer-
2 ral shall be on a non-discriminatory basis
3 and shall not be based upon, nor in any way
4 affected by, Union membership, by-laws,
5 rules, regulations, constitutional provisions,
6 or any other aspect or obligation of Union
7 membership, policies, or requirements.
8

9 **ART. 5.4.3** The Employer retains the right
10 to reject any job applicant referred by the
11 Union. In the event the Employer does reject
12 the job applicant, his position on the out-of-
13 work list shall not be affected.
14

15 **ART. 5.4.4** The Union and the Employer
16 shall post, in places where notices to all
17 employees and applicants for employment
18 are customarily posted, all provisions relat-
19 ing to the functioning of these rules and
20 standards.
21

22 **ART. 5.5 Selectivity.** The first two employ-
23 ees on a job shall be the foreman, selected by
24 the Employer, and the steward, selected by
25 the business manager, regardless of their
26 positions on the out-of-work list. For a job
27 under the terms of this Agreement, the
28 Employer may select a maximum of five (5)
29 additional boilermaker employees by name
30 from among the top fifty percent of regis-
31 trants on the appropriate out-of-work list of
32 the local lodge having jurisdiction. These
33 five (5) additional boilermaker employees
34 may be selected from any one or combina-

1 tion of boilermaker classifications under the
2 terms of this Agreement (i.e., journeyman,
3 apprentice, and other applicable classifica-
4 tions), except that the choice may not exceed
5 one apprentice and one other subjourney-
6 man classification or two apprentices.
7 Additional employees required for the job
8 will be obtained in accordance with the
9 Referral Rules.
10

11 **ART. 5.5.1 Transfer of Employees.** The
12 Employer may transfer boilermaker
13 employees on his payroll working under the
14 terms of this Agreement from one job to
15 another job being worked under the terms
16 of this Agreement within the jurisdiction of
17 the same local lodge, provided that the
18 number transferred shall not exceed a total
19 of six (6), consisting of a foreman and five (5)
20 additional boilermaker employees from any
21 one classification or combination of classifi-
22 cations under the terms of this Agreement
23 (i.e., journeyman, apprentice, or other appli-
24 cable classifications), and provided that the
25 number transferred shall include not more
26 than one apprentice and one other subjour-
27 neyman classification, or two apprentices.
28 The Employer desiring to utilize this trans-
29 fer provision shall promptly notify the busi-
30 ness manager of the local lodge having juris-
31 diction giving the name, classification, and
32 Social Security number of each employee to
33 be transferred. The steward shall be selected
34 by the business manager from the lodge's

1 out-of-work list, or he may elect to transfer
2 the steward from a job, which the same
3 Employer is working under the terms of this
4 Agreement. After the foreman and the steward
5 have been selected, the Employer may
6 transfer the remaining employees not to
7 exceed five (5). Additional employees for the
8 job will be obtained in accordance with the
9 Referral Rules.

10
11 **ART. 5.5.2** The Employer may utilize the
12 provisions for selectivity and/or transfer-
13 ability, but he shall not be allowed to exceed
14 the six (6) employee limit for any one job.

15
16 **ART. 5.5.3** A transferred employee will be
17 allowed to be transferred back to the job he
18 was transferred from, provided the job he
19 was transferred to has been completed.

20
21 **ART. 5.5.4** Modification as to the selectivi-
22 ty and transfer of men beyond the limita-
23 tions set forth in this article, may be made by
24 mutual consent of the parties.

25
26 **ART. 5.5.5** The Employer shall determine
27 the competency of all employees. The
28 Employer shall determine the number of
29 men required on a project and shall select
30 any employee or employees working under
31 the terms of this Agreement to be laid off
32 regardless of membership or non-member-
33 ship in the Union.
34

1 **ARTICLE 6** 2 **HOURS OF WORK**

3
4 Eight (8) hours per day shall constitute a
5 day's work and forty (40) hours per week,
6 Monday through Friday, shall constitute a
7 week's work. The regular starting time shall
8 be eight (8:00) o'clock a.m. The above may
9 be changed by mutual consent of the
10 authorized representatives of the local
11 lodge having jurisdiction, or the
12 International and the job superintendent.

13
14 When circumstances warrant, the
15 Employer and the business manager may
16 agree to change the regular workweek to
17 four (4) ten-hour shifts at the regular straight
18 time rate of pay. It being understood that all
19 other pertinent sections of the Agreement
20 must be adjusted accordingly.

21 **ARTICLE 7** 22 **OVERTIME AND HOLIDAYS**

23
24 **ART. 7.1** All time worked before and after
25 the established workday of eight (8) hours,
26 Monday through Friday, and all time
27 worked on Saturday, shall be paid at the
28 rate of time and one-half (1-1/2) except in
29 cases where such work is part of an employ-
30 ee's regular Friday shift.
31
32

33 All time worked on Sunday shall be paid
34

1 for at the rate of double (2) time, except in
2 cases where such work is part of an employ-
3 ee's regular Saturday shift. All time worked
4 on the following holidays; New Year's Day,
5 Decoration Day, Independence Day, Labor
6 Day, Veteran's Day, Thanksgiving Day, and
7 Christmas Day shall be paid for at the rate of
8 double (2) time, except in cases where such
9 work is part of an employee's regular previ-
10 ous day's shift. No work shall be performed
11 on Labor Day except for the preservation of
12 life or property. When a holiday falls on
13 Sunday, the day observed will be Monday;
14 when a holiday falls on Saturday, the day
15 observed will be Friday. In no case shall the
16 overtime rate exceed double the straight
17 time hourly rate of pay.

18
19 If the Employer or any of his subcontractors
20 pay any other crafts on the same job
21 double (2) time, then the boilermaker shall
22 receive double (2) time while employed at
23 the same time.

24
25 **ART. 7.2** Employees assigned to work
26 during their lunch period shall receive over-
27 time and be allowed to consume their lunch
28 on the Employer's time after completing
29 such necessary or emergency work during
30 lunch period.

31
32 **ART. 7.3** Employees required to work
33 overtime in excess of two (2) hours past the
34 regular quitting time of their shift shall then

1 be allowed thirty (30) minutes to eat lunch
2 without loss of pay and if work is to contin-
3 ue an additional four (4) hours, they shall be
4 allowed an additional thirty (30) minutes to
5 eat without loss of pay if work is to continue
6 beyond this period.

7
8 **ART. 7.4** Overtime is not to be demanded
9 of the Employer by any workman covered
10 by this Agreement as a condition for
11 employment on a job.

12
13 **ART. 7.5** The Employer agrees the steward
14 will be notified whenever overtime is to be
15 worked beyond the established hours
16 including Saturdays and Sundays.

17 18 19 **ARTICLE 8** 20 **SHIFTS**

21
22 The Employer may establish shift work on
23 the following basis:

24
25 **ART. 8.1** The regular starting time of the
26 first or day shift shall be 8:00 a.m.; the regular
27 starting time of the second shift shall be 4:30
28 p.m.; and the regular starting time of the third
29 shift shall be 12:30 a.m. The foregoing starting
30 times may be changed when mutually
31 agreed to between the Employer and the
32 authorized representative of the lodge having
33 jurisdiction of the job, or the International.
34

1 must be more than seventy five (75) miles
2 from the job site.

3
4 **ART. 9.4** The foregoing requirements shall
5 not be applicable where the employee is laid
6 off by reason of bad weather, breakdown of
7 machinery, or any other cause beyond the
8 direct control of Employer, in which event
9 he shall be paid at the applicable rate, (1) not
10 less than two hours pay, (2) for the time actu-
11 ally worked, or (3) the time required to
12 remain on the job, whichever is greater.
13 Where the employee quits or lays off, pay-
14 ment will be made for actual time worked.
15 In order to qualify for the pay provided for
16 in this article, the employee must remain on
17 the job, available for work, during the peri-
18 od of time for which he receives pay unless
19 released sooner by the Employer's principal
20 supervisor. The Employer shall determine
21 when weather conditions on the job are such
22 that the men shall or shall not work. The
23 foregoing provisions shall not apply when
24 the employee has been properly notified the
25 previous day not to report for work.
26 Employees not reporting for work because
27 of inclement weather will not be discrimi-
28 nated against.

29
30 **ART. 9.5** Any boilermaker who is required
31 to take a welding test shall be paid for the
32 time required to take the test. The results of
33 such test shall be included on the employ-
34 ee's notice of termination.

1 **ARTICLE 10** 2 **LODGING**

3
4 If the Employer or any of his subcontractors
5 pay lodging expense to any other craft
6 on the same job or project, then the boiler-
7 maker shall receive lodging expense at the
8 rate of \$35.00* per day worked while
9 employed at the same time, provided that
10 the job site or project is located more than 50
11 miles radius from the local union office hav-
12 ing jurisdiction or the employee's perman-
13 ent residence (whichever is closer).

14
15 * Effective 1/01/09 — \$38.00 per day
16 * Effective 1/01/10 — \$40.00 per day
17

18 In addition, this article or other articles of
19 this Agreement may be modified by mutual
20 agreement between the business manager
21 and the Employer. Any such agreement
22 shall be only for a particular job or project.
23

24 All such agreements will be reduced to
25 written form, signed by both parties and in
26 the hands of the chairman of the Union
27 committee, when practical to do so, before
28 the commencement of any work at the job
29 or project.
30

1 ees to leave one Employer for another. The
2 Employer shall have the right to send gen-
3 eral foremen into any local territory where
4 work is being performed.

5
6 **ART. 13.2** All foremen shall be practical
7 mechanics of the trade.

8
9 **ART. 13.3** There shall be a foreman on
10 every job.

11
12 **ART. 13.4** Where ten (10) or less men are
13 employed on a job, one (1) shall be a fore-
14 man who shall work with the tools if
15 required by the Employer. Where eleven (11)
16 or more men are employed on a job, one (1)
17 shall be a foreman who shall not work with
18 the tools but act in a supervisory capacity.

19
20 **ART. 13.5** It is agreed that all general fore-
21 men and foremen referred to herein shall
22 accept instruction from the Employer's erector
23 or erectors. However, the erector or erectors
24 shall not give direct instructions to the
25 other employees covered by the terms of this
26 Agreement.

27
28 **ART. 13.6** Foremen shall not apply, in any
29 respect, any regulations, rules, by-laws, or
30 the provisions of the Union constitution on
31 the Employer's job site.

32
33 **ART. 13.7** The foreman shall be notified at
34 least one (1) hour before quitting time of lay off.

1
2 **ARTICLE 14**
3 **PIECE WORK, LIMITATION, AND CURTAILMENT**
4 **OF PRODUCTION**

5 There shall be no contract, bonus, bit or
6 task work; nor shall there be any limit on or
7 curtailment of production.

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9
10 **ARTICLE 15**
11 **FUNCTIONS OF MANAGEMENT**

12
13 **ART. 15.1** The Employer shall have full
14 right to direct the progress of the work and
15 to exercise all function and control includ-
16 ing, but not limited to, the selection of the
17 kind of materials, supplies, or equipment
18 used in the prosecution of the work, the
19 determination of the competency and quali-
20 fications of his employees, and the right to
21 discharge any employee for any just and
22 sufficient cause, provided, however, that no
23 employee shall be discriminated against.

24
25 **ART. 15.2** Whenever possible and where
26 circumstances do not prevent the Employer
27 doing so, the Employer will use items man-
28 ufactured in the U.S.A.

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**ARTICLE 16
WAGE SCALES**

ART. 16.1 Employer shall pay and the employees covered by the terms of this Agreement shall accept the following minimum wage scales, effective the dates set forth below.

JURISDICTION OF LOCAL LODGE 83

Classification	Hourly Wage	
	1/01/08	1/01/10
Journeyman	\$31.00	+\$2.10/Hr* +\$2.15/Hr*
Foreman	\$2.50 more per hour than journeyman	
General Foreman	\$4.00 more per hour than journeyman	

JURISDICTION OF LOCAL LODGE 27

Classification	Hourly Wage	
	1/01/08	1/01/10
Journeyman	\$31.10	+\$2.10/Hr* +\$2.15/Hr*
Foreman	\$2.50 more per hour than journeyman	
General Foreman	\$4.00 more per hour than journeyman	

* To be allocated at the discretion of the local union.

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The following percentage rates on all newly indentured apprentices:

Period	% of Journeyman Wage
1st period	70.0%
2nd period	72.5%
3rd period	75.0%
4th period	77.5%
5th period	80.0%
6th period	85.0%
7th period	90.0%
8th period	95.0%*

* Stays at 95% until program completion.

ART. 16.2 Vacation. The Employer agrees to deduct from the employees hourly taxable wage the sum of one dollar and five cents (\$1.05) per hour for all hours worked. The Employer agrees to and shall be bound by the provisions of Appendix E, Vacation Trust Agreement (the Boilermaker Vacation Trust).

ART. 16.3 All men working on erection, repairing, and dismantling of smokestacks, standpipes, and water towers shall receive boilermaker journeyman rate.

ART. 16.4 Effective Sept. 1, 2002, upon presentation of a signed authorization, the Employer shall withhold \$0.10 per hour paid for the Boilermakers. The Employer shall submit the collected funds to the Boilermakers Local 27 Voluntary Education, Political, and

1 Charitable Fund with a listing of each
2 employee and identifying Social Security
3 number and the amount remitted for each list-
4 ed employee no later than 15 days after the
5 end of each month in which the deduction
6 accrued. Obtaining the signed authorizations
7 shall be the responsibility of the Union. The
8 Union shall hold the Employer harmless and
9 agrees to fully defend and indemnify the
10 Employer in any litigation resulting from this
11 activity, which is deemed to be a service to the
12 Union by the Employer. The signed authori-
13 zation shall remain in force and in effect until
14 cancelled in writing by the employee.

15
16 It was negotiated and agreed that similar
17 language would be adopted for a PAC
18 Fund for Local 83. When that language is
19 perfected along with an effective date, sig-
20 natory contractors will be notified by sepa-
21 rate cover. This new language will also con-
22 tain the "hold harmless" clause.

23
24
25 **ARTICLE 17**
26 **NATIONAL PENSION TRUST**

27
28 The Employer shall pay into the
29 Boilermaker-Blacksmith National Pension
30 Trust, the sum of seven dollars (\$7.00) in the
31 jurisdiction of Local 27, and the sum of five
32 dollars and ninety-five cents (\$5.95) in the
33 jurisdiction of Local 83, for each hour paid
34 by the Employer for all employees who are

1 covered by this Agreement. The Employer
2 agrees to and shall be bound by the provi-
3 sions of Appendix C attached hereto relating
4 to the said Pension Trust.
5
6
7

8 **Article 18**
9 **Apprenticeship Training**

10 **ART. 18.1** The Employer agrees to and
11 shall be bound by the provisions of
12 Appendix D attached hereto relating to said
13 Apprenticeship Fund.
14

15 **ART. 18.2** The Employer shall pay into the
16 Great Lakes Area Joint Apprenticeship Fund
17 (Local 27) the sum of thirty cents (\$0.30); and
18 to the Southeast Area Joint Apprenticeship
19 Fund (Local 83) the sum of forty cents
20 (\$0.40) per hour for each hour worked for
21 the Employer by all employees who are cov-
22 ered by this Agreement. By mutual agree-
23 ment between the chairmen of the respec-
24 tive committees, this Article may be opened
25 for negotiation at any time during the life of
26 the Agreement.
27

28 **ART. 18.3** Employers will contribute up to
29 a total of thirty-five cents (\$0.35) per hour
30 worked to establish local training funds for
31 each local. Employer contributions are
32 based on a recommendation from the Board
33 of Trustees of each respective Fund.
34 Committees will be appointed by the Union

1 and Employers to implement said funds,
2 determine contribution rates, and establish
3 trust agreements. Once legal trusts are estab-
4 lished, Employers will be bound by said
5 trust agreements.

6
7 The committees have determined that
8 the supplemental rates will be fifty-five
9 cents (\$0.55)* per hour worked for Local
10 27 and fifteen cents (\$0.15) per hour
11 worked for Local 83.

12
13 These contributions are to be paid in addi-
14 tion to the area contribution rates, but directly
15 to the respective local lodge's Supplemental
16 Training and Education Fund.

17
18 *All contributions above thirty-five cents (\$0.35)
19 shall come from the Boilermaker package.

20
21 **ART. 18.4** One (1) apprentice shall be
22 referred by the Union and employed by the
23 Employer for the first six (6) journeymen,
24 and one (1) additional apprentice shall be
25 referred and employed by the Employer for
26 each five (5) journeymen thereafter; these
27 ratios to be maintained throughout the
28 duration of the job. An apprentice, depend-
29 ing on his aptitude and length of experience,
30 will not be expected to be as productive as a
31 skilled journeyman, but he shall not be
32 restricted as to the tasks he can perform, in
33 accord with standards of program. His abil-
34 ity to perform a given task shall be deter-

1 mined by his foreman. Any question regard-
2 ing the foreman's assignment of an appren-
3 tice shall be resolved by the apprenticeship
4 coordinator.

5
6 The Employer has the right to request and
7 use up to thirty percent (30%) of crew as
8 apprentices when available; if not available
9 a combination of apprentices and construc-
10 tion boilermaker journeyman trainees may
11 be used to supplement the ratio in accor-
12 dance with Appendix F.

13
14 The ratio of apprentices is to be maintained
15 on the active rolls of the Great Lakes and
16 Southeast Area apprenticeship programs.

17
18
19 **ARTICLE 19**
20 **MOST**

21
22 **ART. 19.1** The parties to this Agreement
23 will cooperate to accomplish a drug free
24 environment and a safe work place. The
25 MOST drug screening program shall be
26 mandatory for all boilermakers once per cal-
27 endar year. It is further agreed by the parties
28 that drug screening during employment
29 and pre-employment, including random
30 and for-cause, shall be based upon the
31 requirements of the Employer or owner.

32
33 The Employer agrees to contribute the
34 apprenticeship contribution rates estab-

1 lished in Article 18 plus twenty-four cents
2 (\$0.24)* per hour worked to the
3 Mobilization, Optimization, Stabilization &
4 Training (MOST) Fund. The Employer
5 agrees to and shall be bound by the Trust
6 Agreement, policies and procedures creat-
7 ing MOST, and all amendments or revisions
8 to policies and procedures now or hereafter
9 approved by the Board of Trustees. Said
10 Trust Agreement, policies, procedures, and
11 amendments or revisions are incorporated
12 by reference and made a part of this
13 Agreement as if affixed hereto.

14
15 * See Art. 19.2

16
17 Contributions fund the following pro-
18 grams administered by MOST:
19 Boilermakers National Reserve Center,
20 Common Arc Welding Program, and the
21 MOST Safety and Training Program, which
22 includes drug screening and prescription
23 safety glasses.

24
25 **ART. 19.2** One cent (\$0.01) is a voluntary con-
26 tribution to the National Association of
27 Construction Boilermaker Employers that may
28 or may not be paid at the Employer's discretion.

29
30 **ART. 19.3** Any increases or decreases shall
31 be implemented on the first day of the
32 month following notification from MOST to
33 the Co-Chairmen of the Missouri River
34 Basin Articles of Agreement.

1 By mutual agreement between the chair-
2 men of the respective committees, this arti-
3 cle may be opened up for negotiations at
4 any time during the life of the agreement.
5
6

7 **ARTICLE 20** 8 **HEALTH & WELFARE**

9
10 The Employer shall pay into the
11 Boilermakers National Health & Welfare
12 Fund a sum of six dollars and eighty-two
13 cents (\$6.82) per hour paid for all employees
14 covered by this Agreement. The Union shall
15 be responsible for any increases in the cost of
16 Health & Welfare Plan G and the Retiree
17 Plan for the life of this Agreement. The
18 Employer agrees to and shall be bound by
19 the provisions of Appendix A attached here-
20 to relating to the said Welfare Fund.
21

22 **ARTICLE 21** 23 **NATIONAL ANNUITY TRUST**

24
25 The Employer shall pay into the National
26 Annuity Trust, the sum of four dollars
27 (\$4.00) in the jurisdiction of Local 27, and the
28 sum of four dollars and forty-five cents
29 (\$4.45) in the jurisdiction of Local 83, for
30 each hour paid by the Employer for all
31 employees who are covered by this
32 Agreement.
33
34

1 The Employer agrees to and shall be
2 bound by the Trust Agreement creating the
3 Boilermakers National Annuity Trust and all
4 amendments now or hereafter approved by
5 the Board of Trustees, said Agreement and
6 amendments are incorporated by reference
7 and made a part of this Agreement as if
8 affixed hereto.
9

10 **ARTICLE 22**
11 **SAFETY MEASURES**

12 **ART. 22.1** All work of the Employer shall
13 be performed under safety conditions which
14 conform to state and federal regulations.
15 Additionally, it shall also be a requirement of
16 the employees to conform to safety regula-
17 tions and measures as provided. A warm,
18 dry place shall be provided for the men to
19 change clothes and eat lunches excepting
20 where unusual conditions make it impracti-
21 cal, as mutually agreed between the busi-
22 ness manager and the Employer, cold drink-
23 ing water and reasonable sanitary facilities
24 shall be made available. Where pre-bid
25 meetings are held with the customer, the use
26 of the owner facilities shall be requested.
27

28 **ART. 22.2** Employees required to take time
29 off from employment to secure treatment
30 from company doctor due to injuries or sick-
31 ness arising out of and in the course of their
32 employment shall receive pay for such time,
33 plus necessary travel expenses incurred in so
34

1 doing, on the day of injury. If subsequent
2 treatment is required by the company doctor,
3 and the employee is able to continue work-
4 ing on the job, he shall suffer no loss of pay.
5

6 **ART. 22.3** A physical examination may be
7 required by a signatory Employer for the
8 sole purpose of determining the physical
9 condition of an employee at the start of his
10 employment and shall in no event be used
11 as a basis or reason for disqualifying any
12 person from employment. Should such
13 physical examination disclose a condition so
14 serious that the safety of the man and/or
15 other employees might be jeopardized by
16 his employment, the local business manager
17 shall be notified at once and any disposition
18 of such case shall be only by mutual agree-
19 ment between the local business manager
20 and the job supervisor. Any employee
21 required to take such physical examination
22 shall be paid for all time spent in connection
23 therewith, at the regular straight time hourly
24 rate, and shall be reimbursed for all expens-
25 es incurred therewith.
26

27 **ART. 22.4** If and when the recommenda-
28 tions of the National Committee on
29 Radiation Protection and Measurement are
30 available, the Agreement, insofar as this par-
31 ticular subject is concerned, may be opened
32 for the purpose of discussing such recom-
33 mendations in the interest of protecting the
34 health and safety of the employee.

1 **ART. 22.5** Welders shall be furnished suit-
2 able replacement of welding gloves when
3 employed as a welder for ten (10) working
4 days; these gloves to be replaced when worn
5 out on the job and turned in for replacement.
6 Sleeves shall be furnished when necessary for
7 welders protection. Such sleeves so furnished
8 shall be checked in and out of Employer's
9 tool rooms in the same manner as tools.

10
11 **ART. 22.6** All employees covered by this
12 Agreement shall be provided adequate pro-
13 tective clothing when working on equip-
14 ment containing acid or other chemicals
15 injurious to their health, skin, or clothing.
16 Clothing so issued shall be worn by the
17 employees involved and shall remain the
18 property of the Employer.

19
20 **ART. 22.7** When power equipment is used,
21 adequate manpower shall be assigned to the
22 task to assure the safety of the employees.
23

24
25 **ARTICLE 23**
26 **JOB NOTICE**

27
28 In order to insure the satisfactory progress
29 of each job, the Employer will furnish the
30 local business manager and International
31 Headquarters with the following job infor-
32 mation as soon as possible and practical:

- 33 (a) location of job site;
34 (b) approximate starting date and duration;

- 1 (c) type of job; and,
2 (d) approximate manpower requirements.
3

4
5 **ARTICLE 24**
6 **MAINTENANCE WORK**

7
8 The provisions of this Agreement shall
9 apply on all maintenance work excepting as
10 otherwise provided for in the special sup-
11 plementary rules attached hereto covering
12 maintenance work.
13

14
15 **ARTICLE 25**
16 **GRIEVANCE AND ARBITRATION PROCEDURE**

17
18 **ART. 25.1** All grievances involving the
19 interpretation and application of this
20 Agreement, other than those pertaining to
21 hourly wage rates or jurisdictional disputes
22 that may arise on a job covered by this
23 Agreement, shall be handled in the follow-
24 ing manner with the understanding that
25 there shall be no suspension of work or
26 strike or lockout.
27

28 **ART. 25.2** Any such grievance shall be first
29 considered by representatives of the local
30 union and the Employer and, if a settlement
31 satisfactory to the Employer and the local
32 union cannot be reached within seven (7)
33 calendar days, it will be reduced to writing
34 and submitted to:

1 on an area-wide basis by Employers engaged
2 in the field construction industry in the area.
3 Should this Agreement, by notice given as
4 herein provided, be reopened for further
5 negotiations, such negotiations shall be con-
6 ducted on an area-wide basis by the
7 Employers who have executed this
8 Agreement and/or Employers signatory to
9 the National Agreement.

10
11
12 **ARTICLE 27**
13 **BOND REQUIREMENT**

14
15 A surety or cash bond up to \$25,000.00 may
16 be required to insure payment of fringe bene-
17 fits and other deductions as required by
18 Articles 3, 16, 17, 18, 19, 20, and 21 from
19 Employers who have been delinquent in pay-
20 ments or who have not previously employed
21 boilermakers covered under the national
22 plans. Said bond shall be maintained in the
23 office of the International Vice President.

24
25 The Union may refuse to refer men to and
26 may withdraw men from any Employer
27 who has not posted a bond when required,
28 and such referral or withdrawal will not
29 constitute a violation of this Agreement.
30
31
32
33
34

1 **ARTICLE 28**
2 **DURATION OF AGREEMENT**

3
4 This Agreement shall become effective
5 January 1, 2008 and remain in full force and
6 effect for a period of three (3) years and from
7 year to year thereafter unless either party
8 shall at least sixty (60) days prior to such
9 anniversary date notify the other party in
10 writing of a desire to modify or terminate
11 this Agreement. The procedure outlined in
12 Section 8 of the Labor Management
13 Relations Act will be followed.

14
15 The foregoing Agreement was negotiated
16 by the following committees at meetings
17 held in St. Louis and Kansas City, Mo., in
18 December 2007:
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34

1 **REPRESENTING THE EMPLOYERS:**

- 2
3 David Herzog, Employer Chairman
4 AComPower Inc.
5
6 Tim Locke, Employer Secretary
7 AMI/Locke Equipment
8
9 Don Bolgrean
10 Moorhead Machinery & Boiler
11
12 Chuck Clancy
13 Scheck Industries
14
15 Barry Fox
16 Babcock & Wilcox Construction Co., Inc.
17
18 Tom Garbin
19 Nooter Construction Co.
20
21 Pat Hickey
22 Kickham Boiler
23
24 Doug Kent
25 Enerfab Inc.
26
27 Matt Schumacher
28 Alberici Constructors
29
30 LeRoy Stromberg
31 Alberici Constructors
32
33
34

1 **REPRESENTING THE UNION:**

- 2
3 George Rogers, Union Chairman
4 International Vice President
5
6 Scot Albertson, Union Secretary
7 L-83 Asst. Bus. Mgr.
8
9 Mark Vandiver
10 AIP, NTD Assistant Director
11
12 Clay Herford
13 International Representative
14
15 Randy Cruse
16 Local 83 BM-ST
17
18 David Snead
19 Local 27 BM-ST
20
21 Larry Horseman
22 Local 83 President
23
24 Bill Noll
25 L-27 Vice President
26
27 Tom Dye
28 L-83 Asst. Bus. Mgr.
29
30
31
32
33
34

1 This Agreement, as negotiated by the fore-
2 going committees, is hereby accepted by the
3 parties signatory hereto this 20th day of
4 December 2004, with the full understanding
5 that this Agreement is between the Union
6 and the individual signatory Employer.
7

8
9 **FOR THE EMPLOYER:**

10
11
12 By: _____/s/
13 David Herzog, APCoPower Inc.
14 Employer Chairman
15

16
17 By: _____/s/
18 Tim Locke, AMI/Locke Equipment
19 Employer Secretary
20

21
22 **FOR THE UNION**

23
24
25 By: _____/s/
26 Newton B. Jones, International President
27

28
29 By: _____/s/
30 George Rogers, IVP/Union Chairman
31

32
33 By: _____/s/
34 Scot Albertson, Local 83/Union Secretary

1 **APPENDIX A**
2 **NATIONAL HEALTH & WELFARE**
3

4 **APP. A.1** In the Agreement to which this is
5 an appendix and in this appendix the
6 Boilermakers National Health & Welfare
7 Fund is referred to as "National Welfare
8 Fund," "Welfare Fund," or "Fund." The
9 Contractor is referred to as "Employer" and
10 the Contractors are referred to as
11 "Employers."
12

13 **APP. A.2** Employer agrees to be bound by
14 the Agreement and Declaration of Trust
15 entered into as of October 1, 1954, establish-
16 ing the Boilermakers National Health &
17 Welfare Fund and by any amendments to
18 said Trust Agreement.
19

20 **APP. A.3** Payment of Employer contribu-
21 tions to the National Welfare Fund shall be
22 made on the dates and in the manner and
23 form prescribed by the Trustees of said Fund.
24

25 **APP. A.4** Employer shall furnish the
26 Trustees with information such as the names
27 of employees, classifications, Social Security
28 numbers, hours worked, and such other
29 information as may be required or deemed
30 necessary by the Trustees for the proper and
31 efficient administration of the Fund.
32

33 **APP. A.5** Employer hereby authorizes and
34 directs the committee in this Agreement

1 named as representing the Employers, and
2 as to the future the committee named in the
3 then current Agreement successor to this
4 Agreement with the Union, or any local
5 thereof to do each and all of the following in
6 his (Employer's) name and behalf, either
7 individually or in conjunction with other
8 Employers covered by this Agreement:
9

10 **APP. A.5.1** Execute the Agreement and
11 Declaration of Trust establishing the
12 National Welfare Funds;
13

14 **APP. A.5.2** Exercise any rights, powers,
15 and authority given or provided by said
16 Trust Agreement or any amendments there-
17 to, to elect, select, appoint, or to vote for one
18 or more Employer Trustees and successor
19 Employer Trustees of the Fund, and to
20 remove or vote for or against the removal of
21 any Employer Trustee of the Fund;
22

23 **APP. A.5.3** Exercise any and all other rights
24 in connection with or relating to the
25 National Welfare Fund or its Trust
26 Agreement, which are given the Employer,
27 either individually or together with other
28 Employers, under said Trust Agreement.
29

30 In exercising or in not exercising the pow-
31 ers and authorities herein granted, the com-
32 mittee shall act on and in accord with, but
33 only on and in accord with, the vote of a
34 majority of the then members of the com-

1 mittee. Having so acted, the committee may
2 designate its then chairman, alone or togeth-
3 er with one or more of its members, or one
4 or more other members of the committee, to
5 vote or to execute any document on behalf
6 of the committee and/or Employer and/or
7 all or some of the other Employers covered
8 by this Agreement.
9

10
11 **APPENDIX B**
12 **SPECIAL SUPPLEMENTARY RULES**
13 **COVERING MAINTENANCE AND REPAIR**
14

15 **APP. B.1 Definition of Maintenance &**
16 **Repair.** It is agreed between the Union and
17 the Employer that the provisions of this
18 appendix is applicable to maintenance,
19 repair, replacement of parts, and renovation
20 work that is primarily within the recognized
21 and traditional jurisdiction of the Union and
22 shall be performed in accordance with the
23 terms of this appendix by a signatory party
24 to either the Missouri River Basin
25 Agreement and/or National Agreement.
26

27 **APP. B. 2 Definitions.** *Maintenance* shall be
28 work performed for the repair, replacement,
29 renovation, revamp, and upkeep of proper-
30 ty, machinery, and equipment within the
31 limits of the plant property or other loca-
32 tions related directly thereto.
33
34

1 **APP. B.2.1** The word “*repair*,” used within
2 the terms of this appendix and in accordance
3 with maintenance, is work required to
4 restore by replacement parts of existing facil-
5 ities to efficient operating conditions.
6

7 **APP. B.2.2** The word “*renovation*,” used
8 within the terms of this appendix and in
9 connection with maintenance, is work
10 required to improve and/or restore by
11 replacement by revamping parts of existing
12 facilities to efficient operating condition.
13

14 **APP. B.2.3** The term “*existing facilities*,”
15 used within the terms of this appendix is
16 limited to a constructed unit already com-
17 pleted and shall not apply to any new unit to
18 be constructed in the future even though the
19 new unit is constructed on the same proper-
20 ty or premises.
21

22 **APP. B.3 Scope of Work.** The provisions of
23 this appendix covers all work to be per-
24 formed by the Employer for the purpose of
25 maintenance, repair, replacement of parts,
26 and renovation work in various plants
27 wherein the Employer works, assigned by
28 the owner to the Employer, and performed
29 by the employees covered by this appendix.
30

31 **APP. B.3.1** The provisions of this appendix
32 do not cover work performed by the
33 Employer of a new construction nature, in
34 which event said work shall be done in

1 accordance with existing provisions of this
2 Agreement.
3

4 **APP. B.3.2** The Union and the Employer
5 understand that the owner may choose to
6 perform or directly subcontract or purchase
7 any part or parts of the work necessary on his
8 project with due consideration given to
9 achieving the highest maintenance standards
10 and harmonious working conditions herein.
11

12 **APP. B.3.3** All subcontractors to the
13 Employer who may perform work within
14 the boilermaker craft jurisdiction under this
15 Agreement shall abide by the terms and
16 conditions of this Agreement.
17

18 **APP. B.4 Shift Starting Time, Overtime
19 Payment, and Equal Treatment.** All time
20 worked before and after the established
21 workday of eight (8) hours, Monday through
22 Friday, and all time worked on Saturday,
23 shall be paid at the rate of time and one-half
24 (1-1/2), except in cases where such work is
25 part of an employee’s regular Friday shift.
26

27 All time worked on Sunday shall be paid
28 for at the rate of double (2) time, except in
29 cases where such work is part of an employ-
30 ee’s regular Saturday shift. All time worked
31 on the holidays stated in Article 7 shall be
32 paid for at the rate of double (2) time except
33 in cases where such work is part of an
34 employee’s regular straight time shift.

1 If the Employer or any of his subcontractors
2 pay any other crafts on the same job
3 double (2) time, then the boilermakers shall
4 receive double (2) time while employed at
5 the same time.

6
7 **APP. B.4.1** Where two (2) or three (3) shifts
8 are worked, the first or day shift shall be
9 established on an eight (8) hour basis; the
10 second shift shall be established on a seven
11 and one-half (7-1/2) hour basis. The third
12 shift shall be established on a seven (7) hour
13 basis. The pay for the second and/or third
14 shift for full time shall be equivalent of eight
15 (8) times the employee's regular hourly rate.

16
17 The shift rate differential for the second
18 shift will be twenty-five (25) cents per
19 hour worked. The shift rate differential for
20 the third shift will be fifty (50) cents per
21 hour worked.

22
23 The applicable overtime rate will be paid on
24 the hourly rate of pay plus the shift differential.

25
26 **APP. B.4.2** By mutual consent of the
27 Employer and the Union, the starting and
28 quitting times of any shift, including day
29 work, may be changed for all or any portion
30 of a particular job. For the purpose of this
31 appendix, the standard workday of eight (8)
32 hours for the job or portion thereof to which
33 any such change of starting time applies
34 shall begin with such agreed starting time.

1 **APP. B.4.3** The provisions regarding mini-
2 mum number of days to establish shifts as
3 set forth in Art. 8.3, are waived for work
4 under this appendix.

5
6 **APP. B.5 Continuity of Work.** There will
7 be no work stoppages, strikes, or lockouts
8 on maintenance work for any reason.

9
10 **APP. B.5.1** In the event of a work stoppage
11 due to a breakdown of negotiations, men
12 will continue to work on maintenance work
13 covered by this Agreement. The Employer,
14 in order that continuity of work shall be
15 maintained, agrees to be bound by all the
16 terms of the new Agreement when negotiat-
17 ed, including wages on a retroactive basis, to
18 the date of the new contract if such condi-
19 tion is established in the new Agreement.

20
21 **APP. B.6 Hiring and Transfer of Men.** The
22 Employer, when performing work under
23 the provisions of this appendix, agrees to
24 hire men in any territory where work is
25 being performed or is to be performed in
26 accordance with the hiring procedure exist-
27 ing in the territory where the work is being
28 performed or is to be performed; however,
29 in the event the local lodge is unable to fill
30 the request of the Employer for employees
31 within a forty-eight (48) hour period after
32 such request for employees (Saturdays,
33 Sundays, and holidays excepted), the
34 Employer may employ workmen from any

1 source. The Employer shall have the right to
2 move qualified boilermaker general fore-
3 men from one job assignment to another
4 within the plant location where they are
5 working. The Employer shall have the right
6 to transfer general foremen between plant
7 locations within local union jurisdiction or
8 into any local lodge jurisdiction where work
9 is being performed.

10
11 **APP. B.6.1 Selectivity.** The first two
12 employees on a job shall be the foreman,
13 selected by the Employer, and the stew-
14 ard, selected by the business manager,
15 regardless of the positions on the out-of-
16 work list. For a job under the terms of
17 this Agreement, the Employer may
18 select a maximum of five (5) additional
19 boilermaker employees by name from
20 among the top fifty percent of regis-
21 trants on the appropriate out-of-work
22 list of the local lodge having jurisdic-
23 tion. These five (5) additional boiler-
24 maker employees may be selected from
25 any one or combination of boilermaker
26 classifications under the terms of this
27 area's Articles of Agreement (i.e., jour-
28 neyman, apprentice, or other applicable
29 classifications), except that the choice
30 may not exceed one apprentice and one
31 other sub-journeyman classification, or
32 two apprentices. Additional employees
33 required for the job will be obtained in
34 accordance with the Referral Rules.

1 **APP. B.6.2 Transfer of Employees.** The
2 Employer may transfer boilermaker employ-
3 ees on his payroll working under the terms
4 of this Agreement from one maintenance job
5 to another maintenance job being worked
6 under the terms of this Agreement within the
7 jurisdiction of the same local lodge, provided
8 that the number transferred shall not exceed
9 a total of six (6) consisting of a foreman and
10 five (5) additional boilermaker employees
11 from any one classification or combination of
12 classifications under the terms of this
13 Agreement (i.e., journeyman, apprentice, or
14 other applicable classifications), and provid-
15 ed that the number transferred shall include
16 not more than one apprentice and one other
17 sub-journeyman classification, or two
18 apprentices. The Employer desiring to utilize
19 this transfer provision shall promptly notify
20 the business manager of the local lodge hav-
21 ing jurisdiction, giving the name, classifica-
22 tion, and Social Security number of each
23 employee to be transferred. The steward
24 shall be selected by the business manager
25 from the lodge's out-of-work list, or he may
26 elect to transfer the steward from another
27 maintenance job which the same Employer
28 is working under the terms of this
29 Agreement. After the foreman and the stew-
30 ard have been selected, the Employer may
31 transfer the remaining employees not to
32 exceed five (5). Additional employees
33 required for the job will be obtained in ac-
34 cordance with the Referral Rules.

1 **APP. B.6.3** The Employer may utilize the
2 provisions for selectivity and/or transfer-
3 ability, but he shall not be allowed to exceed
4 the six (6) employee limit for any one job.
5

6 **APP. B.6.4** A transferred employee will be
7 allowed to be transferred back to the job he
8 was transferred from, provided the job he
9 was transferred to has been completed.
10

11 **APP. B.6.5** Modifications as to the selectiv-
12 ity and transfer of men beyond the limita-
13 tions set forth in this appendix, may be
14 made by mutual consent of the parties.
15

16 **APP. B.6.6** The Employer shall determine
17 the competency of all employees. The
18 Employer shall determine the number of
19 men required on a project and shall select
20 any employee or employees working under
21 the terms of this Agreement to be laid off
22 regardless of membership or non-member-
23 ship in the Union.
24

25 **APP. B.7 Transportation, Travel Allowance,**
26 **and Lodging Expense.** Transportation, travel
27 allowance, and lodging expense to and from
28 the job shall be paid in accordance with the
29 provisions set forth in Article 10.
30

31 **APP. B.8 Mutual Permissive Conditions.**
32 Mixed crews of various craftsmen can be
33 used where appropriate to expedite the work.
34

1 **APP. B.8.1** Boilermakers may be assigned
2 to work under the supervision of customer
3 personnel.
4

5 **APP. B.8.2** Where it is to the mutual bene-
6 fit of both parties to the Agreement, arrange-
7 ments may be made to conform to a project
8 or plant agreement covering several crafts.
9

10 **APP. B.8.3** Holidays may be changed to con-
11 form to project agreements or plant operation.
12

13 **APP. B.8.4** The crew size shall be any num-
14 ber of men required to safely perform the
15 work and shall be increased or decreased at
16 the discretion of the Employer.
17

18 **APP. B.9 Pre-Job Meetings.** Prior to start-
19 ing a maintenance job the Employer shall
20 arrange to meet with the business manager
21 or his designee to establish the proper appli-
22 cation of these rules. If this is impractical, a
23 telephone call from the Employer to the
24 business manager or his designee shall con-
25 stitute a pre-job meeting. In the event any
26 question therewith cannot be settled, the
27 Employer and business manager or his
28 designee shall arrange to meet with the vice
29 president of the area to settle such question.
30

31 *NOTE: Appendix B shall not apply to any job*
32 *where App.B.9 has not been fully complied with.*
33
34

1
2 **APPENDIX C**
3 **NATIONAL PENSION TRUST**

4 **APP. C.1** In the Agreement to which this is
5 an appendix and in this appendix, the
6 Boilermaker-Blacksmith National Pension
7 Trust is referred to as "National Pension
8 Trust," "Pension Trust," or "Trust," the
9 Contractor is referred to as "Employer," and
10 the Contractors are referred to as
11 "Employers."

12
13 **APP. C.2** Employer agrees to be bound by
14 the Trust Agreement entered into as of June
15 2, 1960, establishing the Boilermaker-
16 Blacksmith National Pension Trust and by
17 any amendments to said Trust Agreement,
18 and to execute an individual acceptance of
19 said Trust Agreement and amendments
20 upon request of the Union.

21
22 **APP. C.3** Payment of Employer contributions
23 to the National Pension Trust in the amount
24 specified in the Agreement to which this is an
25 appendix shall be made on the dates and in the
26 manner and form prescribed by the Trustees of
27 said Trust; provided that no contributions shall
28 be made prior to the receipt of such Trustees of
29 a ruling from the Internal Revenue Service to
30 the effect that the Pension Plan under said Trust
31 qualifies under Section 401(a) of the Internal
32 Revenue Code and that such Trust is tax
33 exempt under Section 501(a) of the Code; after
34 receipt of such ruling contributions shall be

1 payable as of the effective date specified in the
2 Agreement to which this is an appendix.

3
4 **APP. C.4** Employer shall furnish the
5 Trustees with information such as the names
6 of employees, classifications, Social Security
7 numbers, hours worked, and such other
8 information as may be required or deemed
9 necessary by the Trustees for the proper and
10 efficient administration of the Trust.

11
12 **APP. C.5** Employer hereby authorizes and
13 directs the committee named in this
14 Agreement as representing the Employers,
15 and as to the future, the committee repre-
16 senting Employers named in the then cur-
17 rent Agreement successor to this Agreement
18 with the Union or any local thereof to do
19 each and all of the following in his
20 (Employer's) name and behalf, either indi-
21 vidualy or in conjunction with other
22 Employers covered by this Agreement:

23
24 **APP. C.5.1** Execute the Trust Agreement
25 establishing the National Pension Trust:

26
27 **APP. C.5.2** Exercise any rights, powers,
28 and authority given or provided by said
29 Trust Agreement or any amendments there-
30 to, to elect, select, appoint, or to vote for one
31 or more Employer Trustees and successor
32 Employer Trustees of the Trust and to
33 remove or vote for or against the removal of
34 any Employer Trustee of the Trust;

1 **APP. C.5.3** Exercise any and all other rights
2 in connection with or relating to the
3 National Pension Trust or the Trust
4 Agreement, which are given the Employer,
5 either individually or together with other
6 Employers, under said Trust Agreement.
7

8 In exercising or in not exercising the
9 power and authorities herein granted, the
10 committee shall act on and in accord with,
11 but only on and in accord with, the vote of a
12 majority of the then members of the com-
13 mittee. Having so acted, the committee may
14 designate its then chairman, alone or togeth-
15 er with one or more of its members, or one
16 or more other members of the committee, to
17 vote or to execute any document on behalf
18 of the committee and/or Employer and/or
19 all or some of the other Employers covered
20 by this Agreement.
21

22 **APP. C.6** Employer hereby irrevocably
23 designates the Employer Trustees appointed
24 pursuant to said Trust Agreement, and their
25 successors collectively as his (Employer's)
26 representatives for the purposes set forth in
27 said Trust Agreement.
28
29

30 **APPENDIX D**
31 **AREA APPRENTICESHIP FUNDS**
32

33 **APP. D.1** In the Agreement to which this is
34 an appendix and in this appendix, the

1 Boilermakers Area Apprenticeship Funds
2 are referred to as "Area Apprenticeship
3 Funds" and "Funds." The National Joint
4 Apprenticeship Board is composed of an
5 equal number of Employer and Union rep-
6 resentatives selected to represent the vari-
7 ous areas established by the Trust
8 Agreement. The "committee" is the
9 Employers' or Contractors' negotiating
10 committee. The Contractor is referred to as
11 "Employer" and the Contractors are
12 referred to as "Employers."
13

14 **APP. D.2** Employer agrees to be bound by
15 the Agreement and Declaration of Trusts
16 establishing the Boilermakers Area
17 Apprenticeship Funds and by any amend-
18 ments to said Trust Agreements.
19

20 **APP. D.3** Payment of Employer contribu-
21 tions to the Boilermakers Area
22 Apprenticeship Funds shall be made on the
23 dates and in the manner and form pre-
24 scribed by the National Joint Apprenticeship
25 Board of said Funds.
26

27 **APP. D.4** Employer hereby authorizes and
28 directs the committee in this Agreement
29 named as representing the Employers and,
30 as to the future, the committee names in the
31 then current Agreement successor to this
32 Agreement with the Union or any local
33 thereof, to do each and all of the following in
34 his (Employer's) name and on behalf, either

1 individually or in conjunction with other
2 Employers covered by this Agreement:

3
4 **APP. D.4.1** Execute the Agreement and
5 Declaration of Trusts establishing the
6 Boilermakers Area Apprenticeship Funds;

7
8 **APP. D.4.2** Exercise any rights, powers,
9 and authority given or provided by said
10 Trust Agreements or any amendments
11 thereto to elect, select, appoint, or to vote for
12 one Employer member of the National Joint
13 Apprenticeship Board and a successor
14 Employer member of such Board and to
15 remove or vote for or against the removal of
16 any Employer National Board Member
17 selected under this Agreement.

18
19 **APP. D.4.3** Exercise any and all other rights in
20 connection with or relating to the Boilermakers
21 Area Apprenticeship Funds or its Trust
22 Agreements, which are given the Employer,
23 either individually or together with other
24 Employers, under said Trust Agreements.

25
26 In exercising or in not exercising the power
27 and authorities granted, the committee shall
28 act on and in accord with, but only on and in
29 accord with, the vote of a majority of the then
30 members of the committee. Having so acted,
31 the committee may designate its then chair-
32 man, alone or together with one or more other
33 members of the committee, to vote or to exe-
34 cute any document on behalf of the committee

1 and/or Employer and/or all of some of the
2 other Employers covered by this agreement.

3
4 **APPENDIX E**
5 **VACATION TRUST FUND**

6
7 **APP. E.1** In the Agreement to which this is
8 an appendix and in this appendix, the field
9 construction Boilermakers Vacation Trust is
10 referred to as "Vacation Trust."

11
12 **APP. E.2** The Employer agrees to be bound
13 by the Trust Agreement entered into as of
14 January 1, 1964, establishing the field con-
15 struction Boilermakers Vacation Trust and by
16 any amendments to said Trust Agreement
17 and to execute an individual acceptance of
18 said Trust Agreement and amendments upon
19 request of the Union of the Board of Trustees.

20
21 **APP. E.3** Payment of Employer contribu-
22 tions to the Vacation Trust in the amount
23 specified in the Agreement to which this is
24 an appendix shall be made on the date and
25 in the manner and form prescribed by the
26 Trustees of said Trust.

27
28 **APP. E.4** The Employer shall furnish the
29 Trustees with information such as the names
30 of employees, classifications, Social Security
31 number, hours worked, and such other
32 information as may be required or deemed
33 necessary by the Trustees for the proper and
34 efficient administration of the Trust.

1 **APP. E.5** The Employer hereby authorizes
2 and directs the committee named in this
3 Agreement as representing the Employers,
4 and as to the future, the committee repre-
5 senting Employers named in the then cur-
6 rent Agreement successor to this Agreement
7 with the Union or any local thereof to do
8 such and all of the following in his
9 (Employer's) name and behalf, either indi-
10 vidualy or in conjunction with other
11 Employers covered by this Agreement.
12

13 **APP. E.5.1** Execute the Trust Agreement
14 establishing the field construction
15 Boilermakers Vacation Trust and any
16 amendments thereto;
17

18 **APP. E.5.2** Exercise any rights, power, and
19 authority given or provided by said Trust
20 Agreement or any amendments thereto, to
21 elect, select, appoint, or to vote for one or
22 more Employer Trustees and successor
23 Employer Trustees of the Trust, and to
24 remove or vote for or against the removal of
25 any Employer Trustees of the Trust;
26

27 **APP. E.5.3** Exercise any and all other rights
28 in connection with or relating to the Vacation
29 Trust or the Trust Agreement, which are given
30 the Employer, either individually or together
31 with other Employers under said Trust.
32

33 In exercising or in not exercising the power
34 and authorities herein granted, the committee
shall act on and in accord with, but only on and

1 in accord with the vote of a majority of the then
2 members of the committee. Having so acted,
3 the committee may designate its then chair-
4 man, alone or together with one or more of its
5 members of the committee, to vote or to exe-
6 cute any document on behalf of the committee
7 and/or Employer and/or all or some of the
8 other Employers covered by this Agreement.
9

10 **APP. E.6** The Employer hereby irrevocably
11 designates the Employer Trustees appointed
12 pursuant to said Trust Agreement, and their
13 successors collectively, as his Employer's
14 representatives for the purposes set forth in
15 said Trust Agreement.
16

17 **APPENDIX F**
18 **CONSTRUCTION BOILERMAKER**
19 **JOURNEYMAN TRAINEE**
20

21 In order to provide adequate numbers of
22 boilermaker journeyman trainees readily
23 available, a registration list shall be main-
24 tained and the number of registrants at any
25 one time shall not exceed a 1-to-12 ratio of
26 qualified construction boilermakers regis-
27 tered with the referral system.
28

29 **APP. F.1** Hiring rate for construction boiler-
30 maker journeyman trainees will be as follows:
31 50% of journeyman's rate for first 2000 hours;
32 60% of journeyman's rate up to 4,000 hours;
33 70% of journeyman's rate up to 6,000 hours;
34 80% of journeyman's rate up to 8,000 hours.

1 **APP. F.2** Construction boilermaker jour-
2 neyman trainees will be assigned by the
3 Employers to perform any work which is
4 normally performed by field construction
5 boilermakers that falls within the capability
6 of the employee.
7

8 **APP. F.3** A proper ratio of construction boil-
9 ermaker journeyman trainees to journey-
10 man and apprentices will be referred, when
11 available and in accordance with this
12 Agreement, to perform all work which they
13 are capable of safely performing with the
14 proper supervision.
15

16 **APP. F.4** No Employer who fails or refuses
17 to hire field construction boilermaker
18 apprentices when available in accordance
19 with the agreed upon ratio of apprentices to
20 journeymen will be allowed to employ con-
21 struction boilermaker journeyman trainees.
22 An Employer may request up to 30% of the
23 crew as construction boilermaker journey-
24 man trainees to supplement the require-
25 ment for apprentices if the required number
26 of apprentices cannot be filled by the Union.
27 The limited ratio of construction boilermak-
28 er journeyman trainees may be adjusted to
29 meet the needs of a job by agreement
30 between the Employer and the business
31 manager. Construction boilermaker jour-
32 neyman trainees shall, without exception,
33 be hired exclusively through the Union
34 referral procedure.

1 **APP. F.5** Construction boilermaker jour-
2 neyman trainees shall, after completing
3 8,000 hours, become eligible for possible
4 advancement to field construction boiler-
5 maker journeymen. Construction boiler-
6 maker journeyman trainees will receive the
7 same credit hours as apprentices for weld-
8 ing tests, rigging evaluation and tests, and
9 related skill experience.
10

11 **APP. F.6** A construction boilermaker jour-
12 neyman trainee who establishes his qualifi-
13 cations as a certified welder under Code
14 requirements will be advanced to the field
15 construction boilermaker journeyman's rate
16 of pay for the full shift when he is required
17 to perform Code welding for any part of
18 the shift.
19

20 **APP. F.7** Construction boilermaker jour-
21 neyman trainees shall be subject to all other
22 terms and conditions of the Missouri River
23 Basin Agreement.
24

25 **APP. F.8** The parties agree to cooperate in
26 making and keeping reasonable and uni-
27 form records on the progress of construction
28 boilermaker journeyman trainees.
29 Construction boilermaker journeyman
30 trainees will be issued ID cards showing sta-
31 tus. Referral applications will clearly desig-
32 nate construction boilermaker journeyman
33 trainee status and applicable rate of pay due
34 under this appendix.

Signatory Contractors

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

Alberici Constructors
8800 Page Avenue
St Louis MO 63114
314-733-2000

All Temp Inc
4915 Stilwell St
Kansas City MO 64120

American Energy Mechanical
Services Inc
14500 Parallel Ste D
Basehor KS 66007
913-724-3722

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
PO 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

Associated Mechanical Inc
P O Box 2448
Shawnee Mission KS 66201
913-782-8500

Atlantic Plant Maintenance Inc
3225 Pasadena Blvd
Pasadena TX 77503
713-740-8000

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

Babcock & Wilcox Const Co Inc
74 Robinson Ave
Barberton OH 44203
330-860-6345

Berry Industrial Maintenance
1950 Dodge Rd NE Ste 101-B
Cedar Rapids IA 52402
319-395-7452

BHA Group Inc
8800 E 63rd St
Kansas City MO 64133
816-356-8400

Oscar J Boldt Constr Co
PO Box 419
Appleton WI 54912
920-739-6321

J Bradley Construction Co
PO Box 50
Bonne Terre MO 63628
573-358-7645

Brockmiller Construction Inc
14 N Middle PO Box 387
Farmington MO 63640
314-756-2516

Brothers Mechanical
Contractors
1821 N Topping
Kansas City MO 64120
816-231-1001

Cherne Contracting Corp
PO Box 975
Minneapolis MN 55440
612-944-2650

Christensen Refractory
1245 Laredo Ave
Pisgah IA 51564
712-456-2205

Christy Industrial Services
4641 McRee
St Louis MO 63110
314-773-7500

CIMCO
2199 Innerbelt Business Ctr Dr
St Louis MO 63114
314-731-8181

Combustion Heat and Power
242 Fillmore Ave E
St Paul MN 55107
612-298-1106

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 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

Corrigan Co Mech Contrs
3545 Gratiot St
St Louis MO 63103
314-771-6200

R M DeBraul & Son Inc
1121 Aspen Rd
Kohler WI 53044

Delta Fiberglass Structures
1235 S Pioneer Rd
Salt Lake City UT 84104
801-977-0091

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

Egan Mechanical Contractors
7625 Boone Ave N
Brooklyn Park MN 55428
612-591-5528

Enerfab Inc
4955 Spring Grove Ave
Cincinnati OH 45232
513-641-0500

Enerfab Inc
4351 Clary Boulevard
Kansas City MO 64130
816-923-3100

Energy & Air Systems Inc
806 Hughitt Ave
Superior WI 54880
715-392-9115

Foley Company
7501 Front St
Kansas City MO 64120
816-241-3335

Four Star Construction Inc
7500 Tower Ave
Superior WI 54880

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

Gibson Hart Co
9701 W 128th St
Overland Park KS 66213
913-829-0100

Gillespie & Power Inc
9550 True Dr
St Louis MO 63132
314-423-9460

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

Hayes Mechanical Inc
2160 N Ashland Ave
Chicago IL 60614
773-784-0000

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

Insulation Installations
6280 Knox Industrial Dr Ste100
St Louis MO 63139
314-644-5323

The Knopke Company
1821 North Topping
Kansas City MO 64120
816-231-1001

M J Mechanical
3830 Washington Ave Ste 126
St Louis MO 63108
314-446-0972

Helmkamp Construction Co
#1 Helmkamp Dr
Wood River IL 62095
618-251-2600

Integra
3071 Mercantile Industrial Dr
St Charles MO 63301
636-946-3000

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

Manh Works
5406 N Lydia
Kansas City MO 64118

John Hennes Trucking Co
4100 W Lincoln Ave
Milwaukee WI 53215
414-672-3470

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

L & W Construction
PO Box 16
Lohman MO 65053
573-782-4415

Maxim Construction Inc
5922 S Broadway
St Louis MO 63111
314-481-4111

Hess Engineering Inc
PO Box 6
Mequon WI 53092
414-243-9699

The Jamar Company
4701 Mike Colalillo Dr
Duluth MN 55807
218-628-1027

Lakehead Constructors Inc
2916 Hill Ave
Superior WI 54880
715-392-5181

MC Industrial Inc
3117 Big Bend Blvd
St Louis MO 63143
314-646-4100

IHP Industrial Inc
1701 S 8th St
St Joseph MO 64502
816-364-1581

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

Locke Equipment Sales Co
1917 E Spruce
Olathe KS 66062
913-782-8500

McDermid's Welding
Box 690
Biwabik MN 55708
218-865-6533

Industrial Power Contractors Inc
PO Box 922
Price UT 84501
435-687-2488

Carl E Johnson Plbg & Htg Inc
PO Box 26
Milaca MN 56353
612-983-2171

Logan & Company
PO Box 905
Coffeyville KS 67337

Merco Thermotec Inc
7711 N 81st St
Milwaukee WI 53223
414-961-3200

Industrial Services Co
PO Box 749
Frenchtown MT 59834
406-549-1706

Kenny Boiler & Manufacturing
344 E University Ave
St Paul MN 55101
612-224-7471

Lopez & Associates Inc
7975 Industrial Dr
Forest Park IL 60130
708-386-8050

Mid - America Pipe Fabrication
Box 300
Scammon KS 66773

Industrial Welders & Machinists
PO Box 16720
Duluth MN 55816
218-628-1011

Kickham Boiler & Engineering
625 E Carrie Ave
St Louis MO 63147
314-261-4786

Lundeen Coatings Corp
14548 Manzanita Ave
Fontana CA 92334
714-350-2631

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

Midwest Mechanical
Contractors
13800 Wyandotte St
Kansas City MO 64145
913-469-2200

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

Eddie Moore Mechanical
Services
4081 N Thompson Rd
Columbia MO 65202
314-474-4895

Moorhead Machinery & Boiler Co
3477 University Ave NE
Minneapolis MN 55418
612-789-3541

Mossman Consulting Services
PO Box 923
Walker MN 56484
218-547-3891

Murphy Brothers Inc
3150 5th Ave East
Moline IL 61242

Murphy Co Mechanical
Contractors
1233 N Price Rd
St Louis MO 63132
314-997-6600

National Boiler Works Inc
4556 Industrial Pkwy
Cleveland OH 44135
216-377-1700

Neumann Insulation Co
7292 Morris Thomas Rd West
Cloquet MN 55720

Neundorfer Inc
4590 Hamann Pkwy
Willoughby OH 44094
216-942-8990

New Mech Companies Inc
1633 Eustis St
St Paul MN 55108
651-645-0451

Nooter Construction Co
1500 S Second St
St Louis MO 63104
314-421-7600

North Country Welding
2396 Jade St
Mora MN 55051
320-679-5142

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

Northern Industrial Erectors
2500 Glenwood Dr Grand
Rapids MN 55744
218-326-8466

O'Leary Construction
PO Box 143
Ranier MN 56668
218-283-9451

P & S Electric Inc
400 Kelly Ln PO Box 493
Louisiana MO 63353
573-754-5077

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

PBBS Equipment Corporation
3329 Mike Collens Dr
Eagan MN 55121
651-686-7227

Pioneer Power Inc
570 Hatch Ave
St Paul MN 55117
651-488-5561

Piping & Equipment Co Inc
3505 N Topeka St
Wichita KS 67219
316-838-7511

Plibrico Company LLC
2815 North 11th St
Omaha NE 68110
402-345-3223

Precision Erecting Inc
5503 18th Ave
Kenosha WI 53140

Price Erecting Inc
10910 W Lapham St
Milwaukee WI 53214
414-778-0300

PSF Industries Inc
65 S Horton St
Seattle WA 98134
206-622-1252

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

Ragan Mechanical Inc
702 W 76th St
Davenport IA 52806
563-326-6224

Rand & Son Construction Co
1428 W 9th St
Kansas City MO 64101
816-421-4143

Regis Maintenance Contractors
900 S Campbell Ave
Chicago IL 60612
312-733-4100

Ray Riihiluoma Inc
1415 Highway 33 So
Cloquet MN 55720

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

Safe Way Mechanical
9021 Little Indian Creek Rd
Lonedell MO 63060
636-629-1907

Scheck Industrial Corporation
3731 12th St
Carlyle IL 62231
618-594-8190

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

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

F S Sperry Company
1907 Vanderhorn
Memphis TN 38134
901-373-9000

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

St Louis Metallizing Co
4123 Sarpy Ave
St Louis MO 63110
314-531-5253

Technical Asbestos Control
PO Box 3340
Rock Island IL 61204
309-786-2750

Technical Erectors Inc
3130 Excelsior Blvd
Minneapolis MN 55416
612-285-6789

Thornburgh Companies
6280 Knox Industrial Dr
St Louis MO 63139
314-644-5323

Tidewater Construction Corp
PO Box 57
Norfolk VA 23501

Trivis Inc
180 Chandalar Place Dr
Pelham AL 35124
205-620-5787

Truck Crane Service Co
2875 Highway 55
Eagan MN 55121
651-406-4949

Union Midwest Inc
3254 Highway UU
Union MO 63084
314-583-8836

Union Power Constructors Inc
2788 Circleport Dr
Erlanger KY 41018
606-283-1230

UPC Services Inc
281 Buttermilk Pike
Ft Mitchell KY 41017
859-331-4443

Vidmar Iron Works Inc
Box 507
Mountain Iron MN 55768
218-735-8228

Wanzek Construction Inc
PO Box 2019
Fargo ND 58107

Western Blow Pipe
5922 S Broadway
St Louis MO 63111
314-481-4111

White Construction Inc
PO Box 249
Clinton IN 47842
765-832-8526

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

Wolf Construction Inc
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

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

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