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AGREEMENT

between

LABOR RELATIONS DIVISION,  
THE ASSOCIATED GENERAL CONTRACTORS OF CONNECTICUT, INC.

and

DISTRICT COUNCIL OF NORTHERN CONNECTICUT  
of the  
INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTSMEN, AFL-CIO

April 1, 1981 through March 31, 1984

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MAR 16 1983  
COMMUNICATIONS SECTION  
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TABLE OF CONTENTS

PAGE NO.

ARTICLE I	OBJECT.....	1
ARTICLE II	TERRITORIAL JURISDICTION.....	1
ARTICLE III	EQUAL EMPLOYMENT OPPORTUNITY.....	3
ARTICLE IV	UNION MEMBERSHIP.....	3
ARTICLE V	WAGES, HOURS, AND WORKING CONDITIONS.....	3
ARTICLE VI	HEALTH AND SAFETY STANDARDS.....	9
ARTICLE VII	BUSINESS REPRESENTATIVE.....	10
ARTICLE VIII	FOREMAN.....	10
ARTICLE IX	STEWARDS.....	11
ARTICLE X	JURISDICTIONAL CLAIMS.....	12
ARTICLE XI	WORK RULES.....	15
ARTICLE XII	APPRENTICESHIP.....	18
ARTICLE XIII	INSURANCE.....	19
ARTICLE XIV	STATE AND FEDERAL LAWS.....	20
ARTICLE XV	HOLIDAYS.....	20
ARTICLE XVI	WORK STOPPAGES.....	20
ARTICLE XVII	GRIEVANCE, MEDIATION AND ARBITRATION PROCEDURES.....	21
ARTICLE XVIII	FRINGE BENEFIT FUNDS.....	22
ARTICLE XIX	DUES CHECK-OFF.....	24
ARTICLE XX	BUILDING CONSTRUCTION & ADVANCEMENT PROGRAM..	25
ARTICLE XXI	CONNECTICUT MASONRY INDUSTRY PROMOTION FUND.....	26
ARTICLE XXII	MANAGEMENT PREROGATIVES.....	26
ARTICLE XXIII	SEVERABILITY.....	26
ARTICLE XXIV	TERM OF AGREEMENT.....	27

MAR 16 1983







1	<u>Local No. 1, Hartford</u>	
2	<u>Effective</u>	<u>Hourly Rate</u>
3	April 1, 1981	\$12.80
4	October 1, 1981	13.00
5	April 1, 1982	13.95
6	October 1, 1982	14.75
7	January 1, 1983	15.15
8	April 1, 1983	16.15
9	October 1, 1983	16.80
10	<u>Local No. 2, Bridgeport</u>	
11	<u>Effective</u>	<u>Hourly Rate</u>
12	April 1, 1981	\$13.05
13	October 5, 1981	13.25
14	April 1, 1982	15.20
15	July 1, 1982	15.10
16	October 1, 1982	15.15
17	April 1, 1983	16.15
18	October 1, 1983	16.80
19	<u>Local No. 3, New Britain</u>	
20	<u>Effective</u>	<u>Hourly Rate</u>
21	April 1, 1981	\$13.05
22	October 1, 1981	13.25
23	April 1, 1982	14.90
24	October 1, 1982	15.15
25	April 1, 1983	16.15
26	October 1, 1983	16.80
27	<u>Local No. 6, New Haven</u>	
28	<u>Effective</u>	<u>Hourly Rate</u>
29	April 1, 1981	\$12.80
30	October 1, 1981	13.00
31	April 1, 1982	13.95
32	October 1, 1982	14.75
33	January 1, 1983	15.15
34	April 1, 1983	16.15
35	October 1, 1983	16.80
36	<u>Local No. 12, New London</u>	
37	<u>Effective</u>	<u>Hourly Rate</u>
38	April 1, 1981	\$12.80
39	October 1, 1981	13.00
40	April 1, 1982	13.95
41	October 1, 1982	14.75
42	January 1, 1983	15.15
43	April 1, 1983	16.15
44	October 1, 1983	16.80

1        Local No. 15, Derby

2	<u>Effective</u>	<u>Hourly Rate</u>
3	April 1, 1981	\$12.80
4	October 1, 1981	13.00
5	April 1, 1982	13.95
6	October 1, 1982	14.75
7	January 1, 1983	15.15
8	April 1, 1983	16.15
9	October 1, 1983	16.80

10       Local No. 16, Waterbury

11	<u>Effective</u>	<u>Hourly Rate</u>
12	April 1, 1981	\$13.05
13	October 1, 1981	13.25
14	April 1, 1982	14.90
15	October 1, 1982	15.15
16	April 1, 1983	16.15
17	October 1, 1983	16.80

18       Local No. 19, Torrington

19	<u>Effective</u>	<u>Hourly Rate</u>
20	April 1, 1981	\$12.80
21	October 1, 1981	13.00
22	April 1, 1982	13.95
23	October 1, 1982	14.75
24	January 1, 1983	15.15
25	April 1, 1983	16.15
26	October 1, 1983	16.80

27       Local No. 22, Danbury

28	<u>Effective</u>	<u>Hourly Rate</u>
29	April 1, 1981	\$13.05
30	October 1, 1981	13.25
31	April 1, 1982	14.90
32	July 1, 1982	15.00
33	October 1, 1982	15.15
34	April 1, 1983	16.15
35	October 1, 1983	16.80

36        Should there be need to increase the rates of contribution payable to the  
37 health and/or pension benefit funds provided for in ARTICLE XVIII, Fringe  
38 Benefit Funds, Section I of this Agreement during the term of this Agreement,  
39 the appropriate regular straight time hourly rate of pay provided in this  
40 ARTICLE V, Section I above shall be reduced by such amount and the appropriate  
41 health and/or pension benefit fund contribution rate provided in ARTICLE XVIII,  
42 Section I of this Agreement shall be increased by such amount after adequate  
43 time, not less than sixty (60) days, for notice to Employers. The parties  
44 agree to execute amendments to this Agreement to accomplish the objectives of  
45 this paragraph should the need arise.

1        Section 2. (a) The regular work week shall consist of five eight (8) hour  
 2 days, Mondays through Fridays, for a total of forty (40) hours. The regular  
 3 work day shall begin at 8:00 a.m. and end at 4:30 p.m. with one-half (1/2) hour  
 4 unpaid lunch period between 12:00 noon and 12:30 p.m.

5                    (b) The normal starting time shall be 8:00 a.m. or such other  
 6 time as that established by the Employer in consideration of adverse weather or  
 7 other conditions beyond the Employer's control, but no employee shall be  
 8 disciplined for leaving the job site if he is not put to work prior to 9:00  
 9 a.m. or told prior to 9:00 a.m. of a definite time for starting work that day.  
 10 Any employee who is transferred to another job because of weather shall not  
 11 displace any employee working on that job to which he is transferred.

12        Section 3. Overtime - Employees shall be paid the overtime rate of one  
 13 and one-half (1-1/2) times their regular straight time hourly rate of pay (time  
 14 and one-half) for all time worked before the regular starting time, after the  
 15 regular quitting time and during lunch periods on regular work days and on  
 16 Saturdays. Employees shall be paid the overtime rate of two times their  
 17 regular straight time hourly rate of pay (double time) for all time worked on  
 18 Sundays, and holidays. There shall be no pyramiding of overtime.

19        Section 4. (a) The Employer shall establish one day each week, Monday  
 20 through Thursday, as the regular pay day for its employees. If a regular pay  
 21 day falls on a holiday, recognized in Section 5 hereof, employees shall be paid  
 22 before quitting time on the normal work day immediately preceding the holiday,  
 23 where practical.

24                    (b) The Employer shall pay employees by cash or check, and  
 25 shall accompany each payment with an itemized written statement setting forth  
 26 the payroll period, the gross pay for said period, the hours worked, and an  
 27 itemized list of deductions from the employee's gross pay.

28        Section 5. Holidays - Employees covered hereunder shall be entitled to  
 29 take the following holidays off without pay:

30	New Years Day	Labor Day
31	Good Friday	Thanksgiving Day
32	Memorial Day	Christmas Day
33	July 4th	

34        Section 6. Any employee requested to report for work by an Employer, or  
 35 his representative, who is not put to work after bringing his tools on the job,  
 36 shall receive two (2) hours pay provided the employee is not prevented from  
 37 working by conditions caused by adverse weather, in which event the employee  
 38 shall be signed in and put to work on the next day when there is work  
 39 available, weather permitting.

40                    Any employee or employees who commence working and are held up because of  
 41 weather conditions during the first hour of work shall receive nothing less  
 42 than one (1) hour of pay unless they voluntarily leave the job. If any  
 43 employee is held up after the first hour of work has been completed, such  
 44 employee shall receive his pay to the nearest hour following the cessation of  
 45 work.

1        Section 7. Any employee or employees laid off during regular morning  
2 working hours shall be paid up to 12:00 noon, and if laid off in the afternoon,  
3 shall be paid up to 4:30 p.m.

4        Section 8. Employees shall be paid for lost time due to the erection or  
5 stocking of scaffolds or waiting for materials that are already on the job.  
6 Ladders must be attached to all scaffolding four (4) feet high or over.

7        Section 9. Employees shall receive regular pay when being transferred  
8 from one job to another during regular working hours.

9        Section 10. There shall be only one scale of journeymen wage on one job  
10 and the highest scale shall prevail.

11       Section 11. No Employee shall stand in line on a job when a check or time  
12 clock system is used before and after working hours.

13       Section 12. Should any foreman or his Employer willfully work his  
14 employees beyond the established quitting time, the employees working on the  
15 job shall be paid to the next nearest one-half hour at the over-time rate, and  
16 it shall be the duty of any employee to report any information relative to the  
17 violation of this Section to the Union. It is understood that this provision  
18 shall not be used to allow the Employer to lay out new work after the  
19 established quitting time.

20       Section 13. Wages shall be paid any time between 8:30 a.m. and the  
21 established quitting time on the job. No more than three (3) days shall be  
22 kept back on pay by any Employer after the close of its payroll week. In case  
23 of inclement weather on pay day, the pay shall be on the job by 10:30 a.m.,  
24 where practical.

25       Section 14. Any employee not receiving his money on the specified pay day  
26 shall receive waiting time at the regular rate of wages until paid. Waiting  
27 time shall be defined in Section 15.

28       Section 15. All employees entitled to receive waiting time and requesting  
29 it and not receiving it, shall report to the Business Representative, or if not  
30 available report to the Executive Board of the Local involved for settlement.  
31 No more than two (2) days waiting time will be demanded or required on any job,  
32 unless the job is placed in the hands of a Bonding Company or Receiver, for  
33 completion.

34       Section 16. These rules shall govern all employees covered by this  
35 Agreement.

36       Section 17. No employee shall be laid off before the established starting  
37 time unless he was absent at the end of the preceding normal work day when work  
38 was available.

39       Section 18. The Employer and the foreman shall see that a suitable shed  
40 or locker is available for the use of employees covered by this Agreement, and  
41 no man shall be allowed to leave this shed to work before the designated  
42 starting time.

1        Section 19. In case of layoff or discharge of an employee, the employee  
2 will be notified of such discharge or layoff at least one hour before quitting  
3 time during which time the employee shall pick up his tools and be paid  
4 whatever wages are due him. The employer shall give the employee an  
5 Unemployment Compensation Slip at the time of discharge or layoff.

6        Section 20. Any employee who willfully quits work or who is discharged  
7 for intoxication or other cause shall not be entitled to any of the layoff or  
8 discharge pay benefits provided for in this Article V.

9        Section 21. There shall be no lost time on the day of injury for any  
10 employee injured on the job and obliged to receive immediate medical attention  
11 or treatment.

12        Section 22. All employees who work on jobs where they are exposed to  
13 extreme man-made temperatures, uncleanness, dust, mastics or in the laying of  
14 fire brick or acid brick or any other material that may be injurious to the  
15 health, shall be given ten (10) minutes to wash up before 12 noon and fifteen  
16 (15) minutes to wash and adjust proper clothing before quitting time. No  
17 employees shall leave the premises before the established quitting time.

18        Section 23. In no event shall the Employer be required to pay higher  
19 rates of wages or fringe benefit contributions or be subject to more favorable  
20 working rules than those established by the Union for any Employer engaged in  
21 similar work.

22        Section 24. Shift Provision - Shift work may be permitted by mutual  
23 agreement between the Union and the Employer under the following conditions:

24        (a) Where a job has more than one (1) eight (8) hour shift in any one  
25 (1) twenty-four (24) hour period, bricklayers will not be  
26 permitted to work more than one (1) shift in any one (1) work day.

27        (b) All employees on shift work shall receive a full normal work day's  
28 pay.

29        (c) Seven and one-half (7-1/2) hours work shall constitute the shift  
30 period during the second shift and seven (7) hours work during the  
31 third shift. There shall be a one-half (1/2) hour lunch period at  
32 the mid-point of the second and of the third shift.

33        (d) Where no third shift exists, time worked beyond the end of the  
34 second shift shall be paid for at the overtime rate.

35        (e) No shift work will be permitted for less than three (3)  
36 consecutive regular work days.

37        (f) Shift conditions and wages shall apply to alteration work in  
38 occupied areas without the requirement that work be performed  
39 during the regular work day, provided a written shift permit is  
40 issued by the Union.

- 1 (g) When an employer wishes to work bricklayers for the second or  
2 third shift periods, he shall notify the Union in writing within  
3 twenty-four (24) hours prior to the shift so that proper  
4 arrangements shall be made.

5 ARTICLE VI

6 HEALTH AND SAFETY STANDARDS

7 Section 1. The Employer, the Union and the employees shall abide by the  
8 provisions contained in the Federal Williams-Steiger Occupational Safety and  
9 Health Act and the Connecticut Safety Construction Act.

10 Section 2. Employees shall abide by all safety regulations promulgated by  
11 the Employer, and an employee shall report to the Employer every injury which  
12 he incurs in the course of employment on the day such injury occurs.

13 Section 3. Any masonry unit of concrete, cinder or like materials  
14 weighing 40 pounds or more shall be set by two masons.

15 Section 4. All walls built of the above designated units shall only be  
16 raised six (6) courses for scaffolding height.

17 Section 5. All employees covered by this Agreement shall be fully  
18 protected from overhead work.

19 Section 6. No employee covered by this Agreement shall work over an open  
20 salamander, it being injurious to health. All stoves shall have a pipe  
21 connection to carry off the fumes to the outside of the building.

22 Section 7. Excessive dust, carborundum or other wheel or so-called saws  
23 for the use of cutting any brick, or block, shall have a blower or wet wheel to  
24 remove from the atmosphere any dust created by such process. The Employer  
25 shall furnish all necessary tools for this operation, also glasses, nose  
26 protection, gloves, considered necessary for the health of the operator.

27 Section 8. When using machines in the performance of work, men and  
28 machines shall be properly guarded to prevent possible injury, all safety  
29 devices to be supplied by the contractor and no safety devices to be removed  
30 from such machines.

31 Section 9. No employee shall be required to work where he is subject to  
32 excessive dust or grit caused by masonry cutters or grinders. This does not  
33 pertain to the operator who shall be adequately protected.

34 Section 10. The Employer shall provide a place to operate the masonry saw  
35 which is protected from weather conditions (including providing heat when  
36 necessary) wherever possible and shall provide the journeymen operating the saw  
37 with necessary safety equipment.

38 Section 11. Foot scaffolds shall not be permitted with the exception of  
39 Brisk or Larson systems of waterproofing or their equivalent. This clause not  
40 to be applied to adjustable scaffolding.

41 Section 12. Scaffolding used for washing down shall be no less than three  
42 (3) ten inch planks in width.





1 (e) see that the Employer supplies all lines and furnishes drinking  
2 water in a covered vessel with individual drinking cups;

3 (f) see that proper toilet facilities are provided.

4 Section 4. The Employer shall be responsible for the loss of masonry  
5 tools after working hours as a result of fire or breaking and entering of the  
6 tool shanty, up to One Hundred Dollars (\$100.00) per man, providing the  
7 employee, before starting work on the project furnishes the Employer a written  
8 inventory of his tools and the replacement cost thereof, verified by a  
9 representative of the Employer.

10 Section 5. Each shop steward shall appoint a temporary steward to assume  
11 his responsibilities in any case of absence.

12 Section 6. (a) The Steward shall remain at work so long as any employee  
13 in the branch of the trade in which the steward is working remains at work or  
14 until the completion of work, provided he is qualified to perform the available  
15 work.

16 (b) No Steward shall be transferred to another job without  
17 prior notice to the Business Agent.

18 (c) When workers are all laid off before the job is completed,  
19 for reasons beyond the contractor's control, the steward shall have the first  
20 preference of being called back when the job starts up again. Punch list not  
21 included.

22 Section 7. If any work must be performed by a single employee after the  
23 regular working hours, the shop steward is not to replace that employee if such  
24 employee had the assignment during regular working hours.

25 Section 8. There shall be no interference with the steward in his  
26 reasonable performance of the duties set forth herein. The Steward shall not  
27 be discharged or discriminated against for his proper performance of the duties  
28 set forth herein.

29 Section 9. All employers shall call the Local Union when the job starts.

## 30 ARTICLE X

### 31 JURISDICTIONAL CLAIMS

32 Section 1. The Employer acknowledges that the Union claims items of work  
33 listed in the International Constitution and Rules of Order as set forth below,  
34 to be within its work jurisdiction. In making work assignments, the Employer  
35 shall consider area practice, work ordinarily and customarily performed by  
36 employees covered by this Agreement and work jurisdiction agreements between  
37 International Unions.

38 A. Brick Masonry - Bricklaying masonry shall consist of the laying of  
39 bricks made from any material in, under or upon any structure or form of work  
40 where bricks are used, whether in the ground, or over its surface, or beneath  
41 water; in commercial buildings, rolling mills, iron-works, blast or smelter  
42 furnaces, lime or brick kilns; in mines or fortifications, and in all  
43 underground work, such as sewers, telegraph electric and telephone conduits.

1 All cutting of joints, pointing, cleaning and cutting of brick walls,  
2 fireproofing, block-arching, terra-cotta cutting and setting, the laying and  
3 cutting of all tile, plaster, mineralwool, cork blocks and glass masonry, or  
4 any substitute for above material, the laying of all pipe sewers or water mains  
5 and the filling of all joints on the same when such sewers or conduits are of  
6 any vitreous material, burnt clay or cement, or any substitute material used  
7 for the above purpose, the cutting, rubbing, and grinding off of all kinds of  
8 brick and the setting of all cut stone trimmings on brick buildings, is  
9 bricklayers' work.

10 B. Stonemasonry - Stonemasonry shall consist of laying all rip rap,  
11 rubble work. With or without mortar, setting all cut stone, marble, slate or  
12 stone work (meaning as to stone, any work manufactured from such foreign or  
13 domestic products as are specified and used in the interior or the exterior of  
14 buildings by architects, and customarily called "stone" in the trade). Cutting  
15 all shoddies, broken ashlar or random ashlar that is roughly dressed upon the  
16 beds and joints, and range ashlar not over ten inches in height; the dressing  
17 of all jambs, corners and ringstones that are roughly dressed upon the beds,  
18 joints or reveals, and the cutting of a draft upon same for plumbing purposes  
19 only; and the cleaning, cutting of joints and pointing of stone work.

20 This is to apply to all work on buildings, sewers, bridges, railroads,  
21 bulkheads, breakwaters, jetties, or other public works, and to all kinds of  
22 stone, particularly to the product of the locality where the work is being  
23 done, and the same shall be considered stonemasonry.

24 Stonemasons shall have the right to use all tools which they consider necessary  
25 in the performance of their work. Foremen over any stonemasonry or stone  
26 setting shall be a stonemason or stone setter, and at no time shall anyone  
27 other than a bona fide stonemason or stone setter act as a foreman on all stone  
28 masonry.

29 C. Artificial Masonry - The cutting, setting, and pointing of cement  
30 blocks and all artificial stone or marble, either interior, exterior, when set  
31 by usual custom of the stonemason and marble setter. All cement that is used  
32 for backing up external walls, the building of party walls, columns, girders,  
33 beams, floors, stairs and arches and all material substituted for the clay or  
34 natural stone products, shall be controlled by employees covered by this  
35 Agreement.

36 All artificial masonry, the cutting, setting and pointing of all concrete  
37 prefabricated slabs regardless of dimension size, shall be the work of  
38 employees covered by this Agreement.

39 D. Cement Masonry - Laying out, screeding and finishing of all cement,  
40 concrete, brown stone composition, mastic and gypsum materials, also for  
41 fireproofing, waterproofing, cement and composition base and vault lights. The  
42 cutting of all cement and concrete for patching and finishing. The bush  
43 hammering of all concrete when case in place. The operation of the cement gun,  
44 the nozzle and the finishing of all material applied by guns, also the  
45 operation of the cement floor finishing machines.

46 The cement mason shall have the right to use all tools necessary to complete  
47 his work.

1 E. Marble Masonry - Marble mason's jurisdiction claims consist of the  
 2 carving, cutting and setting of all marble, slate, including slate blackboards,  
 3 stone, albereen, carrara, sanioyx, vitrolite, and similar opaque glass,  
 4 scagliola, marbleithic, and all artificial, imitation or cast of whatever  
 5 thickness or dimension. This shall apply to all interior work, such as  
 6 sanitary, decorative and other purposes inside of buildings of every  
 7 description wherever required, including all polish honed or sand finish; also  
 8 the cutting and fitting of above materials after same leave mills or shop and  
 9 the laying of all marble tile, slate and terrazzo tile. Foremen over any  
 10 marble masonry shall be marble setters and at no time shall anyone other than a  
 11 bona fide marble setter act as a foreman on all marble masonry.

12 F. Plastering - All exterior plastering, plain and ornamental when done  
 13 with stucco, cement and lime mortars or patent materials, artificial marble  
 14 work, when applied in plastic form, composition work in all its branches, the  
 15 covering of all walls, ceilings, soffits, piers, columns, or any part of a  
 16 construction of any sort when covered with any plastic material in the usual  
 17 methods of plastering, is the work of the plasterer. The casting and sticking  
 18 of all ornaments of plaster or plastic compositions, the cutting and filling of  
 19 cracks. All cornices, molding, coves and bull noses shall be run in place on  
 20 rods and white mortar screeds and with a regular mold and all substitutes of  
 21 any kind, when applied in plastic form with a trowel, or substitute for same,  
 22 is the work of the plasterer.

23 Foremen over plasterers on operations within the jurisdiction of this Union  
 24 shall be employees covered by this Agreement.

25 G. Marble Mosaic and Terrazzo Work - Marble Mosaic, Venetian Enamel and  
 26 Terrazzo. Cutting and assembling of Mosaic. The casting of all terrazzo in  
 27 shops and on jobs.

28 1. All scratch coat on walls and ceilings where Mosaic and Terrazzo  
 29 is to be applied shall be done by plasterers, with an allowance of not  
 30 less than one-half inch bed to be conceded to Mosaic and Terrazzo  
 31 workers. All bedding above concrete floors or walls that the  
 32 preparation, cutting, laying or setting of metal, composition or  
 33 wooden strips and grounds and the laying and cutting of metal, strips,  
 34 lath or other reinforcement, where used in Mosaic and Terrazzo work,  
 35 shall be the work of the Mosaic and Terrazzo workers.

36 2. All cement Terrazzo, Magnesite Terrazzo, De-O-TEX, Rustic or rough  
 37 washed for interior or exterior of buildings, and any other kind of  
 38 plastic mixtures composed of chips of marble, granite, blue stone,  
 39 enamel, mother of pearl, and all other kinds of chips when mixed with  
 40 cement, rubber, Magnesium, Chloride or other binding material, when  
 41 used on floors, ceilings, stairs, saddles or any other part of the  
 42 interior or exterior of buildings, and also other work not considered  
 43 a part of the building, such as fountains, swimming pools, etc. Also  
 44 all other substitutes that may be applied under the same methods as  
 45 Mosaic or Terrazzo.

46 Cutting and assembling of Art Ceramic and Glass Mosaic comes under the  
 47 jurisdiction of the Mosaic workers and the setting of same shall be  
 48 done by tile layers.

1 H. Tile Layer's Work - The laying or setting of all tile where used for  
 2 floors, walls, ceilings, walks, promenade roofs, stair treads, stair risers,  
 3 facings, hearths, fireplaces, and decorative insets, together with any marble  
 4 plinths, thresholds or window stools used in connection with any tile work;  
 5 also to prepare and set all concrete, cement brickwork or other foundation or  
 6 materials that may be required to properly set and complete such work; the  
 7 setting or bedding of all tiling, stone, marble, composition, glass, mosaic, or  
 8 other materials forming the facing, hearth or fireplace of a mantel, or the  
 9 mantel complete together with the setting of all cement, brickwork, or other  
 10 material required in connection with the above work; also the slabbing and  
 11 fabrication of tile mantels, counters and tile panels of every description and  
 12 the erection and installation of same. The building, shaping, forming,  
 13 construction or repairing of all fireplace work, whether in connection with a  
 14 mantel, hearth facing or not, and the setting and preparing of all material,  
 15 such as cement, plaster, mortar, brickwork, iron work, or other materials  
 16 necessary for the proper and safe construction and completion of such work,  
 17 except that a mantel made exclusively of brick, marble or stone, shall be  
 18 conceded to be bricklayers', marble setters', or stonemanson's work  
 19 respectively.

20 It will be understood that the work "tile" refers to all burned clay products,  
 21 as used in the tile industry, either glazed or unglazed, and to all composition  
 22 materials made in single units up to 15" x 20" x 2", except quarry tiles larger  
 23 than 9" x 9" x 1 1/2"... also to mixtures in tile form of cement plastics and  
 24 metals that are made for and intended for use as finished floor surface,  
 25 whether upon interior or exterior floors, stair treads, promenade roofs, garden  
 26 walks, interior walls, ceilings, swimming pools, and all places where tile may  
 27 be used to form a finished surface for practical use, sanitary finish or  
 28 decorative purposes, for setting all accessories when built in walls, or for  
 29 decorative purposes or inserts in other materials. The foreman over any tile  
 30 work shall be a tile layer and at no time shall anyone other than a bona fide  
 31 tile setter act as foreman on tile work.

32 I. Pointing, Caulking and Cleaning - Pointing, caulking and cleaning  
 33 shall consist of the pointing, caulking, and cleaning of all types of masonry,  
 34 caulking of all window frames encased in masonry on brick, stone or cement  
 35 structures, including all grinding and cutting out on such work and all sand  
 36 blasting, steam cleaning and gunite work.

37 J. Cement or Concrete Block Laying - The laying of cement or concrete  
 38 blocks or blocks of masonry material.

39 K. Dryvit System - All work pertaining to the Dryvit and similar systems,  
 40 including insulation board, primus adhesive, reinforcing fabric and all other  
 41 materials, also whatever preprations it takes to perform said Dryvit system,  
 42 shall be the work of plastermen or members of the I.U.B.A.C. having the skill  
 43 to perform said work.

44 ARTICLE XI

45 WORK RULES

46 Section 1. A line must be pulled on two sides of all double unit walls  
 47 eight (8) inches in thickness or over. Employer shall furnish all lines.

1        Section 2. No line shall be dropped before it is laid out and tooled  
2 unless job conditions delay the tooling. No mortar shall be spread ahead of  
3 the line and no line shall be raised more than one course at a time except to  
4 avoid obstructions.

5        Section 3. No employee shall be required to build a wall higher than five  
6 (5) feet from the ground or scaffold, whichever applies. No scaffold shall be  
7 built more than four (4) feet six (6) inches higher than the preceding working  
8 level. The Employer shall furnish ladders or other access to all scaffolds.

9        Section 4. All shafts or dangerous places of similar character must be  
10 sheeted tight to the floor above and a floor below to insure the safety of the  
11 men employed in the same and no member of this organization shall work in any  
12 shaft or opening where elevators or counterweights are running, except where  
13 there is a bank of elevators in which one non-running elevator and  
14 counterweight must intervene. This paragraph does not apply to patching work.

15        Section 5. All mortar tubs are to be raised at least eight (8) inches  
16 above ground area, on scaffolds and floor level.

17        Section 6. Work rules for plastering work shall continue to be as  
18 follows:

19            (a) On plastering work, foremen shall see that no gauging is made  
20 up later than thirty minutes of 12:00 and forty-five minutes of the regularly  
21 established quitting time. At no time shall a gauging be prepared before the  
22 preceding gauging is complete and especially no one shall prepare gauging for  
23 other than themselves except on cornice work.

24            (b) The plastering inside of a building shall be left straight  
25 with the rod and darby. These tools are to be furnished by the Employer.

26            (c) Moulding or covers of plaster walls shall be run with a  
27 regular mould properly screeded and run on rods. All noses must be properly  
28 screeded and run with a regular mould on rods.

29            (d) The finishing of plaster walls and ceilings cannot be done  
30 while the screed cornices or covers with which they intersect are not in place.

31            (e) For plastering work all mortar boards shall not exceed four  
32 (4) feet x six (6) feet or an equivalent area and each gauging shall not be  
33 more than one and one-half (1-1/2) rods per man.

34            (f) There shall be no preference given to either white mortar  
35 hands or brown mortar hands in regards to working overtime or the regular work  
36 day.

37            (g) All plaster mouldings or cornices, pilasters or plaster  
38 paneling must be run in place and where cornices are ornamented proper beds  
39 must be made to secure same. All plaster capitals, bases, and moulding if not  
40 ornamental, must be run on the job.

41            (h) On alterations and repair work it shall be permissible to lay  
42 off work on wood lath or substitute materials when the contract price does not  
43 exceed \$200.00.

1 (i) Contractors shall furnish all screed rods, darbies and  
2 feather edges, which must be kept true and straight at all times.

3 (j) When plastering, the mortar boards shall be raised at lease  
4 sixteen inches from the scaffold or placed on barrels or stands.

5 (k) When working on bottoms all work shall be plastered at least  
6 one (1) foot above scaffold height. If necessary a foot scaffold not to extend  
7 one (1) foot in height shall be allowed for this purpose.

8 (l) All plasterers shall be allowed ten (10) minutes clean up  
9 time before the established quitting time in which to change clothes and clean  
10 their tools.

11 (m) All stands for bottom work shall be no less than thirty (30)  
12 inches in height.

13 (n) There shall be no spacing of plank on scaffolds used for  
14 scratch, brown or white coat.

15 (o) For any scaffold up to four (4) feet in height, on side walls  
16 only, a scaffold twenty (20) inches in width shall be allowed. Anything four  
17 (4) feet or over in height shall be at least four (4) ten inch planks wide.

18 (p) No employee shall use stilts or other so called convenience  
19 which are hazardous in the opinion of the Business Agent.

20 (q) It is agreed that the plaster work if sublet or subcontracted  
21 by the Employer, shall be given to a contractor who agrees to be bound by the  
22 terms of this Agreement. There shall be no lumping of work.

23 Section 7. Work rules for cement finishing work shall continue to be as  
24 follows:

25 (a) There must be one (1) cement mason, exclusive of the  
26 superintendent and foreman, on the laying, placing or finishing of all  
27 concrete. On the floors there shall be two cement masons or plasterers to do  
28 rodding, screeding and top dressing. This does not prohibit bricklayers and  
29 masons from being so employed providing they are qualified.

30 (b) There shall be three (3) men to pull any rod over twelve (12)  
31 feet in length up to sixteen (16) feet, and an additional man for every four  
32 (4) feet thereafter.

33 (c) During the regular working day there shall be no time lost  
34 for the cement mason while waiting for concrete to set for finishing. After  
35 the regular working day, until concrete has been properly finished, men shall  
36 be sent home at the discretion of the foreman. No cement finisher shall leave  
37 a concrete floor of over 100 square feet in an area over night and attempt to  
38 finish it on the following morning, except when said slab is exposed to rain,  
39 snow, sleet upon said slab after slab is in place or if retarding agents were  
40 used in the concrete as per architect's specifications.

41 Knee boards are to be used when hand troweling or floating all slabs.

42 (d) All cement masons shall be allowed ten (10) minutes clean-up  
43 time before the established quitting time in which to change clothes and clean  
44 their tools.



1        Section 6. The apprentice shall train in all branches of the trade. The  
 2 apprentice supervisor shall make changes of the apprentices if he sees the  
 3 apprentice is not getting a fair share of all branches of the trade. No  
 4 apprentice shall be exploited by being used for continuous periods on such jobs  
 5 as washing down, cutting on the saw and rubbing concrete. The apprentice shall  
 6 work on washing down or cutting on the saw for not more than one (1) month each  
 7 year for each operation.

8        Section 7. Apprentices shall be indentured to Employers and the Employer  
 9 shall keep an apprentices for a period of three (3) or four (4) years with the  
 10 provision that when the Employer has no work for the apprentice, the Business  
 11 Representative shall find work and assign the apprentice to such work and when  
 12 work opens up again with the Employer to whom the apprentice is indentured,  
 13 then the apprentice shall be recalled by the Employer. Any grievance with  
 14 respect to apprentices shall be taken up only by the Joint Apprenticeship  
 15 Committee.

16        Section 8. All parties to this Agreement shall adhere to the  
 17 apprenticeship rules and regulations and standards approved by the Committee  
 18 and the Connecticut State Apprenticeship Council.

19        Section 9. The Employer shall contribute \$50.00 to the Joint  
 20 Apprenticeship Committee at the consumation or signing of the Agreement, to  
 21 defray the cost of administration of the Apprenticeship Program; said Fund  
 22 shall be subject to provision of applicable law and shall be administered by  
 23 the Joint Apprenticeship Committees.

24        Section 10. One Craft Apprentice - 3 years

25                    1st 6 mos. period 50% of journeymen wage rate  
 26                    2nd 6 mos. period 60% of journeymen wage rate  
 27                    3rd 6 mos. period 70% of journeymen wage rate  
 28                    4th 6 mos. period 75% of journeymen wage rate  
 29                    5th 6 mos. period 80% of journeymen wage rate  
 30                    6th 6 mos. period 90% of journeymen wage rate

31        Combination of Two or More Craft  
 32        Apprentices - 4 Years

33                    1st 6 mos. period 50% of journeymen wage rate  
 34                    2nd 6 mos. period 60% of journeymen wage rate  
 35                    3rd 6 mos. period 65% of journeymen wage rate  
 36                    4th 6 mos. period 70% of journeymen wage rate  
 37                    5th 6 mos. period 75% of journeymen wage rate  
 38                    6th 6 mos. period 80% of journeymen wage rate  
 39                    7th 6 mos. period 85% of journeymen wage rate  
 40                    8th 6 mos. period 90% of journeymen wage rate

#### 41                    ARTICLE XIII

#### 42                    INSURANCE

43        The Employer shall carry, on behalf of all employees covered under this  
 44 Agreement, Workmens' Compensation Insurance, through a carrier licensed to do  
 45 business in the State of Connecticut, and shall make Unemployment Compensation  
 46 payments as required by law. The Employer shall provide the Business  
 47 Representative of the Union with evidence of such coverages upon request.

ARTICLE XIVSTATE AND FEDERAL LAWS

1  
2  
3 It is assumed by the parties hereto that each provision of this Agreement  
4 is in conformity with all applicable laws of the United States and the State of  
5 Connecticut. Should it later be determined that it would be a violation of any  
6 legally effective Government or State order or statutes to comply with any  
7 provision or provisions of this Agreement, the parties hereto agree to  
8 renegotiate such provision or provisions of this Agreement for the purpose of  
9 making them conform to such laws or statutes so long as they shall remain  
10 effective and the other provisions of this Agreement shall not be affected  
11 thereby.

ARTICLE XVHOLIDAYS

12  
13  
14 On Christmas Eve and New Year's Eve, employees shall be entitled to stop  
15 work at noon without loss of pay for the full day. However, in the event the  
16 employees are prevented from working on these days because of weather or other  
17 conditions beyond the Employer's control, they shall receive only four (4)  
18 hours pay for the day at the regular hourly rate.

19 In the event Christmas Eve and New Year's Eve fall on a Saturday or  
20 Sunday, the Friday immediately preceding said Saturday or Sunday shall be  
21 considered Christmas Eve and New Year's Eve for the purposes of this Section.

22 In the event an employee is laid off within five (5) working days prior to  
23 Christmas Eve, he shall be paid for Christmas Eve in accordance with the  
24 provisions of this section provided he has been employed by the Employer for a  
25 period of one calendar month (31) days immediately preceding the date of said  
26 lay-off, and in the event he is laid off within five (5) working days prior to  
27 New Year's Eve, he shall be paid for New Year's Eve in accordance with the  
28 provisions of this Section provided he has been employed by the Employer for a  
29 period of one calendar month (31) days immediately preceding the date of said  
30 lay-off.

ARTICLE XVIWORK STOPPAGES

31  
32  
33 Section 1. It is agreed that there shall be no work stoppages during the  
34 term of this Agreement except for the following causes only, and only  
35 forty-eight (48) hours (weekends excluded) after notice from the Union has been  
36 received by the Employer and the Association which clearly states the Union's  
37 intention to strike for:

38 "Willful non-payment of wages and or fringe benefit contributions as  
39 required by this Agreement for time actually worked by employees covered  
40 under this Agreement."

41 The notice required by this Section shall be by telegram, registered or  
42 certified mail, and shall be authorized and signed by the appropriate Business  
43 Representative.





1 International Union Pension Fund

2 Effective Date

Hourly Amount

3 October 1, 1982

\$ .25

4 Effective October 1, 1982 and continuing until, but no later than November  
5 31, 1982 all monies designated to the "International Union Pension Fund" (\$.25  
6 per hour) shall be held in an Escrow Account by the Connecticut Bricklayers  
7 Pension Fund until such time, no later than November 31, 1982, the  
8 participating Unions decide to put the agreed to \$.25 per hour Pension  
9 contribution into either the International Union Pension Fund or the  
10 Connecticut Bricklayers Pension Fund.

11 The agreed to \$.25 per hour pension contribution which takes effect  
12 October 1, 1982 shall be used only for increasing pension contributions and  
13 shall not be applied to the established hourly rate of pay, as set forth in  
14 Article V, Section 1 of this Agreement.

15 All such payments to the Funds are to be made in such manner and at such  
16 time as the Trustees of the respective Funds shall determine, but in no event  
17 shall such contributions be required to be paid more often than monthly, or  
18 sooner than the 10th day of the month following the month in which said  
19 contributions were earned. The Trustees shall apply such contributions to  
20 provide such plan or plans of benefits for eligible employees as the Trustees  
21 shall determine. The Employer shall be liable to pay contributions provided  
22 above only for hours worked in covered employment in the geographical  
23 jurisdiction covered by the respective Funds as indicated. In no event shall  
24 the Employer be liable to make duplicate contributions to more than one Fund  
25 providing the same type of benefits.

26 Section 2. The Funds shall be maintained at all times as jointly  
27 administered Taft-Hartley trust funds with an equal number of employer  
28 trustees, selected by the Association, and labor trustees, selected by the  
29 Union as might be appropriate, herein referred to as the "Trustees", serving  
30 and with such powers and duties, all as may be provided from time to time by  
31 the applicable Trust Agreement. The Funds shall furnish to the Association and  
32 the Union copies of their respective annual audit reports and annual actuarial  
33 or consulting reports and information concerning contributions received or due  
34 as might be requested from time to time.

35 Section 3. Each Fund shall at all times be operated in conformance with  
36 applicable Federal and State laws and regulations, and shall be maintained as a  
37 tax exempt trust under provisions of the Internal Revenue Code so that Employer  
38 contributions to said Fund shall at all times be deductible by the Employer for  
39 Federal income tax purposes. In the event that a Fund fails to retain approval  
40 as a tax exempt trust so that Employer contributions shall not be deductible  
41 as a business expense, the Employer shall not be liable to contribute to such  
42 Fund for hours worked during the period that the contribution is not  
43 deductible.

44 Section 4. At the discretion of a Fund's Trustees, an Employer determined  
45 to be delinquent in its payments as required herein may be held liable for all  
46 contributions due to the Fund and reasonable attorney's fees, court costs,  
47 audit fees and other expenses incurred incidental to collection of  
48 contributions due the Fund, including a reasonable rate of interest on

1 contributions due. Appropriate payroll records of the Employer may be subject  
 2 to audit by the Trustees or their authorized representative upon reasonable  
 3 notice. The Trustees shall have all powers with respect to the audit of  
 4 appropriate payroll records and the collection of delinquent contributions,  
 5 interest, audit fees, attorney's fees and other expenses of collection as may  
 6 be provided from time to time by the applicable Trust Agreement.

7 Section 5. Nothing in this Agreement, the Trust Agreement, a plan of  
 8 benefits or any other document shall be construed to impose upon the Employer  
 9 or other contributor any liability or obligation to contribute or make any  
 10 other payments to any Fund toward the cost of benefits or the cost of  
 11 administration or funding to the Plan beyond the obligation of the Employer to  
 12 make contributions and pay expenses of collection as specified in Sections 1  
 13 and 4 above. Except to the extent that the Association and the Union may  
 14 participate in the selection of their respective trustees, neither the  
 15 Association, nor the Union nor any Employer shall be responsible for the  
 16 operation or administration of the Funds. In no event shall the Association,  
 17 the Union or any Employer be liable for any action or failure to act of any  
 18 trustee. It is agreed and understood that this Section shall serve as a  
 19 defense to any allegation or course of action brought by any individual or  
 20 entity which might jeopardize the employer's or other contributor's position  
 21 that its liability is strictly limited as stated herein.

22 ARTICLE XIX

23 DUES CHECK-OFF

24 Section 1. Effective April 1, 1981, and continuing thereafter during the  
 25 term of this Agreement, and in accordance with the terms of an individual and  
 26 voluntary written authorization for check off of union membership dues to be  
 27 furnished to the Employer in form permitted by the provisions of Section 302  
 28 (c) of the Labor-Management Relations Act, as amended, the Employer agrees to  
 29 deduct once each week from the net pay of each employee covered by this  
 30 Agreement, who signs said authorization, twenty-five (\$.25) cents per hour when  
 31 authorized pursuant to this Agreement, for each payroll hour worked by said  
 32 employee during the week as part of the employee's membership dues in the  
 33 Union. Said deductions shall be made solely for each employee who is a member  
 34 of the Local Union and who is working in the geographical jurisdiction of the  
 35 Local Union as listed in ARTICLE II of this Agreement.

36 Section 2. The Union agrees to indemnify and save the Employer and the  
 37 Association harmless against any and all claims, suits, or other forms of  
 38 liability arising out of the Employers' participation in or performance of the  
 39 provisions of this Article. The Union assumes full responsibility for the  
 40 disposition of the monies so deducted once they have been paid to the Local  
 41 Union. The aforementioned authorization shall be in the following form:



1 If the Employer fails to make contributions to the Fund within the period  
2 required by the Trustees of the Fund, at the discretion of the Fund's trustees,  
3 the delinquent Employer shall be liable for all reasonable costs for collecting  
4 the payments due, including but not limited to reasonable attorney's fees and  
5 court costs, audit costs, a reasonable rate of interest on the outstanding  
6 balance due the Fund, and liquidated damages assessed by the Fund's Trustees as  
7 an "administrative fee" determined as set forth in the Trust Agreement.

8 The Union shall incur no liability or responsibility for the collection of  
9 such contributions.

10 ARTICLE XXI

11 CONNECTICUT MASONRY INDUSTRY PROMOTION FUND

12 The Association agrees to establish the Connecticut Masonry Industry  
13 Promotion Fund, hereinafter referred to as the Promotion Fund, for the purpose  
14 of expanding construction and masonry products markets, engaging in economic  
15 research and otherwise improving the outlook for masonry industry employers and  
16 employees. The Employer agrees to pay the sum of ten (\$.10) cents per hour for  
17 each hour worked by covered employees to the Promotion Fund. All  
18 administration costs shall be paid from the corpus of the Fund. Two cents  
19 (\$.02) of the contribution provided herein will be allocated to the  
20 International Masonry Institute.

21 The Association shall appoint five (5) Trustees to administer the  
22 Promotion Fund, two (2) of said Trustees to be representatives of masonry  
23 contractors, such Trustees having the right and responsibility to operate the  
24 Promotion Fund consistent with this Agreement. The Business Agents of  
25 respective B & AC Local Unions will serve in an advisory capacity to the  
26 Trustees.

27 The Connecticut Masonry Industry Promotion Fund shall at all times conform  
28 with the requirements of all federal and state laws and regulations pertaining  
29 thereto and shall at all times conform with the requirements of the Internal  
30 Revenue Code so that contributions to the Fund shall be treated by the Employer  
31 as tax exempt and a deduction for income tax purposes and so that the corpus of  
32 the Fund shall be so tax exempt.

33 ARTICLE XXII

34 MANAGEMENT PREROGATIVES

35 The Employer hereunder shall have full authority to manage the work,  
36 direct the workforce, and decide all matters except to the extent he is  
37 specifically prohibited from doing so under this Agreement.

38 ARTICLE XXIII

39 SEVERABILITY

40 The obligations of the Employers bound by this Agreement shall be several  
41 and not joint, and the acts, omissions or violations of this Agreement by an  
42 Employer or any individual or entity, whether alleged or in fact, shall not be  
43 held against any other Employer or against the Association.

ARTICLE XXIV

TERM OF AGREEMENT

This Agreement shall remain in full force and effect from April 1, 1981, or the day after expiration of the appropriate predecessor agreement whichever is later, through March 31, 1984 and shall renew itself annually thereafter unless either party shall have given written notice to the other party of its desire to terminate this Agreement and negotiate a successor agreement at least sixty (60) days prior to March 31, 1984 or any March 31 thereafter.

IN WITNESS WHEREOF, the parties hereto have set their hands and have caused this Agreement to be executed by their duly authorized representatives on this 20th day of September 1982.

LABOR RELATIONS DIVISION, THE ASSOCIATED GENERAL CONTRACTORS OF CONNECTICUT, INC.

NORTHERN CONNECTICUT DISTRICT COUNCIL OF THE INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTSMEN, AFL-CIO

[Signature]

Local No. 1

[Signature]

Francis E. Mazza

Local No. 2

[Signature]

Local No. 3

[Signature]

Local No. 6

[Signature]

Local No. 12

[Signature]

Local No. 15

[Signature]

Local No. 16

[Signature]

Local No. 19

[Signature]

Local No. 22

[Signature]

ACCEPTANCE OF AGREEMENT

The undersigned employer hereby agrees to and accepts all terms and conditions of the April 1, 1981 through March 31, 1984 Agreement by and between the Labor Relations Division, The Associated General Contractors of Connecticut, Inc. and District Council of Northern Connecticut, of the International Union of Bricklayers and Allied Craftsmen, AFL-CIO, hereinafter referred to as the "Agreement", attached hereto, and any amendments or successor agreements thereto absent timely written notice to the contrary, and in addition to its agreement to abide by all terms and conditions of the Agreement, the Employer signatory hereto specifically agrees to make all payments in the amounts and manner provided in ARTICLE V, ARTICLE XVIII, ARTICLE XIX, ARTICLE XX and ARTICLE XXI of the Agreement, acknowledging any and all consideration as provided therein, and agrees that it may be sued in any court of competent jurisdiction, with liability for any and all costs borne by the plaintiff, by the Union, the Association or the AGC as defined in the Agreement, and/or the Boards of Trustees of Funds enumerated in the Agreement, for its failure to make payments or otherwise comply with the Agreement.

IN WITNESS WHEREOF, the undersigned, an authorized representative of the employer, has set his hand and has caused this Acceptance of Agreement to be signed and entered into.

FOR THE EMPLOYER:

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_

Company Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

\_\_\_\_\_

FOR THE UNION:

Signed: \_\_\_\_\_

Local Union No. \_\_\_\_\_ of the District Council of Northern Conn.

PLEASE FORWARD TO:

UNION COPY

ACCEPTANCE OF AGREEMENT

The undersigned employer hereby agrees to and accepts all terms and conditions of the April 1, 1981 through March 31, 1984 Agreement by and between the Labor Relations Division, The Associated General Contractors of Connecticut, Inc. and District Council of Northern Connecticut, of the International Union of Bricklayers and Allied Craftsmen, AFL-CIO, hereinafter referred to as the "Agreement", attached hereto, and any amendments or successor agreements thereto absent timely written notice to the contrary, and in addition to its agreement to abide by all terms and conditions of the Agreement, the Employer signatory hereto specifically agrees to make all payments in the amounts and manner provided in ARTICLE V, ARTICLE XVIII, ARTICLE XIX, ARTICLE XX and ARTICLE XXI of the Agreement, acknowledging any and all consideration as provided therein, and agrees that it may be sued in any court of competent jurisdiction, with liability for any and all costs borne by the plaintiff, by the Union, the Association or the AGC as defined in the Agreement, and/or the Boards of Trustees of Funds enumerated in the Agreement, for its failure to make payments or otherwise comply with the Agreement.

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FOR THE EMPLOYER:

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_

Company Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

\_\_\_\_\_

FOR THE UNION:

Signed: \_\_\_\_\_

Local Union No. \_\_\_\_\_ of the District Council of Northern Conn.

PLEASE FORWARD TO:

The AGC of Conn., Inc., 6 Lunar Drive, Woodbridge, CT 06525

ACCEPTANCE OF AGREEMENT

The undersigned employer hereby agrees to and accepts all terms and conditions of the April 1, 1981 through March 31, 1984 Agreement by and between the Labor Relations Division, The Associated General Contractors of Connecticut, Inc. and District Council of Northern Connecticut, of the International Union of Bricklayers and Allied Craftsmen, AFL-CIO, hereinafter referred to as the "Agreement", attached hereto, and any amendments or successor agreements thereto absent timely written notice to the contrary, and in addition to its agreement to abide by all terms and conditions of the Agreement, the Employer signatory hereto specifically agrees to make all payments in the amounts and manner provided in ARTICLE V, ARTICLE XVIII, ARTICLE XIX, ARTICLE XX and ARTICLE XXI of the Agreement, acknowledging any and all consideration as provided therein, and agrees that it may be sued in any court of competent jurisdiction, with liability for any and all costs borne by the plaintiff, by the Union, the Association or the AGC as defined in the Agreement, and/or the Boards of Trustees of Funds enumerated in the Agreement, for its failure to make payments or otherwise comply with the Agreement.

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FOR THE EMPLOYER:

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_

Company Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

\_\_\_\_\_

FOR THE UNION:

Signed: \_\_\_\_\_

Local Union No. \_\_\_\_\_ of the District Council of Northern Conn.

PLEASE FORWARD TO:

Conn. Bricklayers' Pension Fund, 2 Elizabeth Street, West Haven, CT 06516

ACCEPTANCE OF AGREEMENT

The undersigned employer hereby agrees to and accepts all terms and conditions of the April 1, 1981 through March 31, 1984 Agreement by and between the Labor Relations Division, The Associated General Contractors of Connecticut, Inc. and District Council of Northern Connecticut, of the International Union of Bricklayers and Allied Craftsmen, AFL-CIO, hereinafter referred to as the "Agreement", attached hereto, and any amendments or successor agreements thereto absent timely written notice to the contrary, and in addition to its agreement to abide by all terms and conditions of the Agreement, the Employer signatory hereto specifically agrees to make all payments in the amounts and manner provided in ARTICLE V, ARTICLE XVIII, ARTICLE XIX, ARTICLE XX and ARTICLE XXI of the Agreement, acknowledging any and all consideration as provided therein, and agrees that it may be sued in any court of competent jurisdiction, with liability for any and all costs borne by the plaintiff, by the Union, the Association or the AGC as defined in the Agreement, and/or the Boards of Trustees of Funds enumerated in the Agreement, for its failure to make payments or otherwise comply with the Agreement.

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FOR THE EMPLOYER:

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_

Company Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

\_\_\_\_\_

FOR THE UNION:

Signed: \_\_\_\_\_

Local Union No. \_\_\_\_\_ of the District Council of Northern Conn.

PLEASE FORWARD TO:

Conn. State Building Trades, 2 Elizabeth Street, West Haven, CT 06516

ACCEPTANCE OF AGREEMENT

The undersigned employer hereby agrees to and accepts all terms and conditions of the April 1, 1981 through March 31, 1984 Agreement by and between the Labor Relations Division, The Associated General Contractors of Connecticut, Inc. and District Council of Northern Connecticut, of the International Union of Bricklayers and Allied Craftsmen, AFL-CIO, hereinafter referred to as the "Agreement", attached hereto, and any amendments or successor agreements thereto absent timely written notice to the contrary, and in addition to its agreement to abide by all terms and conditions of the Agreement, the Employer signatory hereto specifically agrees to make all payments in the amounts and manner provided in ARTICLE V, ARTICLE XVIII, ARTICLE XIX, ARTICLE XX and ARTICLE XXI of the Agreement, acknowledging any and all consideration as provided therein, and agrees that it may be sued in any court of competent jurisdiction, with liability for any and all costs borne by the plaintiff, by the Union, the Association or the AGC as defined in the Agreement, and/or the Boards of Trustees of Funds enumerated in the Agreement, for its failure to make payments or otherwise comply with the Agreement.

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FOR THE EMPLOYER:

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_

Company Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

FOR THE UNION:

Signed: \_\_\_\_\_

Local Union No. \_\_\_\_\_ of the District Council of Northern Conn.