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2004-2007

**Highway & Heavy
AGREEMENT**

Between

1,250 workers

**LABOR RELATIONS DIVISION
ROCHESTER REGION
ASSOCIATED GENERAL
CONTRACTORS OF AMERICA
NEW YORK STATE
CHAPTER, INC.**

April 1 2004 - And MAR 31, 2007

**LOCALS 103 & 435
LABORERS INTERNATIONAL
UNION
OF
NORTH AMERICA
AFFILIATED WITH THE AFL-CIO**

H & H 2004-2007



53 pages

**LABOR RELATIONS DIVISION
ASSOCIATED GENERAL
CONTRACTORS OF AMERICA
NEW YORK STATE
CHAPTER, INC.**

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AGREEMENT

THIS AGREEMENT, made this 1st day of April, 2004, by and between the LABOR RELATIONS DIVISION, ROCHESTER REGION of the ASSOCIATED GENERAL CONTRACTORS OF AMERICA, NEW YORK STATE CHAPTER, INC. (hereinafter referred to as the "Association"), acting for and on behalf of its present and future members, and LOCALS 103 and 435 of the LABORERS INTERNATIONAL UNION OF NORTH AMERICA, affiliated with A.F.L.-C.I.O. (hereinafter referred to as the "Union").

WITNESSETH:

WHEREAS, the parties hereto desire to stabilize employment in the Heavy and Highway Construction Industry, agree upon wage rates, hours and conditions of employment.

NOW, THEREFORE, the undersigned Association and Union, in consideration of the mutual promises and covenants herein contained, agree as follows:

ARTICLE I LIABILITY

1. The Association and the Unions named herein are negotiating agents for their present and future members. For any breach of this Agreement the liability of the members of the Association and the Local Unions shall be several and not joint and the liability of the Association shall only be that of nego-

tiating agent without liability for the acts of its respective members.

2. The Association shall notify the Union in writing within seven (7) days after the time that a new member joins the Association and becomes a member of the L.R.D./A.G.C. – Rochester Region.

ARTICLE II DEFINITION

1. This Agreement is to cover all Highway and Heavy Construction which for the purposes of this Agreement is defined as including, but not limited to, the construction of: highways, roads, streets, alleys, grade crossings, driveways, sidewalks, curbs, guard rails, fences, culverts, parkways, parking areas, runways, taxiways, ramps and aprons and related work for excavation for conduit, bases and foundations for lighting and water lines and de-icing systems; athletic fields; highway and railroad and similar structures; railroad and street railway projects; railroad track work; sewers; sewage treatment projects; pumping stations; sedimentation beds; water mains, grade separations, foundations incident to the work herein described; abutments, retaining walls, viaducts, track elevations, elevated highways, drainage and reclamation projects; reservoirs and water supply projects; pure water projects; power plant construction outside the building line and inside the building line to the first floor level; water pollution control treatment plants; water power developments, hydroelectric developments, transmission lines, duct lines, pipelines, docks, dams, dikes, levees, revetments, irrigation and flood control projects, channels, chan-

nel cutoffs, dredging projects, jetties, break waters, locks, piers, pile driving, industrial sites, school sites, tank farms, bulk plants, and all earth moving, including the installation, operating, maintenance and disassembly of construction equipment and plants used in connection with and servicing the aforementioned work, prison work to the building line.

2. Certain types of work hereinabove described are more specifically covered as follows:

(a) On pipeline construction both liquid and vapor from the first metering station or connection of the main transmission carrier to the distribution carrier, and transmission and distribution systems, underground and above ground communication systems, foundations and excavation on power transmission lines, oil static lines. Tank farms, bulk plants and pumping stations are excluded.

(b) Construction of sewer (sanitary and storm) and water lines and mains;

(c) Sewer and water plant construction outside the building line and inside the building line to finish grade level;

(d) Borings, culverts and tunnels (for highway and railroad crossings) incidental or in conjunction with the work mentioned above at (a), (b) and (c);

(e) The work mentioned in (b), (c) and (d) of this section on industrial, commercial and school sites.

(f) Work covered in Section 2 shall be performed pursuant to this Agreement in so far as it does not conflict with the national pipeline agreement.

(g) Worker and foreman conditions for this work are specifically described in Article XII, Section 6.

ARTICLE III GEOGRAPHIC JURISDICTION

1. This Agreement is to cover all Heavy and Highway Construction work in the geographical jurisdiction of Locals 103 and 435 as provided for in Section 2.

2. The geographic jurisdiction as stated will not be changed for the purposes of this Agreement during the duration of such Agreement.

LOCAL NO. 103 – Counties of YATES, SENECA, CAYUGA, ONTARIO (Townships of South Bristol, Canandaigua, Manchester, Hopewell, Seneca, Gorham, Phelps, Naples and Geneva), and WAYNE (Townships of Arcadia, Lyons, Galen, Savannah, Huron, Rose, Wolcott and Butler).

**Business Manager
Carmen Serrett Box 571
Geneva, NY 14456
(315) 539-4220
FAX: (315) 539-4150**

LOCAL NO. 435 – Counties of MONROE, LIVINGSTON, ORLEANS, GENESEE, WYOMING, ONTARIO (Townships of Victor, Farmington, East Bloomfield, West Bloomfield, Richmond, Bristol and Canadice), and WAYNE (Townships of Ontario, Williamson, Sodus, Walworth, Marion, Macedon and Palmyra).

**Business Manager
Robert Brown 20 Fourth Street
Rochester, NY 14609
(585) 454-5800
FAX: (585) 454-5411**

ARTICLE IV UNION JURISDICTION

1. This Agreement is to cover all watchmen, flagmen (all crafts), fire watchmen, traffic control men, laborers, foremen (grade, pipe, concrete, forms, seeding, asphalt, clearing and grubbing, clean-up, stonelaying) in the performance of: the laying of all types of pipe and conduit including the relining of existing pipe and the fusion of plastic pipe; unloading and installation of lagging; unloading, handling and installation of sound barrier; the spreading and pouring and raking and tamping of all asphalt and concrete materials and the bull floating (strike off) of all concrete; curing of concrete; the laying of all types of stone or manufactured curb, rip-rap, paving blocks, concrete blocks (paving), Belgium Block; assembling and placing of Gabion and all similar types of baskets; the handling, the loading and unloading and stringing of all materials, the handling, loading and stringing of all wood products by hand or power; the sharpening of all air tool bits and drills and bull points; any and all types of heaters to be attended and handled and fueled by Laborers at all times when in use except where existing agreements provide otherwise; the handling, the laying and placing of forms used for curbing, gutters, roads and sidewalks and the stripping of same; the placing, setting and maintenance of all flares, blinker lights and reflectors; the cutting and chipping road joints; the handling, the loading and unloading and distributing of chain-link fence; handling and erecting of wire fence; the sandblasting and applying of sealers and hardeners and epoxy on concrete and asphalt work; the nozzle operators on sandblasting and guniting operations; the

signaling of all materials (manufactured or otherwise) which is handled or put in place by laborers; the handling, the loading and unloading and distribution and installation of all guard rails, highway signs and road markers; single diaphragm and 1½" pumps to be attended, handled and fueled by laborers; the operating of all types of machines used to seal any type of joints; the operating and servicing of mortar mixers and conveyors used in laborers' work regardless of number; the operating and servicing of rock drilling machines; the blasting and dynamiting of all rock; the placing of all pre-cast and prestressed materials except when placed or installed by the manufacturer pursuant to its collective bargaining agreement; handling, unloading, loading, assembling and laying of all multiplate; the operation of all air, gas, electric, oil and other type of motor driven tools including all pusher type equipment; the handling, tending and maintaining of Homelite and like generators; wrecking and demolition; containment membrane liner; rubbing concrete; prefabricated bridging; rebar repair and retie; concrete finisher, including all concrete structures, bridge decks and sidewalks; all water lines, headwalls, capping of manholes and filter material; the building of all encapsulations for asbestos and hazardous waste. The foregoing applies in the performance of all the aforementioned work and all other work coming under the jurisdiction of the L.I.U. of N.A.-A.F.L.-C.I.O.

ARTICLE V PRE-JOB CONFERENCE

1. There shall be a mandatory pre-job conference within ten (10) days of the award at the Union's request. The Employer agrees to meet with the Union for a pre-job conference prior to the commencement of any work on the subject project and the same shall apply to any and all subcontractors, the names of such subcontractors to be provided the Union before said subcontractors start work.

ARTICLE VI UNION RIGHTS

1. It shall be a condition of employment that all employees of the Employer covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing or those who are not members on the effective date of this Agreement shall, on or after the eighth (8th) day following the effective date of this Agreement become and remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date, shall on or after the eighth (8th) day following the beginning of such employment become and remain members in good standing in the Union.

2. Failure of any employee covered by this Agreement to meet the requirements described in paragraph 1 above, will, upon the Union's written request, result in his discharge by the Employer.

3. The Employer agrees that in providing opportunity for employment it will give priority to persons who have had one (1) year or more of service since January 1, 1981, in the construction industry in the type of work covered by this Agreement, and in the various geographic areas described in Article III, Section 1 of this Agreement. It is understood that this clause is not applicable to Union employees who have previously been in the employment of an LRD contractor.

4. The Employer and the Union agree that the foregoing priority shall be exercised without regard to union membership or non-membership and the Employer agrees to give the Union an opportunity to provide such additional employees as he needs.

5. It is agreed that on each job the Union Business Manager shall appoint a working Shop Steward who will be named at the pre-job conference. The Laborers' Steward will be employed at all times that any labor work is performed or any Laborers are employed on the project except that on overtime and/or specialty work, the Steward can only assert seniority provided he is qualified to do the work. He will be paid for all time lost due to not having been notified by the Employer or the Employer's agent to report for work. He will be allowed sufficient time to perform his duties and will not be discharged, laid-off, or transferred by reason of the performance of his duties as Steward without prior approval of the Business Manager.

6. The Laborers' Steward shall be notified prior to any hiring or lay-off.

7. Authorized representatives of the Union shall be allowed to visit jobs during working hours to inter-

view the Employer and the Employees but in no way shall such person or persons interfere with or hinder the progress of the work.

8. (a) Employees injured at work shall be paid for the time spent going to the doctor's office for treatment at the time of injury. If the doctor certifies in writing that the employee is unable to return to work that day, the injured employee shall be paid for the balance of that working day.

(b) The injured employee shall be allowed two (2) hours time from work for additional visits to the doctor for injuries sustained while in the Employer's service without loss of pay. It shall be understood, however, that such visits during working hours shall be made only when no other arrangements can be made and an affidavit is received from the doctor stating the necessity for each visit.

(c) The injured workman shall, if at all possible, be given preference to any light work, if the same is available, that may be performed on the job provided, however, that he is still in the employ of the Employer where the injury occurred and the doctor certifies in writing that the employee can do the work to which he is to be assigned.

ARTICLE VII WORK CONDITIONS

1. The Employer shall furnish all necessary tools that the employees are to use.

2. (a) At the time of hire or such later date as may be appropriate, employees covered by this Agreement shall be furnished slipover rubber boots, rain-

suits and hats which shall remain the property of the Employer and be returned at the termination of use or employment.

(b) At the first full pay period following the issuing of such articles, the actual cost to the contractor of the said articles shall be deducted from the pay of each such employee covered by this contract. Upon termination of employment, such employees who return the articles issued will be refunded the amount deducted from pay.

3. The Employer shall supply special gloves for the performance of work necessitating their use.

4. The Employer shall provide suitable shelter of sufficient size where all laborers may eat their lunch and hang their clothing. The Employer shall also assume responsibility in case of loss of fire. No tools, building equipment or combustible material shall be stored therein. Employees shall be required to execute a verified proof of loss in case of fire.

5. The Employer shall provide and the Laborers shall maintain clean and sanitary toilet and drinking facilities.

6. (a) The Union and the Employer expressly agree that a stable work force is required at all times in this seasonal industry and that the absence of individual employees has a serious impact on the Employer's project productivity and efficiency.

(b) Absences from scheduled work are to be discouraged and accordingly such absences are just cause for discharge of an employee or employees.

7. (a) The Employer and the Union are committed to providing a safe environment for its employees and the public and also maintain a reliable, produc-

tive, quality workforce and thus affirm that construction job sites subject to this Agreement must be alcohol and drug free.

(b) Employees whose job performance is impaired by the use of alcohol or drugs create an unacceptable risk to themselves, co-workers, and the public.

(c) Employees who violate the joint policy on substance abuse may be subject to discipline up to and including immediate discharge.

ARTICLE VIII HOURS OF WORK

1. The work week shall consist of Monday through Friday.

2. Normal workday shall consist of eight (8) hours with one-half (1/2) hour for lunch. The starting time shall be set by the Contractor except that starting time shall not be changed from day to day. The workday must start no sooner than 6:00 a.m. nor later than 8:00 a.m., except as may be otherwise mutually agreed upon by the Employer and Union.

3. Two shifts may be worked in twenty-four (24) hours and shall be of equal duration and at the same rate. However, in a two shift operation, where the combined number of hours worked by the two shifts is sixteen (16), or less, each shift shall be paid eight (8) hours' pay at straight time. Notwithstanding the foregoing provisions, when a shift is shut down by reason of completion of the shift work to be performed or conditions beyond the Employer's control, the affected shift shall be paid on the basis of the

show-up time provisions contained herein in Article X. This clause is equally applicable to the three (3) shift provisions hereinafter contained in Sub Article 4. Thus, it is understood that there is no guarantee that on a given day, one shift might not vary due to weather, equipment breakdown or changes in operation schedules.

4. Three shifts may be worked in twenty-four (24) hours and shall be at the rate and duration as set forth below.

1st Shift

8 hours' work 8 hours' pay

2nd Shift

7-½ hours' work 8 hours' pay

3rd Shift

7 hours' work 8 hours' pay

Every shift shall have one-half (½) hour for lunch. When three (3) shifts are worked, the second and third shift shall be considered for payroll purposes as having worked in their entirety on the same day on which the first shift started. On multiple shift work, the work week shall start not earlier than 5:00 a.m. The Contractor shall set the starting time.

5. Prior to the start of shift work, the Employer shall give forty-eight (48) hours' notice to the Business Manager. When the shift work to be performed shall be less than ten (10) working days in duration, prior agreement of the Business Manager shall be required. In the event of an emergency or directive of the letting agency, prior agreement for shift work of less than ten (10) working days duration is not required, but notice will be given to the Business Manager prior to the starting of such shift work.

6. One and one-half (1½) times the rates set forth in this Agreement shall be paid for work performed outside the scheduled workday and all work performed on Saturday. All work on Sunday will be paid at double time.

7. All eligible employees shall be allowed time off to vote on Election Day in accordance with applicable law.

8. FLEXTIME. With respect to any project that is 100% Federally funded, awarded by a Federal Agency, the payment of overtime after eight (8) hours will not apply. Overtime will only be required to be paid after forty (40) hours.

9. SINGLE IRREGULAR WORK SHIFT: A single irregular work shift can start any time from 5:00 p.m. to 1:00 a.m. All employees who work a single irregular work shift on governmental mandated night work shall be paid an additional \$1.75 per hour. It is understood and agreed that if the single irregular work shift language is not included in the NYS Department of Labor prevailing wage rate schedules, the premium is waived.

ARTICLE IX HOLIDAYS

1. There shall be no paid holidays.

2. Employees who work on a certain designated holiday(s) shall be paid at double time. The designated holidays are Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day and New Year's Day, irrespective of the day of the

week on which the holiday may fall. If the holiday falls on Sunday, it will be celebrated on Monday.

3. If an employee is ordered out and reports for work on a designated holiday, set forth in Section 2 above, and does not start, then he shall be paid a minimum of two (2) hours pay at straight time. If he starts work on a designated holiday, he shall be paid a minimum of two (2) hours or actual hours worked at double time.

ARTICLE X SHOW-UP TIME

1. Any laborer who reports for work at the regularly appointed starting time, unless he has been notified personally before leaving his domicile that his services will not be required, shall be entitled to show-up time of two (2) hours at straight time. The Employees shall remain on the job for the two (2) hour period unless otherwise directed by the Employer. Employees directed to stand-by beyond the two (2) hour period shall be paid show-up time plus such additional stand-by time.

However, if an employee reports for work at starting time but is unable to work due to weather conditions or reasons beyond the employer's control, such employee is not entitled to show-up time.

2. Employees reporting for work at starting time shall, if put to work, receive a minimum pay of two (2) hours or actual hours worked, whichever is greater.

ARTICLE XI

PAYDAY AND MODE OF PAYMENT

1. Employees performing work under this Agreement shall be paid once a week on the job. No more than six (6) days pay shall be withheld. If the payday falls on a holiday, payment shall be made on the workday preceding such holiday. On failure to pay on the regularly scheduled payday, the Employer will pay a penalty of two (2) straight time hours for payday and for each succeeding day on which he fails to pay where such failure to pay is willful or due to conditions within the Employer's control.

2. All wages shall be payable in lawful currency, enclosed in an envelope which shows the employee's name and employer's name, regular hours worked plus overtime hours worked, all lawful deductions, and the amount due or by a negotiable payroll check showing all of the above information drawn upon a commercial bank within the region, payable upon demand at par.

3. If any employee is discharged or laid off, all accrued wages shall be due and paid immediately, except that by mutual agreement an employee may be paid by check mailed within twenty-four (24) hours. If not mailed within 24 hours, such employee shall be paid an additional \$25.00 for each additional 24 hour period the check was not mailed.

ARTICLE XII

LABORER FOREMAN

1. When more than three (3) employees covered by this Agreement are employed, a Laborer Foreman

will be designated by the Employer. Designated Foremen shall assume the keeping of time for Employees covered by this Agreement.

2. Laborer Foreman (grade, pipe, etc.) shall be designated by and at the discretion of the Employer and shall be assigned to such duties and responsibilities as the Employer, the Dirt Superintendent or other supervisory personnel may determine in its or his sole discretion. The Employer or his representative shall be the sole judge of whether such employees are qualified to perform the assigned work.

3. The wage rates for foremen covered by this Agreement shall be seventy-five cents (\$.75) over the highest classification covered by this Agreement which such foreman supervise.

(a) Any foremen covered by this Agreement may be employed on a weekly basis at a salary agreeable to the Employer and the foreman.

4. The Union agrees that no restrictions shall be placed upon the selection of Grade Foremen by the Contractor or the use of Grade Foremen freely among locals throughout the territorial jurisdiction of this Agreement (100% mobility) provided they are a member of a Union party to this Agreement.

5. With respect to all other foremen, the Union agrees not to impose more than 50% restriction on the Contractor's Foreman requirements per project in connection with an individual's necessary membership in a particular local (50% mobility) provided he is a member of a Union party to this Agreement. However, there may be 100% mobility on other foremen, per specialty work, if approved at a pre-job meeting.

6. (a) Foremen shall be named as may be required by the Employer and at the Employer's discretion. In the event that more than one foreman is employed on a project, the Union shall be afforded an opportunity to supply 50% of such men.

(b) On gas distribution, electric and telephone work there shall be fifty percent (50%) mobility between the local unions with respect to foremen and workmen. The first foreman may come from the Employer.

(c) On other work covered by Article II, Section 2, there shall be fifty percent (50%) mobility with respect to foremen and twenty-five (25%) mobility among the unions with respect to other workmen.

ARTICLE XIII SUBCONTRACTING

1. It is agreed that if the Employer subcontracts job site work falling within the terms of this contract, provision will be made in each subcontract for the compliance by said subcontractor with terms, conditions of employment, wages, S.U.B., welfare, pension, annuity, training and L.E.C.E.T. contributions not less than those contained in this Agreement.

2. A subcontractor is defined as any person, firm, partnership, self-employed person or corporation who agrees, under contract, oral or written, with the general contractor or his subcontractor to perform on the job site any part or portion of the work covered by this Agreement.

3. With respect to subcontractors who are not members of the Labor Relations Division-Rochester

Region, A.G.C., or who have not signed the contract as an individual employer, the following rules shall apply:

(a) Such subcontractors shall be required to remit fringe benefit payments on a weekly basis.

(b) On the first failure of such subcontractor to remit fringe benefits or first instance on which the subcontractor is delinquent, the Union shall notify the Prime Contractor of the said failure to remit or delinquency.

(c) After having been notified of a failure to remit or of a delinquency, the Prime Contractor shall be responsible for each such fringe benefit payment pursuant to Sub Article (d) below.

(d) After notification by the Union, the Employer is responsible for checking with the funds to determine whether the regular payments are being made. However, once any non-payment has been rectified and the subcontractor resumes payments as required under 3(a), the Prime Contractor is relieved of any responsibility to check with the Funds until notification is again received in writing by the Union of further alleged delinquency.

(e) The Prime Contractor's responsibility is limited to fringe benefits applicable to its project on which the defaulting subcontractor is employed.

(f) The Prime Contractor does not assume the above responsibility with respect to subcontractors who are members of the L.R.D.-Rochester Region, AGC, or who are individual signatories to the labor contract.

4. Off-site gravel or material pits, the material from which is used for a particular project covered by

this Agreement shall be operated under the terms of this Agreement when the pit is owned, leased, operated by or under the control of the Prime Contractor or another corporation or company of which the majority ownership is held by the Prime Contractor or its majority owner or owners.

ARTICLE XIV SAFETY

1. No employee shall be required or assigned to engage in any activity involving dangerous conditions of work or danger to person or property in violation of an applicable statute, court order, or governmental regulation relating to safety of person or equipment.

2. In the event that the Employer violates Section 1 above, a withdrawal by the Union of the services of the man or men engaged in the particular operation shall not be in a violation of this contract by the Union.

3. The Employer and the Union do hereby agree to work together to promote safety on the job for the benefit of all employees. Safety rules and regulations will be made known to all employees and the use of safety equipment will be continually promoted by both parties.

4. (a) The Union and the Employer agree that willful neglect and failure by an employee to obey company safety rules and regulations; or to obey safety rules, standards and regulations as prescribed pursuant to the Occupational Safety and Health Act or other governmental regulation or legislation; or to

use properly such safety devices or equipment as are provided by the Company shall be just cause for discharge and it shall be the decision of the Union as to whether recourse will be had to the grievance procedure of this Agreement.

(b) The Union agrees to cooperate with the company in encouraging employees to observe the safety regulations prescribed by the company and to wear properly and utilize safety equipment as required by the company and to work in a safe manner.

(c) The Union further agrees that Union representatives visiting job sites shall obey all company safety rules and regulations and shall obey all safety rules, standards and regulations prescribed pursuant to the Occupational Safety and Health Act or other governmental regulation or legislation, and shall wear and use properly all safety devices or equipment employees on the job site are required to wear and use.

ARTICLE XV PENSION, WELFARE, S.U.B., ANNUITY AND TRAINING FUNDS

1. (a) The Employer hereby agrees to contribute the amounts hereinafter provided for in Article XXVI of this Agreement to designated Laborers Pension, Welfare, Supplementary Unemployment Benefit, Annuity and Training Funds (hereinafter singularly and collectively referred to as "Fund") for each actual hour worked by employees covered by this Agreement. It is the purpose of this Article to provide that where a Local Union, party to this Agreement has established a Fund jointly trusted by Labor and

Management, then said contributions shall be paid to said Local Fund in the amounts hereinafter set forth in this Agreement.

(b) The Employers party to this Agreement accept the Trustees now serving on such Fund and hereby waive the right to name new, other successor or additional trustees.

2. The Employer agrees to contribute the amount per hour hereinafter set forth in Article XXVI for each actual hour worked except where an employee is paid pursuant to the 2+ actual hours worked clause herein provided for at Article X of this Agreement in which case contributions shall be paid on the same basis as the 2+ actual hours worked clause.

3. Each Local Union party to this Agreement shall be considered as an Employer under this Agreement for the purpose of paying the contributions mentioned in this Article on its Employees.

4. (a) In the event that the Employer does not make contributions to the Fund as provided for herein, the Employer agrees that he will be charged with all necessary litigation and accounting expenses incurred by the trustees of the Fund in collecting the monies due hereunder and that a money judgment may be rendered against such Employer for such litigation and accounting expenses in addition to a judgment for unpaid contributions.

(b) Litigation and accounting expenses shall be determined so as not to be in excess of the minimum fee schedules for the legal and accounting professions in the area in which such work is performed.

5. (a) Each Employer shall furnish the Trustees of the respective funds with periodic reports as required

by the Fund showing the names, social security numbers, hours worked and location of job of each employee performing work covered by this Agreement.

(b) Subcontractors covered by Article XIII, Section 3 shall remit contributions on a weekly basis.

(c) In the event that no workers are employed during the report period, a negative report and/or a final report shall be filed.

(d) Monthly reports are due the 15th day of the month following the month on which contributions are being made.

6. The books and records of each Employer pertinent to the employment of Employees covered by this Agreement, shall be made available at all reasonable times for inspection and audit by a licensed CPA employed by the Fund, including, without limitation, payroll sheets, W-2 Forms, New York State employment reports, Social Security reports, ledgers, vouchers and any other pertinent items concerning payrolls. Inspection shall be restricted to a verification of payments made and/or due to the Fund. Cost of such inspection shall be borne by the Fund except in cases where an Employer is delinquent in making contributions, in which case the delinquent Employer shall bear the cost of inspection and audit. Delinquency is defined as continual late payments and not honest errors.

ARTICLE XVI LABOR-MANAGEMENT COOPERATION

The Employer and the Union recognize that they must confront issues of mutual concern which are more susceptible to effective resolution through labor-management cooperation than through the collective bargaining process. To seek resolution of these mutual concerns, to address issues regarding health and safety, and to advance mutual interests through labor-management cooperative efforts, it is agreed that the Employer shall contribute to the New York State Laborers-Employers Cooperation and Education Trust and to the New York Laborers' Health and Safety Fund for the term of this Agreement, including any extensions or renewals thereof. The Employer shall contribute to the New York State Laborers-Employers Cooperation and Education Trust as provided for in Article XXVI for each actual hour worked. The Employer shall also contribute to the New York Laborers' Health and Safety Fund as provided for in Article XXVI for each actual hour worked. The Employer shall submit all contributions and all contribution reports to the designated Laborers' Local Fund Office. The Fund Office shall promptly forward the contributions and contribution reports to the Laborers Regional Office, Trust Division, for the accounts of the Trust and Fund. The Employer and the Union hereby adopt and agree to be bound by the Agreement and Declaration of Trust establishing the New York State Laborers-Employers Cooperation and Education Trust, as amended, as well as the Agreement and Declaration of Trust

establishing the New York Laborers' Health and Safety Fund, as amended.

2. It is mutually agreed and understood by the union and employers signatory to this Agreement, that in the event any Project Labor Agreements are effected within the geographical jurisdiction of this Agreement during its term, the union will use its best efforts, during negotiation of the PLA, to protect past practice in the assignment of work jurisdiction. It is the intent of the parties to this Agreement that a project labor agreement will not disrupt work which has traditionally been performed under the terms and conditions of this Agreement and that the terms and conditions of this Agreement be followed as closely as practical.

ARTICLE XVII CARRYOVER

1. For all work bid on or after June 1, 1991, there shall be a twelve (12) month carryover from the bid date of the posted proposal wage rates.

ARTICLE XVIII WATCHMEN AND GUARDS

1. Guards are to be excluded from the bargaining unit. Guards may be used for the security of the contractors' equipment and material only and they will not at anytime be required to punch time clocks or perform work of employees covered by this Agreement.

2. Watchmen are employees on projects requiring a coverage under Item 619 (Maintenance and Protection of Traffic) and such employees are covered by only the following provisions of this Agreement: Article VI, Sections 1, 2, 3, 8(a), (b) and (c); Article VII; Article XIII, Sections 2 and 3; Article XIV; Article XV; Article XVI; Article XVII; Article XXI; and Article XXIII.

3. When watchmen service is subcontracted, the provisions of this Article shall apply equally to such subcontractors.

4. The 2+ actual hours worked clause of this contract (Article X) does not apply to watchmen. The hourly rate shall be paid at straight time for actual hours worked without regard to the day of the week or whether a holiday is involved. Time and one-half (1½) shall be paid for hours worked in excess of forty (40). Overtime for watchmen shall be computed only on hours worked as a watchman without regard to hours that such man shall have worked on the project as a laborer.

5. The duties of a watchman shall include maintenance of barricades, lights and signs, and similar non-productive maintenance and safety functions, acting as fire watch but shall not tend fuel fires.

6. Watchmen Rates: The watchman's rate shall be 75% of the (a) rate, plus fringes. Such basic rates shall be rounded to the nearest one-half (½) cent.

ARTICLE XIX STATUS QUO ON CERTAIN EQUIPMENT

1. The parties hereto recognize that the operation of certain equipment and work assignments may raise questions regarding jurisdiction of work in areas of one or more of the local unions party to this Agreement. The equipment involved is:

- (a) Hydraulic Seeder
- (b) Concrete Curb Machine
- (c) Asphalt Curb Machine
- (d) Snorkel
- (e) Stump Remover
- (f) Blower for Burning Bush
- (g) Hydraulic Motorized Pin Puller
- (h) Self-Propelled Concrete Saw
- (i) Self-contained drill

2. Pending final determination of the jurisdiction of the above equipment, such equipment and the operation thereof shall remain "status quo."

ARTICLE XX ARBITRATION

1. During the term of this Agreement, neither party shall order or permit any lockout, strike, or other work stoppage or slowdown. Further, the Union will not aid, support or permit unauthorized strikes, slowdowns or work stoppages by its members.

2. **Grievance Procedure:** All grievances or disputes involving any controversy, dispute or misunderstanding arising as to the meaning, application or observance of any provisions of this Agreement shall be handled in the manner hereinafter set forth. It is agreed that all matters pertaining to the interpretation of this Agreement must be referred directly to the Joint Committee, provided that if a grievance has not been filed, the matter shall not be a subject of arbitration until a grievance is filed.

Step 1. All grievances must be made known in writing to the other party within seven (7) calendar days after the reason for such grievance has occurred. The aggrieved employee's or employees' shop steward or another authorized representative of the Union shall first submit a written grievance to the Job Superintendent, or his duly authorized representative. The Shop Steward or another authorized representative of the Union of the Employee or the Employees involved shall be present at any meeting between the Job Superintendent and such employee or employees. The Job Superintendent or his duly authorized representative must make a written disposition of the matter within twenty-four (24) hours after the submission of such written grievance thereto.

Step 2. If the disposition of the matter by the Job Superintendent or his duly authorized representative is not satisfactory, the matter must be taken up by the Business Agent, and representative of the Employer with authority to act within forty-eight (48) hours of the written disposition set forth in Step 1.

Step 3. If the disposition of the matter in Step 2 is not satisfactory, either party has a right to file its grievances with the Joint Committee referred to in

Section 2 of this Article within seventy-two (72) hours after Step 2.

3. The Unions, Association and Employer who are signatories to this shall together establish for the duration of this Agreement, a Joint Committee. The Joint Committee shall consist of three (3) representatives of the Employers and three (3) representatives of the Union. All meetings of the Joint Committee must be attended by each member or his alternate, but the absence of any member or alternate shall not invalidate the action of the members of the Joint Committee who are present.

It shall be the function of the Joint Committee to settle disputes and grievances which cannot be settled in accordance with Steps 1, 2 and 3 of the grievance procedure. The Joint Committee shall formulate rules of procedure to govern the conduct of its proceedings including the time, date and place of meetings.

A decision by a majority of the Joint Committee shall be final and binding on the parties and employees involved. Failure of either party involved to comply with any final decision of or to submit to the jurisdiction of the Joint Committee shall give the other party the immediate right to all legal and economic recourse.

4. Rights of the Joint Committee: The Joint Committee shall have the right to investigate all facts pertaining to the dispute. The Joint Committee shall, upon each dispute or grievance processed in accordance with this Article after completion of or as a part of Step 2, have the right to examine time sheets and any other records pertaining to the computation of compensation of any individual or individuals whose pay is in dispute. Both parties shall be entitled to pre-

sent such evidence and witnesses in support of their position as they see fit.

5. Arbitration: If a grievance cannot be satisfactorily settled by a majority decision of the Joint Committee, the grievant shall request a list of seven (7) arbitrators from (1) the panel arbitrators of the New York Board of Mediation; (2) the Federal Mediation and Conciliation Service, or (3) the labor panel of the American Arbitration Association for final and binding decision. Such request shall be no later than fifteen (15) calendar days, from the date of the oral announcement of the Joint Committee's decision, by the grievant or his duly assigned representative. Further, any arbitration agency named shall be used only for every third arbitration that may arise between the parties to the end that arbitrators be selected on a rotating basis in the order in which the agencies are hereinabove listed. The arbitrator shall be selected by alternately eliminating names from the seven (7) person list until one remains, the grievant or his representative shall strike the first name. Upon failure to comply with the provisions of this entire section on the part of the grievant, the grievance shall be deemed to have been closed without decision.

The arbitrator shall not have jurisdiction or authority to add to, modify, detract from, or alter in any way the provisions of this Agreement or any amendment or supplement thereto or to add new provisions of this Agreement or any amendment or supplement thereto. If the arbitrator should determine that the grievance is not covered by this Agreement, he shall return the grievance to the parties without decision and the grievance shall be closed. In such case, the costs, if any, shall be borne by the grievant.

6. Violations concerning wages, hours, and all fringe benefit payments shall not be subject to the grievance procedure. In such cases, the Union shall give three (3) working days notice to the Employer that the Union will withdraw its men from the Employer's service. If the Employer contends there is a question of fact regarding the alleged violation, he may file a grievance within the aforesaid three (3) working days with a copy to the Local Union and a copy to the Co-Secretaries of the Committee. When a grievance has been filed, there shall be no work stoppage pending resolution of the grievance pursuant to Article XX (2)(3) and subsequent provisions of this Article. Work jurisdiction, that is, disputes with respect to whether one group of employees or another group of employees, shall perform certain work on the project is expressly not arbitrable under this contract.

7. Any discharged employee may file a grievance no later than four (4) days after discharge by a written notice submitted to the Project Manager or Superintendent and the Local Union and such grievance shall be immediately processed in accordance with the steps of the grievance procedure.

8. The administrative costs of the Joint Committee shall be borne equally by the Employers and the Union.

9. The costs of arbitration, which shall include the fees and expenses of the arbitrator shall be borne by the Company in case its principal contention is rejected by the arbitrator, and by the Union in case its principal contention is rejected by the arbitrator, except, however, that each party shall pay the fees of its own representatives and witnesses. Any dispute as

to whose principal contention is rejected shall be determined by the arbitrator. In the case that both parties' principal contention is upheld in part, the arbitrator shall designate what part of the costs are to be borne by which party according to the relative merits of each party's position.

10. The Union, Association and Employer expressly agree that the Contractors, present and future, who comprise the multi-employer bargaining group, do not subscribe to, are not a part of, nor are they to any extent bound by the Impartial Board for the Settlement of Jurisdictional Disputes or the rules, regulations or procedures of the Impartial Board for the Settlement of Jurisdictional Disputes.

ARTICLE XXI DEDUCTIONS

1. The Employer shall deduct from the basic wage rate of employees covered by this Agreement, the amounts hereinafter set forth in Article XXVI for each actual hour worked by such employees.

2. No deductions shall be made for any such employee unless the employee has deposited with the Employer his copy of an executed authorization form, which shall in no event be irrevocable for a period of more than one (1) year or the termination date of this Agreement whichever shall be the less.

3. Executed copies of the authorization cards will be kept on file by the Union and the Employer.

4. The Employer assumes no obligation with respect to the obtaining of authorization cards, it

being understood that this is a duty and obligation of the Union.

5. With respect to any such Employee for whom authorization cards have not been furnished, the gross basic wage rate appearing hereafter at Article XXVI shall be paid to the Employee on a straight and/or time and one-half basis as shall be applicable under this contract.

6. Deductions shall be made in the first full payroll period following the furnishing of authorization cards.

7. The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Company in reliance upon authorization cards furnished by the Employees and/or Union.

ARTICLE XXII APPRENTICESHIP

1. New applicants for membership who cannot provide reasonable proof of 4,000 or more hours of employment as a Construction Craft Laborer (or, alternatively, cannot demonstrate equivalent skills in a placement examination administered by the Joint Apprentice and Training Committee (JATC)) shall, whenever possible, enter the Apprenticeship program. Any person entering but failing to maintain and complete his or her Apprenticeship shall not be employed by the Employer as a Journeyworker under this Agreement. The failure of any Apprentice to maintain his or her Apprenticeship status shall oblig-

ate the Employer to discharge such person upon notice from the Union.

2. The Employer shall participate in the Apprenticeship Program by accepting apprentices for employment upon referral of the Union.

3. The ratio of apprentices to journeyworkers on any project site is one (1) apprentice to three (3) journeyworkers. The Employer may not employ an Apprentice until at least one Journeyworker is employed and thereafter may not employ more than one (1) Apprentice for every additional three (3) Journeyworkers.

4. Apprentice applicants are required to have a substance abuse test and physical prior to acceptance into the program or Union. The Welfare Fund or Training Fund shall pay the cost of such testing. The Training Fund shall coordinate related administration.

5. An apprentice shall not be penalized for taking time off from work to attend offsite training (though time off for training is unpaid).

6. The Employer may pay a higher rate of pay at its option. However, the apprentice must meet his/her commitments to the Joint Apprenticeship Committee regardless of the level being paid.

7. The Employer shall pay an Apprentice the full fringe benefit package as described in this contract.

8. Entry into the apprenticeship program shall be controlled by the JATC, which shall employ appropriate testing and screening procedures. An Apprentice advances from one hours-of-credit and wage rate category to another only upon determination of satisfactory performance by the JATC, which shall have

the authority to grant accelerated credit where warranted by the performance of an individual apprentice.

9. An Apprentice should, whenever possible, be rotated by the Employer through different types of work so as to become trained in a variety of operation and work skills. Where the Employer is unable to provide an Apprentice with experience in the full range of craft skills, the JATC may request the Local Union to reassign the Apprentice to other employment in order to provide that experience. For so long as, the Employer is able to provide the necessary range experience the Employer may choose to retain the Apprentice from job to job but shall notify the Union and JATC of all reassignments.

10. Apprentice wage rates:

Hours of Credit	Wage Rate
0-1,000 hours	60% of Journeyworker
1,001-2,000 hours	70% of Journeyworker
2,001-3,000 hours	80% of Journeyworker
3,001-4,000 hours	90% of Journeyworker
Over 4,000 hours	Journeyworker rate

ARTICLE XXIII EQUAL EMPLOYMENT OPPORTUNITY

The Employer and the Union mutually agree that they will comply and cooperate with all laws, codes, rules, regulations, executive orders and administrative decisions, whether state or federal, dealing with non discrimination in training, membership, employment, job tenure, promotions and every other matter

covered by such laws, codes, etc. not herein expressly mentioned. The use of masculine or feminine gender in this agreement shall be construed as including both genders.

ARTICLE XXIV MOST FAVORED EMPLOYER

1. If the Union enters into any agreement with any individual employer or group of employers performing work covered by the terms of this Agreement and that Agreement provides for more favorable wages, hours, or conditions to any other Employer, the Employers signatory hereto, after sending written notice of such intention, shall be afforded the privilege to adopt such advantageous terms and conditions.

2. This clause shall not apply to isolated or emergency situations which may occur from time to time under regular conditions, nor shall this clause apply to any project agreement that is put in place before the bid.

ARTICLE XXV SAVINGS CLAUSE

In the event that any State or Federal Statute or Law shall supersede or invalidate any clauses in this Agreement, such Statute or Law shall prevail over any such clause; however, the other provisions of this Agreement shall be valid and remain in full force and effect. In the event that any section or portion thereof shall be declared invalid, it is further agreed that the

parties hereto shall meet within a period of sixty (60) days to redraft a new section or portion thereof, which shall be valid and which shall replace that section or portion thereof declared invalid.

ARTICLE XXVI WAGES

1. A Laborer shall be paid for the entire day at the rate applicable to the highest classification in which he has worked that day.

2. Whenever the letters a, b, c and d appear hereinafter, the use of the letter shall be considered as describing the following work classifications:

(a) Flagperson

(b) Basic rate, Bull Float, Chain Saw, Concrete Aggregate Bin, Concrete Bootman, Gin Buggy, Hand or Machine Vibrator, Jack Hammer, Mason Tender, Mortar Mixer, Pavement Breaker, Handlers of all Steel Mesh, Small Generators for Laborers' tools, installation of bridge drainage pipe, vibrator type rollers, tamper, drill doctor, tail or screw operator on asphalt paver, water pump operator (1½" and single diaphragm) nozzle (asphalt, seeding, and sand blasting), Laborers on chain link fence erection, rock splitter and power unit, pusher type concrete saw and all other gas, electric, oil and air tool operators, form setters, stone or granite curb setters.

(c) All rock or drilling machine operators (except quarry master and similar type), acetylene torch operators, powderman, gunite nozzleman, pipe layer, wrecking laborer, asphalt rakers (top only).

(d) Blasters.

3. Wage rates, Welfare, Pension, S.U.B., Annuity, Training and L.E.C.E.T. contributions and deduction amounts are set forth below.

NOTE: The base wage appearing below includes the amount to be deducted for each actual hour worked for DUES and/or PAC.

Wage Rate and Fringe benefit schedules will be adjusted as follows: Effective July 1, 2004 – \$1.42 gross increase; Effective July 1, 2005 – \$1.42 gross increase; Effective July 1, 2006 – \$1.42 gross increase.

**ROCHESTER REGION LRD/AGC
LABORERS LOCAL 103 (GENEVA)
2004-2007 HIGHWAY-HEAVY WAGE RATE SCHEDULES**

Effective July 1, 2004

	WAGES	WELFARE	PENSION	ANNUITY	TRAINING	L.E.C.E.T.	*PAC Ded	*W/A Ded	TOTAL
a)	\$22.51								
⊗ b)	23.21	\$4.40	\$3.47	\$.90	\$.35	\$.15	-\$.05	-7%	\$32.48
c)	23.41								
d)	24.21								

*Deductions upon receipt of signed authorization card from employee. A percentage deduction will be on gross wages exclusive of fringe benefits.

Effective July 1, 2004, 2005, 2006 there will be an increase of \$1.42 per hour worked. The increase shall go into wages (as shown above) and/or existing Funds. All fringe benefit contributions shall be fully tax deductible to the Employer and non-taxable to the employee. All other employer contributions, various wage rates, and deductions will remain as per the current Agreement.

Wage Rate and Fringe benefit schedules will be adjusted as follows: Effective July 1, 2004 – \$1.42 gross increase; Effective July 1, 2005 – \$1.42 gross increase; Effective July 1, 2006 – \$1.42 gross increase.

**ROCHESTER REGION LRD/AGC
LABORERS LOCAL 435 (ROCHESTER)
2004-2007 HIGHWAY-HEAVY WAGE RATE SCHEDULES – JOURNEYMAN**

Effective July 1, 2004

	WAGES	WELFARE	PENSION	ANNUITY	TRAINING	L.E.C.E.T.	*PAC Ded	*W/A Ded	TOTAL
a)	\$21.17	\$3.70	\$2.43	\$3.00	\$.45	\$1.03	-\$.10	-6%	\$31.78
b)	21.87								\$32.48
c)	22.07								\$32.68
d)	22.87								\$33.48

*Deductions upon receipt of signed authorization card from employee. A percentage deduction will be on gross wages exclusive of fringe benefits.

Effective July 1, 2004, 2005, 2006 there will be an increase of \$1.42 per hour worked. The increase shall go into wages (as shown above) and/or existing Funds. All fringe benefit contributions shall be fully tax deductible to the Employer and non-taxable to the employee. All other employer contributions, various wage rates, and deductions will remain as per the current Agreement.

**ROCHESTER REGION LRD/AGC
LABORERS LOCAL 435 (ROCHESTER)
2004-2007 HIGHWAY-HEAVY WAGE RATE SCHEDULES – APPRENTICE**

Effective July 1, 2004

July 2004 Hours Rate Set From Journeyman Rate of \$32.48

TIME FRAME	% OF RATE	WAGES	WELFARE	PENSION	ANNUITY	TRAINING	L.E.C.E.T.	*PAC Ded	*W/A Ded	TOTAL
up to 1000	60%	\$14.26	\$3.70	\$0.00	\$0.00	\$0.50	\$1.03	-\$0.10	-6%	\$19.49
1001-2000	70%	\$17.51	\$3.70	\$0.00	\$0.00	\$0.50	\$1.03	-\$0.10	-6%	\$22.74
2001-3000	80%	\$18.75	\$3.70	\$0.00	\$2.00	\$0.50	\$1.03	-\$0.10	-6%	\$25.98
3001-4000	90%	\$19.57	\$3.70	\$2.43	\$2.00	\$0.50	\$1.03	-\$0.10	-6%	\$29.23

*Deductions upon receipt of signed authorization card from employee. A percentage deduction will be on gross wages exclusive of fringe benefits.

4. The wage rates for foremen covered by this Agreement shall be seventy-five cents (\$.75) over the highest classification covered by this Agreement which such foremen supervise.

Any foremen covered by this Agreement may be employed on a weekly basis at a salary agreeable to the Employer and the foremen.

5. DRILLS – Individual wagon drills, track-mounted drills, jack-leg drills and multiple type drills shall require a drill helper except that the Union and the Employer recognize that in certain cases one helper may be able to service more than one drill. In such cases, the manning shall be pursuant to a project agreement between the Union and the Employer.

6. HAZARDOUS WASTE – When an employee covered by this Agreement performs hazardous waste removal work on a State and/or Federally designated waste site, and where relevant State and/or Federal regulations require employees to be furnished, and those employees use or wear required forms of personal protection, then in such case an employee shall receive the (b) hourly rate plus \$1.50 per hour.

7. SINGLE IRREGULAR WORK SHIFT – A single irregular work shift can start any time from 5:00 p.m. to 1:00 a.m. All employees who work a single irregular work shift on governmental mandated night work shall be paid an additional \$1.75 per hour. It is understood and agreed that if the single irregular work shift language is not included in the NYS Department of Labor prevailing wage rate schedules, the premium is waived.

ARTICLE XXVII BONDING

Any employer may be required to provide a bond or other collateral/security if it has not been signatory to this Agreement for at least two (2) years or it has not had two (2) years of covered employment requiring payment of contributions to the employee benefit plans identified in Article XV and XVI of this Agreement. The bond or other collateral/security will be in the amount of twenty-five thousand dollars (\$25,000) or in such other amount as the Trustees of the employee benefit plans may determine to be appropriate in the circumstances.

ARTICLE XXVIII DRUG-ALCOHOL ABUSE POLICY

(a) The employer and union are committed to provide a safe work environment for its employees and the public and also maintain a reliable, productive, quality work force and thus affirm that construction job sites subject to this Agreement must be alcohol and drug free.

(b) To that end the Local 103 drug abuse policy and program (Workplace Safety of Upstate New York) is available for use by employers under this Agreement. Likewise, the Local 435 joint labor-management uniform drug/alcohol abuse program is available for use by employers under this Agreement.

ARTICLE XXIX DURATION AND TERMINATION

It is agreed by both parties that all the conditions of this Agreement shall remain in full force and effect from April 1, 2004 to March 31, 2007, and during each calendar year thereafter, unless on or before the 30th day of January, 2007, or any year thereafter, written notice of change to this Agreement be served by either party upon the other party.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly subscribed by their duly authorized representatives the day and year first above written.

FOR THE LRD/AGC ROCHESTER REGION

/s/ Todd Curran

/s/ David DeJohn

/s/ Daniel C. Hogan

/s/ James H. Keeler

/s/ Theodore J. Czerw

FOR LOCAL 103

/s/ Carmen Serrett

FOR LOCAL 435

/s/ Robert Brown

ADDENDUM A

THIS AGREEMENT, made this 1st day of April, 1997 by and between the LABOR RELATIONS DIVISION-ROCHESTER REGION of the ASSOCIATED GENERAL CONTRACTORS OF AMERICA, NEW YORK STATE CHAPTER, INC. (hereinafter referred to as the "LRD/AGC"), and LOCALS 103 and 435, LABORERS INTERNATIONAL UNION OF NORTH AMERICA, affiliated with the A.F.L.-C.I.O. (hereinafter referred to as the "Union").

WITNESSETH:

1. It is understood and agreed that any Employer signatory to this Agreement may use the Local 435 Excavating and Paving and Light Commercial Agreements for private (non-posted rate) work without being required to sign the Building Trades Agreement.
2. It is understood and agreed that Local 103 will negotiate a private work agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Addendum to be duly subscribed by their duly authorized representatives the day and year first above written.

FOR THE LRD/AGC ROCHESTER REGION

/s/ Todd Curran

/s/ David DeJohn

/s/ Daniel C. Hogan

/s/ James H. Keeler

/s/ Theodore J. Czerw

FOR LOCAL 103

/s/ Carmen Serrett

FOR LOCAL 435

/s/ Robert Brown

INDIVIDUAL EMPLOYER

In consideration of the time, efforts, and sums expended by the Union, the Labor Relations Division and the Employer in the negotiation of the foregoing contract, in consideration of the similar time, effort and sums expended and to be expended in its administration, and further consideration of the mutual promises and obligations of the Union, the Labor Relations Division and its member contractors, and Employers, the undersigned individual employer agrees:

1. That he (it) has read the foregoing collective bargaining Agreement, dated April 1, 2004, and agrees, as an individual employer to be bound by each and all of the terms, conditions and provisions thereof and also agrees to be bound by the interpretations and enforcement of the Agreement. He (It) further agrees to furnish both the Labor Relations Division and the Union with signed copies of this Agreement.

2. That he (it) waives the right to name or participate in the selection of any management trustee to any and all jointly trusteed funds provided for in said Agreement, further agrees to accept the trustees now named to these fund as his designated trustees, and agrees to be bound by the provisions of the trust indentures creating the respective funds.

NAME OF FIRM

By: _____
AN AUTHORIZED OFFICER, TITLE

FIRM STREET ADDRESS

CITY AND STATE

TELEPHONE NUMBER

Local Union: _____

By: _____
AUTHORIZED REPRESENTATIVE

Date: _____
UNION COPY

INDIVIDUAL EMPLOYER

In consideration of the time, efforts, and sums expended by the Union, the Labor Relations Division and the Employer in the negotiation of the foregoing contract, in consideration of the similar time, effort and sums expended and to be expended in its administration, and further consideration of the mutual promises and obligations of the Union, the Labor Relations Division and its member contractors, and Employers, the undersigned individual employer agrees:

1. That he (it) has read the foregoing collective bargaining Agreement, dated April 1, 2004, and agrees, as an individual employer to be bound by each and all of the terms, conditions and provisions thereof and also agrees to be bound by the interpretations and enforcement of the Agreement. He (It) further agrees to furnish both the Labor Relations Division and the Union with signed copies of this Agreement.

2. That he (it) waives the right to name or participate in the selection of any management trustee to any and all jointly trusteed funds provided for in said Agreement, further agrees to accept the trustees now named to these fund as his designated trustees, and agrees to be bound by the provisions of the trust indentures creating the respective funds.

NAME OF FIRM

By: _____
AN AUTHORIZED OFFICER, TITLE

FIRM STREET ADDRESS

CITY AND STATE

TELEPHONE NUMBER

Local Union: _____

By: _____
AUTHORIZED REPRESENTATIVE

Date: _____

NOTE: This page to be filled out in duplicate and one copy forwarded to:

Labor Relations Division
New York State Chapter Inc.,
Associated General Contractors of America
1900 Western Avenue
Albany, New York 12203

LRD/AGC COPY (LIUNA Locals 103 and 435)