Western States

Articles of Agreement

Between the

International Brotherhood of

Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers AFL-CIO

(Herein referred to as "Union")

and the

Signatory Contractors

(Herein referred to as "Contractor")

Governing Wages and Working Conditions on All Field Construction Work in the States of Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, New Mexico, Nevada, Oregon, Utah, Washington and Wyoming.

Effective October 1, 2014
Terminating September 30, 2017

Preamble

The parties to this Agreement agree to the following provisions which shall govern the mutual relations between them.

Article 1
Scope and Purpose of Agreement

This Agreement shall apply exclusively to the States of Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, New Mexico, Nevada, Oregon, Utah, Washington, and Wyoming; and within such area this Agreement shall apply to all of Contractor's field construction work (including construction, erection, rigging, loading, and unloading, field fabrication, assembling, dismantling, and repairing performed in the field) coming under the jurisdiction of the Union.

Article 2
Recognition

The Contractor recognizes the Union as the sole collective bargaining agent for all of its employees employed on work covered by the scope of this Agreement.

Article 3
Union Security

Art. 3(a) All employees performing work under terms of this Agreement must be, or become and remain, members of the Union on the eighth (8th) day of employment as a condition of continued employment in accordance with the provisions of the National Labor Relations Act.

Art. 3(b) When the Contractor is notified by the Union in writing that an employee is delinquent in the payment of Union dues or has failed to pay the initiation fee required, the Contractor shall immediately terminate such employee. Such employee shall not be re-employed by the Contractor until notified by the Union that the employee is a member in good standing in the Union.

Art. 3(c) This Article shall be effective only in those states permitting Union Security.

Art. 3(d) In the event the parties subsequent to the signing of this Agreement, are authorized under provisions of the Labor Management Relations Act, or it is possible by reason of an amendment or repeal thereof, to enter into an agreement requiring membership in the Union as a condition of employment, or in the event it is determined by a final judgment of a court of competent jurisdiction that such authorization is unnecessary, either party may give written notice to the other of its desire to reopen the provisions of this Agreement affecting Union security. In the event such notice is given, the parties shall meet within fifteen (15) days to negotiate such Union security provisions.

Article 4
Trade Jurisdiction and Work Classification

Art. 4(a) Interpretation of Article 1 as applicable to loading and unloading. In accordance with the Agreement reached at the settlement of contract negotiations in 1965, there has been submitted by International Vice President James F. Precht, the following:

Art. 4(b) "It shall be within the Boilermakers' jurisdiction that the unloading and loading of materials which the Boilermakers are to erect; if such materials are shaken out, separated, segregated, and stored for any period of time. When said material is again loaded and unloaded on a conveyance and transported to the job for erection it shall be unloaded and erected by the Boilermakers."

Art. 4(c) In joint review of the above, it was agreed that the following shall apply:

Art. 4(d) The Union wishes only to protect and not to expand, its historical jurisdiction over unloading and loading of Boilermaker materials. Also, the Union's claims are not extended to apply to material that is in trans-shipment at a transfer point.

Art. 4(e) The Contractor agrees that he will not sub-contract such work for the purpose of encroaching on the historical jurisdiction of the Union.

Art. 4(f) In the event a disagreement or dispute arises with regard to the historical jurisdiction as outlined in the Union's claim, each specific case may be processed between the Union and such Contractor involved in accordance with the governing language of the Agreement.

Art. 4(g) The work of the Boilermaker (Journeyman or Mechanic) shall include: Boilermaking, Welding, Acetylene Burning, Signaling, Loading, Unloading, Heating, Chipping, Caulking, Rigging, Riveting, Bucking-up, Fitting up, Grinding, Scaffold Erecting, Reaming, Impact Machine Operating and such other work as is generally regarded as Boilermaker (Journeyman or Mechanic) work. Any employee classified as a Boilermaker shall perform any of the foregoing work of which he is capable. A Helper may not perform layout work, certified welding, crane signaling, or supervise in any capacity. A Helper may perform any other work in which he or she is capable.

Art. 4(h) The Union, the Contractor and Subcontractors agree that in the event any jurisdictional dispute shall arise, such dispute shall be settled in accordance with the procedures established by the Impartial Jurisdictional Disputes Board for the Construction Industry (or its successor organization) without permitting the same to interfere in any way with the progress or prosecution of the work. Both parties agree to be governed by whatever decision must be rendered.

Art. 4(i) When requested by the Union, the Contractor shall furnish the International office of the Union a signed letter on Company stationery, stating that Boilermakers were employed on a specific type of work on a given project.

Article 5
Job Site Contracting

Art. 5(a) No Contractor shall subcontract any of the work covered by this Agreement to any Contractor, subcontractor or other person or party who does not comply with all the terms of this Agreement, including Art. 4(h), and does not stipulate in writing compliance to the applicable fringe benefit funds and the Trust Agreement or Agreements covering same.

Art. 5(b) It is understood that job site sub-contracting is applicable to loading and unloading per the "Interpretation of Article 1", and to a secondary field construction site established for the specific purpose of servicing the primary field construction site.

Article 6
Referral of Men

Art. 6(a)(1) The Contractor shall, under the terms of this Agreement, request the Union to furnish all competent, drug screened, and qualified field construction boilermakers,

boilermaker apprentices, boilermaker helpers and other applicable classifications in this Agreement. Only referral applicants possessing a current MOST drug screen certification or a timely chain of custody receipt indicating that a MOST drug screen certification may be issued may be considered available for referral and employment. MOST mandatory requirements for referral applicants will be set forth in the schedule contained in Article 23(a). Applicants must satisfactorily complete these requirements no later than the date specified in order to be considered available for referral and employment. The referral will include the applicant's current MOST Individual Profile. Any dispute over the application of this provision shall first be referred to the Union and Employer Negotiating Committee Chairman for resolution.

Art. 6(a)(1)(a) The Contractor shall, under the terms of this Agreement, request the Union to furnish all competent, drug screened, safety trained, and qualified field construction boilermakers, boilermaker apprentices, boilermaker helpers and other applicable classifications in this Agreement. Only referral applicants possessing a current MOST drug screen certification or a timely chain of custody receipt indicating that that a MOST drug screen certification, and otherwise meeting the requirements of Article 23(a) through 23(a)(2), will be considered available for referral and employment under the terms of this agreement. The referral will include the applicant's current MOST Individual Profile. (To the extent that the Union does not have available sufficient applicants for referral who meet the requirements of Article 23(a) through 23(a)(2), the Contractor and Business Manager may waive such requirements for referral).

Art. 6(a)(2) The parties have agreed upon specific rules and procedures covering exclusive referral of workmen. These rules are published in separate booklets entitled "Uniform Referral Standards and Joint Referral Rules," and shall comply with the National Uniform Referral Standards and any revisions thereto.

Art. 6(a)(3) The Contractor shall hire and the Union shall refer qualified applicants on a non discriminatory basis. The Contractor and the Union shall not discriminate against any employee or applicant for employment because of age, race, sex, color, creed, nationality, membership, or non-membership in any Union. The Contractor shall have the right to determine the competency and qualifications of its employees, including the right to require proper written evidence of qualifications from the Union; the right to reject any applicant for employment who is unable to thus establish his qualifications and skill necessary to perform the work required or for any other bona fide reason; and the right to discharge any employee for any just and sufficient cause, provided, however, that no employee shall be discriminated against.

Art. 6(a)(4) Due to the intermittent nature of field work it is understood that continuous employment by a Contractor is not broken so long as the layoff between jobs does not exceed five (5) working days.

Art. 6(a)(5) The Contractor, in case of an emergency occurring during the night or over a weekend, requiring immediate attention, shall first contact the local Business Manager or Dispatcher, shall have the right to hire employees qualified to perform the work covered by this Agreement for a period of the emergency and in the event shall notify the Union of the names of the employees and the date of their hiring. [See Article 30, Item 6.]

Art. 6(a)(6) Layerout. When a Contractor calls for a layerout for field work and a referral applicant is furnished in answer to such call and performs layout work normally performed in the shop, the employee shall be considered a premium employee and receive the Foreman's rate while performing such work.

Art. 6(a)(7) When actual production or erection commences at the job site, a qualified applicant shall then be requested from the Local Union's Referral List, or an employee originally obtained from that list may be transferred from another job, to work with the Foreman and/or Assistant Foreman.

Art. 6(a)(8) In the event that the Union is unable to fill requisitions for applicants within forty-eight (48) hours, the Contractor may employ applicants from any other available source.

Art. 6(b) Welder Qualifications

Art. 6(b)(1) A welder required to take a test who has been previously tested and certified by a Contractor within the last 24 month period and any other welder who passes the test successfully, shall be paid four (4) hours pay or the time required to take the test, whichever is greater, provided that he accepts employment for the work for which he was tested. Such payment is to be made on the first payday following such employment.

Art. 6(b)(2) It is understood that the welder is to be placed on the payroll or released no later than the second working day following the day on which he was tested. If such welder refuses employment for the work for which he was tested or if he quits for other than compelling personal reasons prior to the first payday, he shall not receive payment for taking the test.

Art. 6(b)(3) Welders passing a test will be furnished a copy of test papers from the Contractor or party requiring a test within 30 calendar days. Welders failing tests shall maintain their place on the out-of-work list.

Art. 6(b)(4) Common Arc. It remains the intention of the Western States Chairmen and Joint Negotiating Committee that the Common Arc Welder Testing Program is the program of choice for the testing of welders. Further, and consistent with National Joint Rules and Standards Committee Understandings, regarding the referral of welders under National, Area and Local Agreements, the following procedure will be adhered to when referring welders to worksites coming under the terms of this Agreement.

Art. 6(b)(4)(1) Common Arc or current welding certification with the employing Contractor shall give welders first priority referral in the order in which their names appear on the Local out-of-work list.

Art. 6(b)(4)(2) Current welding certification with Contractors other than the employing Contractor shall give a welder second priority referral in the order in which their names appear on the Local out-of-work list.

Art. 6(b)(4)(3) Previously Certified or Qualified welder, who possess past certification or qualification papers, which are not current for the employing Contractor, shall be given third priority referral in the order in which their names appear on the Local out-of-work list.

Art. 6(c) Selectivity. The Contractor shall have the right to establish its work force as follows:

1. Foreman - By Contractor (from anywhere)
2. Steward - By Local Lodge having jurisdiction
3. Foreman, Assistant Foreman, or Name Select - By Contractor (from anywhere)
4. Out-of-Work List - Per Local Lodge Referral Rules
5. Foreman, Assistant Foreman, or Name Select - By Contractor (from anywhere)
6. Manpower requisitions (6 through 40) will be on a four-to-one basis [four per the Local Lodge Referral Rules (slots 6, 7, 8, and 9)] and one by Contractor Name Select from anywhere (slot 10).

Name Selects shall be awarded in the aforementioned manner only for all manpower requisitions exceeding slots 10 through 40. The Contractor shall ensure all General Foremen, Foremen, Assistant Foremen, and Name Selects are practical mechanics of the Boilermaker Trade. Manpower requisitions starting with slot 41 will be assigned from the "A" Out-of-Work List on a one-to-one basis (slot 41 - Local Lodge Referral Rules, slot 42 - Contractor Name Select).

Art. 6(c)(1) When Name Select employees are reassigned from one job to another within the Western States area, all reimbursement will be per Article 12 of this Agreement. Refusal of an employee to accept a reassignment shall not be cause for discharge or deemed to be a quit. The intent of this language is that if an employee refuses a reassignment it is deemed to be a layoff. Layoff slip to read accordingly.

Art. 6(c)(2) The Contractor shall notify the Local Union forty-eight (48) hours prior to any such reassignment of the nature and location of the job and the names of the employees to be reassigned.

Art. 6(c)(3) Reduction of Crew. When reducing the crew, the Contractor determines which individuals shall be laid off. However, Name Select employees shall be laid off per the same ratio allowed in a 6(c) Selectivity.

Art. 6(c)(4)Portability. A Contractor may transfer up to five Journeymen, or four (4) journeymen and one (1) helper who are currently working under the Western States Articles of Agreement anywhere in the Western States. The Contractor will utilize Art. 6(c) as follows:

1. Foreman - By Contractor (from anywhere)
2. Steward - By Local Lodge having jurisdiction
3. Foreman, Assistant Foreman, or Name Select - By Contractor (from anywhere)
4. Transfer up to five Journeyman, or four (4) journeymen and one (1) helper - By Contractor (from anywhere in the Western States)

If all transferred employees for the Contractor do not clear through the hall having jurisdiction prior to starting work, the Contractor will be found in violation of this Agreement. Two such violations by the Contractor shall result in the loss of the Contractor's use of this article.

On all jobs using Art. 6(c)(4) the Contractor shall notify the Local Union in whose jurisdiction the Contractor will be working, either in writing, by E-mail or fax prior to starting a job. The notification will include the location of the job, and the names and Social Security numbers of the employees to be transferred. Approved forms shall be provided by the Union.

Article 7
Hours of Work

Art. 7(a) The regular day shift and weekly hours shall be eight (8) hours per day, with a starting time between 6:00 a.m. and 8:00 a.m. and forty (40) hours per week, Monday to Friday, inclusive. Once the daily starting time is established by the Contractor, it shall only be changed by mutual agreement with the Union.

Art. 7(b) When circumstances warrant, the Contractor and Business Manager may agree in writing to change the regular work week to four (4) ten hour shifts at the regular straight time rate of pay. It being understood that all other pertinent sections of the Agreement must be adjusted accordingly.

Art. 7(c) A thirty minute lunch period shall be allowed beginning after the first four (4) hours worked on a scheduled shift. It is agreed that the lunch period may be changed by mutual agreement between the Contractor and a representative of the Local Union having jurisdiction of the job.

Art. 7(d) Work performed in unusual emergency situations during a scheduled lunch period will not be subject to the overtime rate providing such work is less than fifteen minutes. The local supervisor shall not abuse this provision.

Art. 7(e) As an exception to this Article, in weeks in which a recognized holiday falls Monday through Friday, the regular weekly hours shall be 32 hours on the day shift, 30 hours on the second shift and 28 hours on the third shift for purpose of computing weekly overtime under Art. 8(a).

Article 8
Overtime

Art. 8(a) Time and one half (1 1/2) hours for 1 at the straight time rate, shall be paid for work in excess of 8 hours on the first shift, 7.5 hours on the second shift, and 7 hours on the third shift, or for hours worked in excess of the regular weekly hours as set forth in Articles 7 and 10, whichever results in the greater amount of overtime in the workweek of each employee.

Art. 8(b) Employees who work on Saturday or Sunday without having previously worked during the workweek, their full number of regular weekly hours as set forth in Articles 7 and 10 shall receive the applicable overtime rate for such Saturday or Sunday work by reason of work on those days being normally in excess of the number of regular weekly hours.

Art. 8(c) Employees who work before or after regular established shift hours without also working on that day all their regular established shift hours, shall receive the applicable overtime rate for work before or after their regular established shift hours by reason of such work being normally in excess of that performed during regular established shift hours, as set forth in Articles 7 and 10.

Art. 8(d) Double time shall be paid for all hours in excess of 10 hours Monday through Saturday, and for all hours on Sundays and Holidays.

Art. 8(e) Employees who work a total of 40 hours or less in any work week shall receive the applicable overtime rate for all hours worked in that workweek on Saturday, Sunday or a recognized holiday, or before or after their regular established shift hours.

Art. 8(f) Employees required to work overtime in excess of two (2) hours past the regular quitting time of their shift shall be allowed sufficient time to eat at the end of their shift without loss of pay; and if work is to continue in excess of four (4) hours thereafter, they shall be allowed sufficient time to eat without loss of pay after each four (4) hours of such work. No lunch period shall be allowed on a Contractor's time when overtime work will not exceed two (2) hours past the regular quitting time of the shift.

Art. 8(f)(1) The intent of this paragraph is that a second lunch period will be allowed without loss of pay when an employee is required to work in excess of ten (10) hours.

Art. 8(g) Overtime is not to be demanded from the Contractor by any workman covered by this Agreement as a condition for employment on a job.

Art. 8(h) (1) A Mandatory-Eight policy of required straight-time work attendance is established as follows for the purpose of curtailing absenteeism and tardiness. It is not intended to make-up straight-time hours missed by the employee due to weather interruptions, Contractor actions, or interruptions due to job-site circumstances that have caused the lost time.

Art. 8(h)(2) Monday through Friday straight-time hours will constitute the mandatory hours an employee must work in order to receive overtime pay during scheduled overtime. If an employee misses any of the mandatory straight-time hours, the employee will work the next scheduled overtime hours at straight-time, until the hours missed are made up. If the employee misses time during the payroll period, and there are not enough overtime hours left during that payroll period to make-up the straight-time hours not worked by the employee, the overtime hours worked earlier in that payroll period will (to the extent permitted by law) be converted to straight-time hours until the lost straight-time hours are made up.

Art. 8(h)(2)(a) In the event the straight time hours are the first eight (8) hours worked during the shift, the next scheduled overtime hours will constitute the straight-time make-up period.

Art. 8(h)(2)(b) In the event the straight-time hours are the first ten (10) hours worked, as in a 4-10's schedule, the next scheduled overtime hours will constitute the straight-time make-up period.

Art. 8(h)(2)(c) In the event that overtime is not previously scheduled, but is required as a matter of circumstance, the employee will work those hours at the appropriate overtime rate.

Art. 8(h)(2)(d) This policy will be applied to all late arrivals and early quits.

The following exceptions apply to the foregoing:

Art. 8(h)(2)(d)(1) An employee who notifies the Contractor in advance of his intended absence and returns to the job site with a verifiable written doctor's excuse for the absence will resume his schedule without penalty.

Art. 8(h)(2)(d)(2) An employee who is late, absent, or quits early because of requirements to serve on a jury, participate in a National Guard or military reserve activity, or other such similar requirements, and returns to the job site with a verifiable written excuse from the institution that required his absence, will resume his schedule without penalty.

Art. 8(h)(2)(d)(3) An employee who notifies the Contractor in advance of his intended absence due to an immediate family member's need for assistance in seeking medical attention, or due to a family member's death, and who returns to the job site with a verifiable written doctor's assurance that said family member was treated as described, or was deceased, and that the employee missed work because of this, will resume his schedule without penalty.

Art. 8(h)(2)(d)(4) A worker who receives authorization from the Contractor in advance for time to take care of personal business will resume his schedule without penalty.

Art. 8(h)(3) The Contractor will apply the conditions listed from 2. D1 through D4 without deviation, to all employees covered by this Agreement; and, the Contractor and Business Manager may investigate and verify the exceptions to their satisfaction.

Art. 8(h)(4) Should there be an error in time-keeping which results in an unintended payment of overtime pay to an individual who should not have received that pay because of lost straight-time hours, and the pay period has ended, the employee will (to the extent permitted by law) work the next scheduled overtime hours at straight-time to make up the lost time in the previous pay period. If the employee has left the job and has been paid off, there will be no further requirement for repayment of that money.

Art. 8(h)(5) Should there be an error in time-keeping which results in an unintended conversion of overtime hours worked by an individual to straight-time hours, the employee will be reimbursed the appropriate amount not later than the next pay period

Art. 8(h)(6) Chronic late arrivals, early quits, or absences will be dealt with through the Contractor's disciplinary policies.

Article 9
Holidays

Art. 9(a) The recognized holidays are: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day,

and Christmas Day. If the Boilermakers and those crafts servicing the Boilermakers in a Local Building Trades Council elect to observe a holiday on a date other than that observed by the State or Nation, then that elected date shall be observed as the holiday. The Contractors shall be notified at least two weeks prior to the effective date of change.

Art. 9(b) Upon mutual agreement between the Local Union Business Manager and the Contractor Representative, Veterans Day may be changed for the day before Christmas.

Art. 9(c) No work shall be performed on Labor Day except for the preservation of life and property. When a holiday falls on a Saturday or Sunday, the day observed by the State or Nation shall be observed as the holiday.

Art. 9(d) Holidays falling on Tuesday, Wednesday, or Thursday may be observed on Monday or Friday where such is mutually agreed to between a Contractor and the Local Union involved for an individual job site.

Article 10
Shifts

Art. 10(a) A second (2nd) and/or third (3rd) shift may be established by the Contractor provided each is worked for three (3) or more consecutive days to include Saturdays, Sundays, and Holidays, if worked. When a job is to run for less than three (3) consecutive work days it will be considered a short or irregular shift work job and the second and/or third shift shall be paid for at the applicable overtime rate or an arrangement can be worked out between the Contractor and the authorized representative of the Local Lodge having jurisdiction, where and how two shifts can be worked. Subterfuge shall not be used to avoid the intent of the foregoing.

Art. 10(b) When established shifts are worked through Saturday, Sunday, or a Holiday, hours of work and pay shall be in accordance with the provisions of Art. 10(d) at the applicable overtime rate.

Art. 10(c) The regular starting time of the first or day shift shall be 8:00 a.m.; the regular starting time of the second shift shall be 4:30 p.m.; and the regular starting time of the third shift shall be 12:30 a.m. The foregoing starting times may be changed when mutually agreed to between the Contractor and representatives of the Local Union having jurisdiction of the job.

Art. 10(d) Where two or three shifts are worked, the first or day shift shall be established on an eight (8) hour day, forty (40) hour week basis; and the second shift shall be established on a seven-and-one-half (7-1/2) hour day, thirty seven-and-one-half (37-1/2) hour week basis; and the third shift shall be established on a seven (7) hour day, thirty-five (35) hour week basis. The pay for a full shift on each of the above shifts shall be eight (8) times the hourly wage rates herein provided.

Art. 10(e) No employees shall be required to work more than one (1) shift in any twenty-four (24) hour period for straight time. The beginning of the twenty-four (24) hour period for such purpose shall be the regular starting time of the shift upon which the employee is regularly employed. An employee working continuously beyond his regular shift will continue to receive the overtime rate for hours worked until he has received an eight (8) hour break.

Art. 10(f) As an exception to this Article, in weeks in which a recognized holiday falls Monday through Friday, the regular weekly hours shall be 32 hours on the day shift, 30 hours on the second shift and 28 hours on the third shift for purpose of computing weekly overtime under Art. 8(a).

Article 11
Minimum Pay and Reporting Time

Art. 11(a) Any employee starting a shift or called and reporting to work after starting time of the first period of any shift Monday through Friday, shall receive no less than two hours pay for such period. If required to continue beyond two hours, the minimum pay will be four hours or actual time worked, whichever is the greater.

Art. 11(b) Any employee called and reporting to work on Saturdays, Sundays and recognized holidays, or outside of his regular shift hours not continuous with his regular assigned shift hours, or any employee reporting to work on call and not given employment, shall be paid not less than four (4) hours pay or actual time worked at the applicable overtime rate.

Art. 11(c) Notwithstanding (a) and (b), other than emergency orders or in remote areas, the Contractor may require an employee who arrives late on job to start at noon or the following day, or in the alternative, to be paid only for hours actually worked.

Art. 11(d)(1) The forgoing requirements shall not be applicable where the employee is laid off by reason of bad weather, breakdown of machinery or any other cause beyond the direct control of the Contractor, in which event he shall be paid: (1) Not less than two hours pay, (2) not less than four (4) hours pay if employee starts to work, or (3) not less than eight (8) hours pay if required to work into the second half of the shift, or (4) the time required to remain on the job, if greater. Where the employee quits or lays off, payment will be made for actual time worked. In order to qualify for the pay provided for in this Article, the employee must remain on the job available for work, during the period of time for which he received pay unless released sooner by the Contractor's principal supervisor.

Art. 11(d)(2) If another craft working with the Boilermakers in the same crew is sent home because of unworkable conditions, the Boilermakers shall also be sent home; however, the Contractor shall have the right to work all or part of the crew subject to the four (4) and eight (8) hour minimum pay.

Art. 11(e) The exception to the above mentioned paragraphs of this Article shall be when an employee has been properly notified not to report. Special notification arrangements may be made by agreement between the Contractor and the Union Business Manager.

Art. 11(f) A Further exception to the above paragraphs will be in those instances where a civil disturbance makes it necessary to shut down a project to prevent possible injury or loss of life of employees on the project. Any dispute over application of this Article shall be handled in accordance with Art. 27(a).

Article 12
Travel Expense and Per-diem
(Except Alaska and Hawaii, See Articles 32 & 33 Respectively)

Art. 12(a) Per-diem and travel payments provided below are intended to partially reimburse employees for expenses and are not intended to be any form of compensation. Dispatch points are established as follows:

Alaska	Anchorage
Arizona	Phoenix, Page
California	Pittsburg, Bloomington
Colorado	Denver
Hawaii	See Article 33(d)
Idaho	Spokane, Salt Lake City
Montana	East Helena
Nevada	Pittsburg, Bloomington
New Mexico	Phoenix, Page
Oregon	Portland
Utah	Salt Lake City
Washington	Puyallup, Spokane, Portland
Wyoming	Denver, Salt Lake City

Art. 12(b) Per-diem payments will be based on mileage from the city hall of the dispatch city or the home address of the employee, whichever is closer to the job location. The Union agrees to show the home location on the dispatch slip, and also agrees that the Contractor may ask for an independent verification of such address.

Art. 12(c) Per-diem payments and travel pay shall be paid as follows:
Where the job site is over 120 miles from the dispatch point, employees shall receive the IRS-allowable amount per mile for transportation between such city and the job at the beginning and conclusion of their employment. Such transportation allowance shall be paid based on the most direct main route, plus necessary bridge toll and ferry charges. Such supplementary reimbursement shall not exceed eight (8) times the regular hourly area mechanic's rate.

Art. 12(d) In the event an employee quits for other than immediate compelling personal reasons not reasonably foreseen at time of employment before having been in the employ of the Contractor fifteen (15) calendar days, he shall not be entitled to transportation or travel expense to the job. In the event an employee quits for other than immediate compelling reasons not reasonably foreseen at time of employment or is discharged for just and sufficient cause before having been in the employ of the Contractor sixty (60) calendar days, he shall not be entitled to return transportation or travel expense. Any dispute arising as to the proper application of this provision shall be considered as a grievance subject to handling under the grievance machinery herein provided.

Art. 12(e) As reimbursement for per-diem, the Contractor shall pay the employee fifty-five dollars ($55) per day worked where the job site is more than 70 miles but less than 120 miles from the dispatch point. If over 120 miles, the daily per-diem amount shall be seventy dollars ($70) per day worked.

Art. 12(f) Holidays, rain, breakdowns, or any reason the employees are stopped by the Contractor from working, Monday through Friday, will be considered days worked and the per-diem paid. Employees absent from work shall not be paid per-diem for the day absent. When a welder is required to take a test outside the seventy (70) mile zone they shall be reimbursed as follows provided they have demonstrated their competency by previous experience:

per-diem as provided above for the day or days on which the test is taken,

per-diem as provided in Art. 12(f) if applicable, and transportation and travel expense as provided in Art. 12(d).

Art. 12(g) An employee must work the scheduled work day before or the scheduled work day following a holiday that occurs Monday through Friday, to be entitled to per-diem for the holiday, unless excused. Excused absences will not be unreasonably denied.

Art. 12(h) Employees who leave the job before the end of the shift except for reason beyond their control, such as illness in family, court summons, bona fide illness, etc., shall be paid per-diem for the time actually worked unless they get the permission of a designated Contractor's representative who shall be reasonably available at a designated location. Any dispute arising under the per-diem clause shall be handled as provided in Article 27 and judged on its merits.

Art. 12(i) When employees are instructed to report to a job on a certain day and are not immediately placed at work, they shall be paid reporting pay for the day they report to work and the sum of fifty dollars ($50.00) per day for each day thereafter until ordered to work or released by the Contractor, in addition to per-diem as above provided. When an employee is temporarily laid off and is requested to stand by until work is available, and if he agrees to do so, he shall be paid thirty dollars ($30.00) for each day until returned to work or laid off, in addition to per-diem as above provided.

Art. 12(j) Where a job is located two hundred and forty (240) miles or more from the Dispatch Point, the employee will receive one additional day's per-diem at the start of his work on the job and at the conclusion of his work on the job, provided that payment of such additional day's per-diem under this paragraph shall be subject to the same conditions applicable to transportation and travel expense under Art. 12(e).

Art. 12(k) If an employee suffering an industrial injury outside the seventy (70) mile zone does not receive compensation payments for the first seven (7) days that he is unable to work, his per-diem payments under this Article shall continue for as many days during such seven (7) day period as he is required to remain at or in the vicinity of the job site by the Contractor or by the physician in charge or by the state commission having jurisdiction. In those states where the payment of compensation during such seven (7) day period is dependent upon the duration of an employee's period of disability, the Contractor may delay the payments called for under this paragraph until it has been ascertained whether compensation payments will be received for some or all of such seven (7) day period.

Art. 12(l) The Contractor shall reimburse employees for ferry charge or bridge toll incurred daily going to and from the job.

Art. 12(m) In the Seattle area, when employees travel from Seattle to Bremerton area and return by ferry, they shall be reimbursed by the Contractor for each round trip a sum equivalent to one (1) hour's pay at the regular area mechanic's rate plus ten cents ($0.10). This situation is recognized as a case of unusual hardship to the employee and not as establishing the principle of travel expense within the seventy (70) mile zone.

Art. 12(n) Other unusual circumstances of a purely local nature shall be mutually arranged between the Contractor and the Union's Business Manager.

Art. 12(o) Rules governing per diem eligibility and rates in Hawaii are contained in Article 33(d).

Article 13
Wage and Benefit Increases

Art. 13(a) Hourly Increases. Effective Oct. 1, 2014, the hourly rates for all areas will be as listed below. In order to fund increases in the cost of Health and Welfare and Pension in any contract year, there may be one or more reallocations of the rates described above. All Contractors will be notified by the Union of any allocation or reallocation of these increases sixty (60) days prior to their effective date.

Art. 13(b) Wage Rates, Classifications, Areas, and Contract Fringe Costs (Effective Oct. 1 2014).

The wage and fringe benefit schedules shown below reflect the allocation of the hourly increases for each area that became effective Oct. 1, 2014. Except to the extent that there

is a need to increase payments annually by $0.25 to fund benefits and except to the extent that there must be a periodic reallocation to also fund benefits, the rates shown below shall remain constant for the term of this Agreement

ARIZONA
(LOCAL LODGES 4 & 627)

Wages	**10/1/2014**
General Foreman[1]	
Foreman	$35.55
Asst. Foreman	$34.30
Boilermaker/Blacksmith	$33.05
Helper (55% of Journeyman)	$18.18

Fringe Benefits	**10/1/2014**
Health & Welfare	$ 8.57
Pensions*	$14.34
Apprenticeship	$ 1.50
Annuity*	$ 1.00
MOST	$ 0.34
Vacation Trust*	$ 3.00
WSBIF	$ 0.10
Total Hourly Fringe Cost	$28.85

Helper Fringe Benefits Effective 10/1/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$2.63	$11.20

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

[1] General Foreman rate to be negotiated

NORTHERN CALIFORNIA
(LOCAL LODGE 549)

(These wage rates apply to the following counties: Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, and Solano):

Wages	**10/1/2014**	**10/1/2015**	**10/1/2016**
		$1.00	$1.00
		To be allocated	To be allocated
General Foreman[1]			
Foreman	$45.53		
Asst. Foreman	$44.28		
Boilermaker/Blacksmith	$43.03		
Helper (55% of Journeyman)	$23.67		

Fringe Benefits	**10/1/2014**
Health & Welfare	$ 8.57
Pensions*	$17.94
Apprenticeship WSJAC	$ 1.50
L-549 JATC	$ 0.90
Annuity*	$ 3.00
MOST	$ 0.34
Vacation Trust*	$ 4.00
WSBIF	$ 0.10
Total Hourly Fringe Cost	$36.35

Helper Fringe Benefits Effective 10/1/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
L-549 JATC	$0.90	$0.90
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$3.53	$12.10

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

[1] General Foreman rate to be negotiated

NORTHERN CALIFORNIA
(LOCAL LODGE 549)

(These wage and benefit schedules apply to all other Northern California counties):

Wages	10/1/2014	10/1/2015	10/1/2016
		$1.00	$1.00
		To be allocated	To be allocated
General Foreman[1]			
Foreman	$41.93		
Asst. Foreman	$40.68		
Boilermaker/Blacksmith	$39.43		
Helper (55% of Journeyman)	$21.69		

Fringe Benefits	10/1/2014
Health & Welfare	$ 8.57
Pensions*	$16.74
Apprenticeship WSJAC	$ 1.50
L-549 JATC	$ 0.90
Annuity*	$ 2.50
MOST	$ 0.34
Vacation Trust*	$ 3.50
WSBIF	$ 0.10
Total Hourly Fringe Cost	$34.15

Helper Fringe Benefits Effective 10/1/2014	1st 2,000 Hours Worked	After 2,000 Hours Worked
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
L-549 JATC	$0.90	$0.90
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$3.53	$12.10

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

[1]General Foreman rate to be negotiated.

SOUTHERN CALIFORNIA
(LOCAL LODGE 92)

Wages	**10/1/2014**	**10/1/2015**	**10/1/2016**
		$1.00	$1.00
		To be allocated	To be allocated
General Foreman[1]			
Foreman	$44.41		
Asst. Foreman	$43.16		
Boilermaker/Blacksmith	$41.91		
Helper (55% of Journeyman)	$23.05		

Fringe Benefits	**10/1/2014**
Health & Welfare	$ 8.57
Pensions*	$14.26
Apprenticeship	$ 1.50
Local 92 JATC	$ 0.40
Annuity*	$ 3.00
MOST	$ 0.34
Vacation Trust*	$ 3.50
WSBIF	$ 0.10
Total Hourly fringe Cost	$31.67

Helper Fringe Benefits Effective 10/1/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
Local 92 JATC	$0.40	$0.40
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$3.03	$11.60

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

S. California Counties - Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Santa Barbara, San Luis Obispo (only that portion that is within a 25-mile radius of the city of Santa Maria), and Ventura.

[1] General Foreman rate to be negotiated

NORTHERN IDAHO & WASHINGTON**
(LOCAL LODGES 242 & 502)

Wages	**10/1/2014**
General Foreman[1]	
Foreman	$38.94
Asst. Foreman	$37.69
Boilermaker/Blacksmith	$36.44
Helper (55% of Journeyman)	$20.04

Fringe Benefits	**10/1/2014**
Health & Welfare	$ 8.57
Pensions*	$14.34
Apprenticeship	$ 1.50
Annuity*	$ 1.00
MOST	$ 0.34
Vacation Trust*	$ 3.00
WSBIF	$ 0.10
Total Hourly Fringe Cost	$28.85

Helper Fringe Benefits Effective 10/1/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$2.63	$11.20

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

N. Idaho Counties - Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and Idaho.

** Excludes the following Washington Counties: Clark, Skamania & Klickitat

[1] General Foreman rate to be negotiated

OREGON & WASHINGTON**
(LOCAL LODGE 242)

Wages	**10/1/2014**
General Foreman[1]	
Foreman	$38.94
Asst. Foreman	$37.69
Boilermaker/Blacksmith	$36.44
Helper (55% of Journeyman)	$20.04

Fringe Benefits	**10/1/2014**
Health & Welfare	$ 8.57
Pensions*	$14.34
Apprenticeship	$ 1.50
Annuity*	$ 1.00
MOST	$ 0.34
Vacation Trust*	$ 3.00
WSBIF	$ 0.10
Total Hourly Fringe Cost	$28.85

Helper Fringe Benefits Effective 10/1/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$2.63	$11.20

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

** Washington Counties include Clark, Skamania and Klickitat

[1] General Foreman rate to be negotiated

NORTHERN NEVADA
(LOCAL LODGE 549)

The following wage rates and fringe benefits schedule apply in these counties: Carson, Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Mineral, Pershing, Storey, Washoe and White Pine.

Wages	**10/1/2014**
General Foreman[1]	
Foreman	$35.00
Asst. Foreman	$33.75
Boilermaker/Blacksmith	$32.50
Helper (55% of Journeyman)	$17.88
Fringe Benefits	
Health & Welfare	$ 8.57
Pensions*	$16.74
Apprenticeship WSJAC	$ 1.50
Local 549 JATC	$ 0.50
Annuity*	$ 1.26
MOST	$ 0.34
Vacation Trust*	$ 2.50
WSBIF	$ 0.10
Total Hourly Fringe Cost	$31.51

Helper Fringe Benefits Effective 10/1/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
Local 549 JATC	$0.50	$0.50
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$3.13	$11.70

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

[1]General Foremen rate to be negotiated

SOUTHERN NEVADA
(LOCAL LODGE 92)

The following wage rates and fringe benefits schedule apply in these counties: Clark, Esmeralda, Lincoln, and Nye.

Wages	**10/1/2014**
General Foreman[1]	
Foreman	$36.74
Asst. Foreman	$35.49
Boilermaker/Blacksmith	$34.24
Helper (55% of Journeyman)	$18.83

Fringe Benefits	**10/1/2014**
Health & Welfare	$ 8.57
Pensions*	$ 14.26
Apprenticeship	$ 1.50
Annuity*	$ 2.50
MOST	$ 0.34
Vacation Trust*	$ 2.50
WSBIF	$ 0.10
Total Hourly Fringe Cost	$29.77

Helper Fringe Benefits Effective 10/1/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$2.63	$11.20

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

[1] General Foreman rate to be negotiated

ALASKA
(LOCAL LODGE 502)

Wages	**10/1/2014**
General Foreman[1]	
Foreman	$47.51
Asst. Foreman	$45.76
Boilermaker/Blacksmith	$44.01
Helper (55% of Journeyman)	$24.21

Fringe Benefits	**10/1/2014**
Health & Welfare	$ 8.57
Pensions*	$14.34
Apprenticeship	$ 1.50
Annuity*	$ 1.00
MOST	$ 0.34
Vacation Trust*	$ 3.00
WSBIF	$ 0.10
Total Hourly Fringe Cost	$28.85

Helper Fringe Benefits Effective 10/1/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$2.63	$11.20

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

[1] General Foreman rate to be negotiated

NEW MEXICO
(LOCAL LODGES 4 & 627)

Wages	**10/1/2014**
General Foreman[1]	
Foreman	$34.31
Asst. Foreman	$33.06
Boilermaker/Blacksmith	$31.81
Helper (55% of Journeyman)	$17.50

Fringe Benefits	**10/1/2014**
Health & Welfare	$ 8.57
Pensions*	$14.34
Apprenticeship	$ 1.50
Annuity*	$ 1.00
MOST	$ 0.34
Vacation Trust*	$ 3.00
WSBIF	$ 0.10
Total Hourly Fringe Cost	$28.85

Helper Fringe Benefits Effective 10/1/2012	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$2.63	$11.20

* The Contractor shall make contributions in the mount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

* Local 627 has jurisdiction in San Juan County; Local 4 has jurisdiction in all other New Mexico counties and the Navajo Gen. Station (Arizona)

[1] General Foreman rates to be negotiated.

COLORADO & WYOMING
(LOCAL LODGE 101)

Wages	**10/1/2014**
General Foreman[1]	
Foreman	$34.72
Asst. Foreman	$33.47
Boilermaker./Blacksmith	$32.22
Helper (55% of Journeyman)	$17.72

Fringe Benefits	**10/01/2014**
Health & Welfare	$ 8.57
Pensions*	$13.75
Apprenticeship WSJAC	$ 1.50
Annuity*	$ 1.00
MOST	$ 0.34
Vacation Trust*	$ 3.00
WSBIF	$ 0.10
Total Hourly Fringe Cost	$28.26

Helper Fringe Benefits Effective 10/1/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$2.63	$11.20

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

[1] General Foreman rates to be negotiated.

S. IDAHO, UTAH & WYOMING
(LOCAL LODGE 4)

Wages	**10/1/2014**
General Foreman[1]	
Foreman	$34.72
Asst. Foreman	$33.47
Boilermaker./Blacksmith	$32.22
Helper (55% of Journeyman)	$17.72

Fringe Benefits	**10/01/2014**
Health & Welfare	$ 8.57
Pensions*	$13.75
Apprenticeship WSJAC	$ 1.50
Annuity*	$ 1.00
MOST	$ 0.34
Vacation Trust*	$ 3.00
WSBIF	$ 0.10
Total Hourly Fringe Cost	$28.26

Helper Fringe Benefits Effective 10/1/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$2.63	$11.20

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

[1] General Foreman rates to be negotiated.

MONTANA
(LOCAL LODGE 11)

Wages	**10/1/2014**
General Foreman[1]	
Foreman	$32.50
Asst. Foreman	$31.25
Boilermaker./Blacksmith	$30.00
Helper (55% of Journeyman)	$16.50

Fringe Benefits	**10/01/2014**
Health & Welfare	$ 8.57
Pensions*	$13.15
Apprenticeship	$ 1.50
L-11 JATC	$ 0.25
Annuity*	$ 2.89
MOST	$ 0.34
Vacation Trust*	$ 3.50
WSBIF	$ 0.10
Total Hourly Fringe Cost	$30.30

Helper Fringe Benefits Effective 10/01/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$8.57
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
L-11 JATC	$0.25	$0.25
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$2.88	$11.45

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

[1] General Foreman rates to be negotiated.

HAWAII & UNITED STATES ISLANDS IN THE PACIFIC
(LOCAL LODGE 627)

Wages	**10/1/2014**
General Foreman[1]	
Foreman	$36.68
Asst. Foreman	$35.68
Boilermaker./Blacksmith	$34.18
Helper (55% of Journeyman)	$18.80

Fringe Benefits	**10/01/2014**
Health & Welfare	$ 4.70 ($8.57 for Participants in the National H&W)
Pensions*	$13.72
Apprenticeship	$ 1.50
Annuity*	$ 4.25 ($0.38 for Participants in the National Annuity)
MOST	$ 0.34
Vacation Trust*	$ 4.95
WSBIF	$ 0.10
Total Hourly Fringe Cost	$29.56

Helper Fringe Benefits Effective 10/01/2014	**1st 2,000 Hours Worked**	**After 2,000 Hours Worked**
Health & Welfare	N/A	$4.70 ($8.57 for National H&W)
Pensions*	$0.59	$0.59
Apprenticeship	$1.50	$1.50
Annuity*	$0.10	$0.10
MOST	$0.34	$0.34
WSBIF	$0.10	$0.10
Total Hourly Fringe Cost	$2.63	$7.33 ($11.20 if part. in Nat'l H&W)

* The Contractor shall make contributions in the amount specified above for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

[1] General Foreman rates to be negotiated.

All parties are advised that when a Contractor requests employees by name, they shall indicate the classification in which the employee will work (welder, mechanic, rigger, etc.). This shall include employee selectivity referrals under the NPGMA, NMA, GPPMA, and the Uniform Referral Standards and Joint Referral Rules 7.5.

Art. 13(c) Maintenance of Benefits. The Contractor agrees to pay a total of $0.25 per hour for maintenance of any singular or combination of benefit funds, once per year for each year of this Agreement, when notified by the Plan Trustees that such additional monies are required. There will be no carry forward of amounts not needed by these programs, so that the maximum increase in any year shall be $0.25 per hour. Five cents ($0.05) may be used for administrative purposes at the discretion of the Joint Trustees of the Vacation Trust Fund.

Art. 13(d) Travel Expense and Per-diem. Effective October 1, 2014 (See Art.12; Art. 32 for Alaska and Art. 33 for Hawaii).

Travel Pay
Alaska: See Art. 32(e)(1).
Hawaii: See Art 33(c)
All states except Alaska: Mileage paid according to Internal Revenue Service Guidelines.

Per-diem
Alaska: Seventy dollars per day

Art. 13(e) Apprentice Rates (All Areas).

Level	Pay %	Hours
1.	70%	0-1,000
	75%	1,001-2,000
2.	80%	2,001-3,000
	85%	3,001-4,000
3A	90%	4,001-5,000
3B	95%	5,001-5,999
Journeyman		6,000+

Art. 13(f) Helper Rates and Benefits. The minimum amount payable to the Helper shall be 55 percent of the applicable mechanic's hourly rate.

Article 14
Pay Day

Art. 14(a) Wages shall be due and payable weekly during working hours and in no case shall more than five days pay (excluding pay day) be held back. In isolated work areas, the Contractor agrees to make reasonable efforts to provide payroll advances as needed.

Art. 14(b) Wages shall be paid in lawful currency or by negotiable check payable on demand at par. Upon being discharged or laid off, employees shall be paid in full. With prior mutual agreement between the Local Business Manager and the Contractor, any hours worked after a shift (or of an emergency nature) shall be paid on the next business day following such shift by express mail.

Art. 14(c) A checking account shall not be closed in less than two (2) weeks after issuance of the last pay check against that account.

Art. 14(d) Should an employee be required to wait for wages due him, because of the Contractor's negligence, he shall be paid for the delay at regular straight time wages (limited to eight hours per twenty-four (24) hour period.)

Art. 14(e) The Contractor agrees to furnish with each weekly pay, a statement or check stub which shall show all deductions and include information regarding straight time, overtime paid and expense.

Art. 14(f) Any employee who quits shall be paid off in full within seventy two (72) hours after termination in person or by certified mail to his last known address or to the Local Union having jurisdiction where the work is performed.

Art. 14(g) The following is a joint interpretation of Art. 14(d) and (f) that is to be applied through the Western States Area:

Art. 14(g)(1) Saturdays, Sundays, and holidays are not counted in the 72 hour period, or accumulation of pay unless such days are worked on the job the employee quit.

Art. 14(g)(2) The Contractor's responsibility stops at the time indicated on the receipt if the check is mailed certified.

Art. 14(g)(3) If the Contractor mails check certified to the last known address or to the Union within the 72 hour period, no penalty will apply.

Article 15
Union Representation and Access to Jobs

Art. 15(a) Authorized business representatives of the Local Unions shall at all times have access to jobs where the Contractors signatory to this Agreement are working, providing they do not unnecessarily interfere with the employees or cause them to neglect their work, and further provided such Union representatives comply with customer's rules.

Art. 15(b) A Steward shall be a working journeyman who shall be selected by the Union without regard to his place on the out-of-work list and who shall, in addition to his work as a journeyman, be permitted to perform during working hours such of his Union duties as cannot be performed at other times.

Art. 15(c) The Union agrees that such duties shall be performed as expeditiously as possible and the Contractors agree to allow the Union Steward a reasonable amount of time for the performance of such duties. The Union shall notify the Contractor of the name of the Steward. It is recognized by the Contractor that the person named a Steward shall remain on the job as long as there is full time work which he is capable of performing. In no event shall a Contractor discriminate against a Steward, or lay him off, or discharge him, on account of the proper performance of his duties; and likewise no Steward shall cause or call a work stoppage.

Article 16
Supervision

Art. 16(a) The appointment and number of General Foremen, who are practical mechanics of the trade, is the function of management.

Art. 16(b) The appointment and number of foremen and assistant foremen is the function of management, subject to the following qualifications:

Art. 16(c) All Foremen and Assistant Foremen shall be practical mechanics of the trade.

Art. 16(d) Where one (1) to ten (10) men are employed on a job, one of them shall be a foreman, who may work with the tools.

Art. 16(e) Where more than ten (10) are employed, one shall be a foreman who shall not work with the tools, and at the discretion of the Contractor, an Assistant Foreman who may work with the tools.

Art. 16(f) Direct orders shall be given to the men by the General Foremen, Foremen and/or Assistant Foremen.

Art. 16(g) The Contractor shall have the right to employ its General Foremen and foremen, who are practical mechanics of the trade, from any source. A Contractor may also request the Union by name for men to act as General Foremen and Foremen, which

shall be honored without regard to the requested man's place on the out-of-work list. When additional Foremen beyond those as noted above are required, the Contractor should consider local Foremen along with Foremen from other sources.

Article 17
Piece Work, Limitation and Curtailment of Production

There shall be no contract, bonus, piece, bit or task work; nor shall there by any limit on or curtailment of production. Profit Sharing or Incentive programs will be permitted when agreed to by the Local Business Manager.

Article 18
Bond or Escrow Requirements

Art. 18(a) A surety or cash bond up to $100,000.00 may be required to ensure payment of fringe benefits from the Contractors who have been delinquent in payments or who have not previously employed Boilermakers in the area covered by this Agreement.

Art. 18(b) The Union may refuse to refer men to and may withdraw men from any Contractor who has not posted a bond when required, and such refusal or withdrawal will not constitute a violation of this Agreement.

Article 19
Health and Welfare

Art. 19(a) The Contractor shall pay into the Boilermakers National Health & Welfare Fund the sum outlined in Article 13 for each hour worked for the Contractor by all his employees who are covered by this Agreement.

Art. 19(b) The Contractor agrees to and shall be bound by the Trust Agreement creating the Boilermakers National Health and Welfare Trust and all amendments now or hereafter approved by the Board of Trustees, said Agreement and amendments are incorporated by reference and made a part of this Agreement as if affixed hereto.

Article 20
Pensions

Art. 20(a) It is agreed that contributions will be paid to the Boilermaker- Blacksmith National Pension Trust as outlined in Article 13 for all hours worked for the Contractor by all employees who are covered by this Agreement. The Contractor shall make contributions in the amount specified in Article 13 for all straight-time hours worked and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

Art. 20(b) The Contractor agrees to and shall be bound by the Trust Agreement creating the Boilermakers National Pension Trust and all amendments now or hereafter approved by the Board of Trustees, said Agreement and amendments are incorporated by reference and made a part of this Agreement as if affixed hereto.

Article 21
Apprenticeship Program

Art. 21(a) It is agreed that contributions will be paid to the Western States Area Apprenticeship Fund as outlined in Article 13 for all hours worked for the Contractor by all employees who are covered by this Agreement.

Art. 21(b) It is the understanding of the parties to this Agreement that the funds contributed by signatory Contractors to the Apprenticeship Fund will not be used to train apprentices, helpers or journeymen who will be employed by Contractors in the Boilermakers Field Construction and Repair Industry who are not signatory to a collective bargaining agreement providing for contributions to the Fund. Therefore, the Trustees of the Fund are empowered to adopt and implement a scholarship loan agreement program which will require apprentices and journeymen who receive training benefits from the Fund and who are employed by signatory Contractors to repay the costs of training either by service with such Contractors following training, or by actual repayment of the costs of training if the individual goes to work for a non-signatory Contractor in the Boilermaker Field Construction and Repair Industry.

Art. 21(c) The Contractor agrees to and shall be bound by the Trust Agreement creating the Boilermakers National Apprenticeship and all amendments now or hereafter approved by the Board of Trustees, said Agreement and amendments are incorporated by reference and made a part of this Agreement as if affixed hereto.

Art. 21(d) Both parties agree to adhere to the Boilermaker Western States Area Apprenticeship Standards.

Art. 21(e) One (1) apprentice to be employed on each job of five (5) to ten (10) employees unless mutually agreed by the Contractor and the Union that this is not warranted. On larger jobs, the ratio shall be one (1) apprentice to four (4) journeymen and one (1) helper.

Art. 21(f) Any ratio of apprentices to employees greater than the above must be by mutual consent of the Contractor and Union.

Art. 21(g) It is understood that when apprentices are assigned to a job, the above ratios shall be applied as journeymen are referred to the job.

Art. 21(h) In the event that apprentices are not available in sufficient number to comply with these ratios, the Area Joint Apprenticeship Committee and the International Union

will be notified and necessary steps are to be taken to increase the number of available apprentices.

Art. 21(i) Both parties agree that the Western States Area Apprenticeship Committee has full authority under the Agreement to:

Art. 21(i)(1) Enforce ratios for the employment of Apprentices on the job.

Art. 21(i)(2) Transfer Apprentices within the Western States for the purpose of fulfilling the training requirements of the Standards and providing continuity of employment.

Article 22
Annuity Program

Art. 22(a) It is agreed that contributions will be paid to the Boilermaker National Annuity Trust the sum outlined in Article 13 for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

Art. 22(b) The Contractor agrees to and shall be bound by the Trust Agreement creating the Boilermakers National Annuity Trust and all amendments now or hereafter approved by the Board of Trustees, said Agreement and amendments are incorporated by reference and made a part of this Agreement as if affixed hereto.

Article 23
MOST

Art. 23(a) The parties to this Agreement will cooperate to accomplish a drug-free environment and a safe work place. The MOST drug screening program shall be mandatory for all Boilermakers once per calendar year. It is further agreed by the parties that drug screening during employment and pre-employment, including random and for-cause, shall be based upon the requirements of the Contractor or Owner. Subsequent mandatory MOST training will be required for all Boilermakers in accordance with the following schedule.

Art. 23 (a)(1) – OSHA 10 Hour: Not later than October 1, 2009.

Art. 23 (a)(2) – Pulmonary Function: Not later than October 1, 2009. Pass or fail is not a condition of employment.

Applicants must satisfactorily complete the above requirement not later than the date specified in order to be considered available for referral and employment as provided in Article 6.

Art. 23(b) The Contractor agrees to and shall be bound by the Trust Agreement, policies, and procedures creating the Mobilization, Optimization, Stabilization, and Training

Program (MOST) and all amendments or revisions to policies and procedures now or hereafter approved by the Board of Trustees. Said Trust Agreement, policies, procedures, and amendments or revisions are incorporated by reference and made a part of this Agreement as if affixed hereto.

Art. 23(c) The contribution rate specified for MOST will be thirty four cents ($0.34)* designated to MOST to fund the Boilermakers National Reserve Center, the Common Arc Welding program, and the MOST Safety and Training Program which includes drug screening. *One cent ($0.01) is a voluntary contribution to the National Association of Construction Boilermaker Contractors that may or may not be paid at the Contractors' discretion.

Art. 23(d) The Employer agrees to and shall be bound by the Trust Agreement, policies and procedures creating MOST, and all amendments or revisions to policies and procedures now or hereafter approved by the Board of Trustees. Said Trust Agreement, policies, procedures, and amendments or revisions are incorporated by reference and made a part of this Agreement as if affixed hereto.

In the event the Boilermaker participants in MOST programs cease participation in any aspect of the MOST programs, then the Employer contribution requirements contained in this Agreement are null and void and the Employer will immediately cease all contributions to MOST.

It is understood that the MOST program is intended to be an Employer sponsored program. In recognition of the Boilermakers' participation in the programs on their own time, the Employers will fund any increases to the MOST Program as required by the Board of Trustees.

Art. 23(e) Any increase or decrease shall be implemented on the first day of the month following notification from MOST to the Co-Chairmen of this Agreement.

Article 24
Vacation Trust

Art. 24(a) It is agreed that contributions will be paid to the Western States Construction Boilermaker Vacation Trust the sum outlined in Article 13 for all straight-time hours worked, and at the applicable overtime rate for overtime hours worked by all employees covered by this Agreement.

Art. 24(b) The Contractor agrees to and shall be bound by the Trust Agreement creating the Boilermakers Vacation Trust and all amendments now or hereafter approved by the Board of Trustees, said Agreement and amendments are incorporated by reference and made a part of this Agreement as if affixed hereto.

Art. 24(c) The monies specified above are delayed hourly wages with taxes withheld at time of earning.

Art. 24(d) Campaign Assistance Fund. Campaign Assistance Fund (CAF) deductions will be handled with employees through the Western States Construction Boilermaker Vacation Trust.

Article 25
Industry Fund

Effective October 1, 2014 there shall be established an Industry Fund, which shall be known as the Western States Boilermakers Industry Fund (WSBIF). This fund shall be financed by Contractor contributions and it shall be governed by an equal number of representatives of the Employer and Union. The Fund's purpose shall be contained in a Trust document which shall be prepared by legal counsel and which shall conform to guidelines promulgated by the National Maintenance Agreements Policy Committee, Inc. (NMAPC). These guidelines provide in relevant part as follows:

> The funds shall be used to generate tangible benefits and prepare craft and contractor personnel to perform work on industrial facilities. Activities such as skill and safety training, continuing education, substance abuse testing, certifications, supervisory and project management development, labor/management cooperative efforts and active participation in Taft-Hartley Trusts.

Contractor contributions to the Industry Fund are made contingent upon the Fund's conforming to the guidelines set forth above. The Industry Fund will be subject to annual audit by a recognized auditor that has had prior experience with Funds of this kind.

Article 26
Dues Checkoff

Art. 26(a) The Contractor will deduct from the wage of each employee the current Union field dues and monthly membership dues as certified by the Union when authorized by the employee as herein provided.

Art. 26(b) Deductions shall be made only where there is in effect in the possession of the Contractor a voluntary written assignment executed by the employee on a standard form furnished by the Union, and the deduction shall be remitted to the Financial Secretary of the Lodge where the work is being performed at the same time trust contributions are required to be submitted.

Art. 26(c) The Contractor shall forward to the office of the Local Union monthly a report of all hours worked by each employee covered by this Agreement and deductions made.

Article 27
Rider Clause

Art. 27(a) Project Agreements negotiated by the International Union shall supersede this Agreement to the extent of any modifications or changes specifically set forth therein.

Art. 27(b) The Business Manager of the Local Lodge may modify Articles of this Agreement on a specific job when, in his judgment, it is in the craft's best interest to do so. Any such agreement shall apply only to that job or project and will automatically terminate at the conclusion of the work. All changes will be reduced to writing, signed by the parties with copies to the Chairmen on the Contractors and Union Negotiating Committees before the work commences.

Article 28
Grievance and Arbitration Procedure

Art. 28(a) In order to reduce the possibility of disputes arising from divergent interpretations of the provisions of this Agreement, and to thereby improve the uniformity of such interpretations to the greatest extent possible, the chairmen of the respective negotiating committees shall comprise an advisory body on contract intent which may be consulted by either party at any step of the grievance procedure and which shall be consulted before any grievance is taken to arbitration.

Art. 28(b) Grievances that may arise on any job covered by this Agreement shall be given consideration as follows:

Art. 28(c) Every grievance must be presented within five (5) working days from the date of the occurrence of the event on which the grievance is based.

Art. 28(d) Grievances that may arise on a job will be taken up between the Steward and the Contractor's Foremen or Agent in charge. Such grievances that cannot be settled within two (2) days shall be referred to the Business Representative of the Local Union.

Art. 28(e) The matter will then be taken up between the Business Representative of the Local Union and the Representative or Agent of the Contractor. If said grievance cannot be settled as provided above within the next five (5) days, it shall then be presented in writing and within the next ten (10) days shall be answered in writing. The time limits specified in this paragraph may be changed by mutual agreement.

Art. 28(f) In the event the grievance cannot be settled as above provided within thirty-two (32) days after it arises, it shall be submitted in writing to the International President of the Union or his duly designated representative, and an Industry Representative duly selected by the Contractor, for consideration and settlement.

Art. 28(g) In the event the grievance is not settled within ten (10) days after it has been submitted in accordance with Art. 27(f), the Union or the Contractor, at any time within

the next ten (10) days, may request in writing that the grievance be submitted to arbitration; and if such request is made, the grievance shall be submitted to arbitration as hereinafter provided. Within ten (10) days following the receipt of the written request for arbitration, the parties shall meet and select an Arbitrator to hear the dispute. The hearing shall start as promptly thereafter as practicable and be conducted in an informal and "layman like" manner. The Arbitrator shall have no authority to add to or delete from the terms hereof or to impose on any party hereto, limitations or obligations not specifically provided for in this Agreement. The decision of the Arbitrator shall be rendered in writing and shall be final and binding on both parties, provided such decision is within the terms of this Agreement.

Art. 28(h) In the event the parties fail to agree on an Arbitrator in the ten (10) day period provided above, he shall be selected from a list furnished by the Federal Mediation and Conciliation Service.

Art. 28(i) The expense and compensation of the Arbitrator shall be divided equally between the Contractor and the Union.

Article 29
Safety Measures

Art. 29(a) Welders standard hoods and colored glasses accidentally broken on the job shall be replaced by the Contractor.

Art. 29(b) Welders, mechanics, apprentices, and helpers shall be furnished suitable welding or work gloves for their protection; sleeves shall be furnished when necessary for welders' protection. Such gloves or sleeves so furnished shall be checked in and out of Contractor's tool room in the same manner as tools.

Art. 29(c) With the exceptions of welding hoods, gloves and sleeves (covered above), the Contractor shall furnish all safety equipment required by the Contractor. When foot protection is required, the Contractor shall supply exterior toe and/or metatarsal protectors.

Art. 29(d) When a site or Owner requires steel-toed shoes, it shall be the employee's responsibility to obtain as may be required for site access.

Art. 29(e) In the interest of preventing industrial injury, the immediate Contractor for whom the men are working shall comply with State and Federal safety regulations, and exert every reasonable effort to provide and maintain safe working conditions, and the Union shall encourage employees to work in a safe manner, and when safety devices are furnished, cooperate to see that employees use them.

Art. 29(f) Rigging crews on all power equipment shall be composed of a sufficient number of men to handle the work involved in an efficient and safe manner.

Art. 29(g) Employees required to work in any area where they are exposed to acids or caustics, shall be provided protective clothing and equipment by the Contractor. Employees shall be reimbursed for personal clothing damaged or destroyed under the above conditions upon presentation of such damaged or destroyed item and for clothing damaged or destroyed by fire or natural disaster occurring at the job site.

Art. 29(h) Where required for riggers, safety belts will be provided with a clip and bolt bag.

Art. 29(i) In hazardous areas, one man shall not be required to work alone where he cannot obtain assistance in case of accident.

Art. 29(j) When employees are required to work outside in normally unworkable weather, the Contractor shall furnish rain jackets and leg protection. The employee shall exercise reasonable responsibility for the care of the protective clothing subject to reasonable wear and tear.

Article 30
Medical Treatment and Examination

Art. 30(a) An employee suffering an industrial injury who is advised not to resume work by his foreman or first aid attendant or by a physician to whom he has been referred shall be paid on his usual basis for the entire shift on which the injury occurred.

Art. 30(b) Likewise, there shall be no loss of pay when an employee is required by his doctor to leave the job temporarily to take subsequent treatment after an industrial injury, provided that only a minimum of time is taken and the privilege is not abused.

Art. 30(c) It is further agreed by the Union and the Contractor that where an employee receives a serious injury or serious illness on the job, a representative of the Contractor or the Union Steward shall accompany the employee to the hospital. If the Union Steward is sent with the injured employee to the hospital, it is agreed that the Union Steward shall not suffer any loss of pay he would otherwise have received.

Article 31
Job Notice

In order to ensure the satisfactory progress of each job, the Contractor shall furnish, in writing, the Local Business Manager and the International Headquarters with the following job information as soon as possible and practical. (A pre-job conference shall satisfy the above requirement).

1. Address of job site (exact street address if available)
2. Approximate starting date and duration

3. Type of job
4. Approximate manpower requirements
5. Map when necessary
6. Request emergency contact telephone numbers of Business Manager and/or Dispatcher.

Article 32
Alaska

Art. 32(a) It is understood that this Article is in effect to accommodate conditions of work in Alaska which may differ from conditions in the other areas covered by this Agreement. Any item not specifically covered in this Article will be handled in accordance with other sections of this Agreement. This Article applies to the entire state of Alaska.

Art. 32(b) Overtime. All overtime shall be paid for at one-and-one-half (1 1/2) times the basic scale, with the exception that time worked on Sundays and holidays and time worked in excess of ten (10) hours per shift shall be paid at two (2) times the basic scale.

Art. 32(c) When the Contractor is providing transportation at the beginning and at the completion of employment, or between job locations, travel time will be paid for as follows:

Art. 32(d) Employees will be paid for actual time spent in travel not to exceed an amount equal to eight (8) times the Boilermaker hourly wage rate per day in each twenty-four (24) hour period, while waiting for the job to open, or waiting between jobs, or when jobs are stopped on account of weather or other unavoidable circumstances, or while awaiting transportation on completion of employment.

Art. 32(d)(1) The above paragraph is to cover Contractor-provided transportation only.

Art. 32(e) Travel and Per-diem. The Union and the Contractor hereby agree that the concept of travel and per-diem payments is meant to reimburse employees, who work too far from home to live at home during the course of a job or project, for travel and living costs. Travel payments will be agreed to by the Contractor and the Union as either:

Art. 32(e)(1) If the employee lives 40 miles or more from the job site, he will be paid eighteen cents ($0.18) per mile for transportation plus travel costs of thirty-eight cents ($0.38) per mile from his home. Such costs shall be paid from the employee's home over the most direct main traveled route, or:

Art. 32(e)(2) The Contractor shall provide transportation for the employee to and from the job site at the beginning and conclusion of their employment as provided for in Art. 12(f).

Art. 32(e)(3) Employees entitled to travel pay in the above paragraph shall be entitled to per-diem in the amount of seventy dollars ($70.00) per day. (These per-diem payments will be subject to applicable provisions of Article 12). The per-diem will be paid seven (7) days per week and the employee will provide his own room and board.

Art. 32(e)(4) The employee's permanent address will be considered his home for purpose of determining whether or not travel and per-diem is to be paid. Any or all of the following may be used to verify the permanent home or home address:

Current Driver's License
Voter Registration
Phone Listing in Phone Book
Verification by Local Union
Paid Utility Bills for Address Claimed
Rent Receipts for Past 6 Months Minimum

Art. 32(e)(5) For the purpose of travel and per-diem, an employee's residence or home address can be changed only once per year.

Art. 32(e)(6) When an employee is required to take a welder's test outside of the forty (40) mile free zone from the point considered as his residence he shall be paid per-diem for the day in which he takes the test provided he passes the test and accepts immediate employment with the Contractor. Once employment is accepted and the employee commences employment, per-diem shall be paid in accordance with the terms set forth above in this Article.

Art. 32(f) When an employee suffers an industrial injury while in a remote area, the Contractor shall furnish proper hospitalization and medical aid. If such injury or illness prevents an employee from returning to work within reasonable time or if the doctor recommends, the employee shall be returned to Anchorage at the Contractor's expense. Normally this would be transportation as provided when hired.

Art. 32(g) In isolated areas of Alaska, the Contractor will provide suitable room and board. It shall be the Contractor's responsibility to arrange for rooms to be kept clean and linen changed regularly. Suitable laundry facilities shall be made available at camp sites.

Art. 32(h) When furnishing the Job Notice as provided in Article 30, the Contractor and the Union will agree prior to the Job Start whether room and board, camp facilities or per-diem will be provided in accordance with Art. 31(e) and Art. 31(g) above.

Art. 32(i) Employees shall be given forty-eight (48) hours notice before layoff at job end. It is further understood on shut down or repair work the Contractor shall give up to forty-eight (48) hours notice if possible.

Art. 32(j) Covered transportation shall be furnished from a central pickup point if Contractor-supplied transportation to job site is provided. This daily pickup is not to be used by those paid transportation.

Art. 32(k) Unusual situations of purely local nature shall be mutually arranged between the Contractor and the Union's Business Representative.

Art. 32(l) It shall be the responsibility of the Contractor to make arrangements for employees to cash checks and to assume any cost incurred for said arrangements.

Article 33
Hawaii

Art. 33(a) It is understood that this Article is in effect to accommodate conditions of work in Hawaii which may differ from conditions in the other areas covered by this Agreement. Any item not specifically covered in this Article will be handled in accordance with other sections of this Agreement. This Article applies to the entire state of Hawaii.

Art. 33(b) Holidays. The following days are holidays in Hawaii:

New Year's Day	President's Day
Memorial Day	Kamehameha Day
July 4th	Labor Day
Columbus Day	Veteran's Day
Thanksgiving Day	Christmas Day

Art. 33(c) Transportation

Art 33(c)(1) **Oahu Free Zone** (Zone in which travel allowance is not paid), originating from the Capital building, Honolulu, to further include the area within the points connecting Nanakuli in a direct straight line to Schofield Barracks and inclusive of Nanakuli to Barbers Point Beach on to Barbers Point Naval Station.

Art 33(c)(1)(a) All employees working beyond Nanakuli or beyond Schofield Barracks; or beyond the Highway 80 and 82 junctions; and beyond Waikane shall be paid one (1) hour travel allowance per day at his straight time rate.

Art 33(c)(1)(b) All employees working beyond Makaha; or beyond Haleiwa Beach Park; or beyond Hauula shall be paid one and one half (1½) hour's travel allowance per day at his straight time rate.

Art. 33(c)(2) **Maui Free Zone** (Zone in which travel allowance is not paid), originating from Wailuku and Kahului includes the area within the points connecting Olowalu, Kahakuloa, Puuolai, Pukalani RJ at Highway 400, Makawao RJ at Highway 40 including the town of Makawao and RJ400 and 26.

Art 33(c)(2)(a) All employees working beyond Puuolai; or beyond Olowalu or beyond Kahakuloa; or beyond the Pukalani and Makawao 400 and 36 up to and including Waialua shall be paid one (1) hour travel allowance per day at his straight time rate.

Art 33(c)(2)(b) All employees working beyond Waialua up to and including Kaeleku shall be paid two (2) hours travel allowance per day at his straight time rate.

Art 33(c)(3) **Hawaii** There shall be two points of origin on the island of Hawaii, one in Hilo and the second in Kailua-Kona. All employees working beyond Naalehu up to Manuku Park shall be paid one and one-half (1½) hours travel allowance per day at his straight time rate.

Art 33(c)(3)(a) **A Free Zone** (Zone in which travel allowance is not paid), originating from Hilo includes the area within the points connecting Kalapana, Kilauea Military Camp, junction of Highway 20 and road which goes up to Mauna Kea, and Hakalau Bridge.

Art. 33(c)(3)(b) All employees working beyond the Hakalau Bridge up to and including the Lakeland subdivision, beyond Kilauea Military Camp up to and including Naalehu, at Mauna Kea and Pohakuloa, or beyond Kalapana shall be paid one and one-half (1½) hours travel allowance per day at his straight time rate.

Art 33(c)(3)(c) If an employee from Hilo is required to work on the Kailua-Kona free zone area, the Kamuela and O area, or the area between Kealia and Manuku Park, a per diem per Article 33(d) will be paid.

Art. 33(c)(3)(d) **A Free Zone.** (Zone in which travel allowance is not paid) originating from Kailua-Kona includes the area within the points connecting Kealia, Waikii, and Kawaihae.

Art. 33(c)(3)(e) All employees working beyond Kealia up to and including Manuku Park beyond Waikii (Mauna Kea and Pohakuloa); or beyond Kawaihae up to and including Lakeland subdivision including the O area shall be paid one (1) hour travel allowance per day at his straight time rate.

Art. 33(c)(3)(f) If an employee from Kailau-Kona is required to work in Hilo free zone area or the area between Naalehu and Kilauea Military Camp a per diem per Article 33(d) will be paid.

Art 33(c)(4) **Kauai Free Zone** (Zone in which travel allowance is not paid), originating from Lihue includes the area within the points connecting Hanalei Bridge and Waimea. Princeville is included in the free zone.

Art 33(c)(4)(a) All employees working beyond the Hanalei Bridge and beyond Waimea shall be paid one (1) hour travel allowance per day at his straight time rate.

Art 33(c)(5) When a job is located on an island other than where the employee maintains his residence, the Contractor shall:

A. Furnish such employee air transportation to and from the other island and ground transportation to and from the job site at the beginning and completion of the job plus straight time pay for travel time, not to exceed eight (8) hours in any twenty-four (24) hour period. An employee required to travel during other than regular working hours shall receive minimum transportation allowance equivalent to two (2) hours straight time pay. The intent of the language with regard to furnishing air transportation from the employee's place of residence shall mean his point of hire for the particular project.

B. Pay the employee per diem in accordance with the provisions of Article 33(d), Per Diem.

C. Provide daily transportation to and from the job site and designated locations mutually agreed upon by the Contractor and the Business Manager of the Union.

D. The responsibility for the operation of the Contractor-owned vehicle used for the transportation of personnel to and from the job site shall be given to the Foreman, Assistant Foreman, or the Steward provided he has been determined to be qualified to operate such a vehicle. Driver of vehicle to be compensated but not more than time allowed each way at the straight time wage rate applicable to his crew. Double time for driving shall be paid only on Sunday and Holidays.

E. The minimum standard of Contractor-provided transportation will be in an enclosed vehicle with comfortable seating which shall be in conformity with State and/or Federal Safety Regulations and shall provide protection against inclement weather.

F. An employee who quits or is discharged prior to completion of the job will not be furnished return transportation or paid for return travel time.

Art. 33(d) Per Diem

Art 33(d)(1) When an employee is assigned to work on an Island (Hawaiian Islands) other than Oahu or the employee's island of residence, he will be paid per diem seven (7) days per week. Upon request of the employee one (1) week's per diem may be advanced on the date of dispatch or assignment to the other island. If the Employer voluntarily agrees to pay travel or per diem monies to any craft working in the plant, on maintenance, repair, replacement, renovation or new construction work, the boilermaker employees will automatically be entitled to receive the applicable travel and per diem provisions contained in their Local Lodge or Area Agreement.

Art. 33(d)(2) The per diem rate shall be as follows:

Oahu	$ 70.00
All other Islands	$125.00

An employee absent from work of his own volition shall not receive per diem for that day or days and for a non-work day or days of that week. As an exception, however, should an employee be stopped from working by the Contractor, Monday through Friday, because of a holiday, rain, breakdown of equipment, or for any reason, such days shall be considered days worked and subsistence will be paid.

Art. 33(d)(3) The final day's per diem for an employee who has been discharged or quits shall be prorated on hours worked that day.

Art. 33(d)(4) The Contractor will make every reasonable effort to issue per diem payment as soon as possible.

Art. 33(d)(5) When an employee is assigned to work on a site outside the Hawaiian Islands or on a moving vessel, the Employer shall provide the employee with food, lodging, and laundry service of good quality.

Art 33(e) Health & Welfare

Art 33(e)(1) The Contractor and the Union agree to continue the health plan known as the "Hawaii Boilermakers Health and Welfare Fund" under the Trust Agreement as amended and incorporated in the Agreement by reference.

Art 33(e)(2) The Contractor and Union agree to and shall be bound by the provisions of said Trust Agreement.

Art. 33(e)(3) The Contractor will pay into the Health and Welfare Fund for each compensable hour worked for all employees covered by this Agreement in the amounts as specified in Article 13(b).

Art. 33(e)(4) **Travelers** (All members from other Locals) It shall be the responsibility of each Traveler (all members from other Locals) who work under Local 627 Jurisdiction to request "Exhibit A" the Form to choose to remain a participant in the Boilermakers National Health and Welfare Fund, at the time of their dispatch.

Failure on the part of the Traveler to comply with the above shall indemnify and hold harmless the Union and the Contractors from any claim that may be made upon it.

Art. 33(f) Annuity Trust Fund

Art 33(f)(1) The parties hereby agree to continue an Annuity Fund to be known as the Hawaii Boilermakers Annuity Fund hereinafter "Annuity Fund" under the terms and conditions of the "Agreement and Declaration of Trust Establishing the Hawaii Boilermakers Annuity Fund", which is incorporated in the Agreement by reference.

Art. 33(f)(2) The Employer shall contribute to the Annuity Fund the amount shown in Article 13(b) for each hour worked by each of its employees.

Contributions payable by the Employer shall constitute a debt due and owing the Annuity Fund and shall be paid by the twentieth (20^{th}) day of the month immediately following. A reporting form provided by the Trustees of the Fund showing the total hours worked by each covered employee for all pay periods for each month and other necessary information shall accompany such payments.

Art. 33(f)(3) The Employer shall provide the Board of Trustees of the Annuity Fund with all information necessary to carry out the purposes of the Annuity Fund and shall permit an audit of his payroll records to ascertain whether all contributions due to the Annuity Fund have been paid.

Art. 33(f)(4) Upon reasonable notice, and with proper action and agreement of the parties and the Trustees of the Annuity Fund, the Union and the Contractor Representatives retains the option to recommend having the contributions designated in this Article to be made to the Boilermakers National Annuity Trust, herein "National Annuity Trust" instead of the Annuity Fund, and to recommend having the Annuity Fund dissolved, terminated and/or merged with the National Annuity Trust.

Article 34
No Strike, No Lockout

Art. 34(a) During the term of this Agreement there shall be no authorized strike by the Union and there shall not be any sympathy strike, slowdown, or other interruptions of work by the Union or lockout by the Contractor, provided the Union and the Contractor abide by the provisions of the grievance machinery.

Art. 34(b) In the event a strike, slowdown, or other interruption of work occurs which is unauthorized by the Union, the Contractor agrees that there shall be no liability on the part of the Union, its officers or agents, provided the Union shall, as soon as possible after notification by the Contractor of a work stoppage, post notice at the job that such action is unauthorized by the Union, and promptly take steps to return its members to work.

Art. 34(c) The Contractor may discharge any employee for taking part in an unauthorized strike.

Art. 34(d) Notwithstanding any provisions of this Article, it shall not be a violation of this Agreement for employees covered by this Agreement to refuse to cross a picket line established by any Union or the local Building Trades Council representing employees at the job if such employees are engaged in a strike which is properly sanctioned.

Article 35
General

Art. 35(a) A warm, dry, clean, enclosed ventilated place shall be provided for the employees to keep and change their clothes. Hand cleaning material and towels shall be kept available. Fresh cold drinking water shall be made available daily.

Art. 35(b) Adequate storage space which can be locked shall be provided for employees' personal clothing. Employees' personal clothing stolen as a result of forcible entry into an authorized area will be replaced by the Contractor upon proof of ownership and value. There shall be no subterfuge in the application of this provision.

Art. 35(c) Employees will be permitted to have coffee at their work places as long as the privilege is not abused and does not interfere with the work of others.

Art. 35(d) Employees will be at established reporting points at the beginning and end of their shift. Reporting points will be established at the tool box or at the base of the structure. In unusual situations the Contractor and the Union Business Manager shall mutually agree on reporting points.

Art. 35(e) Contractors shall not be restricted in the selection of kind or source of materials, supplies or equipment used in the prosecution of the work; provided that the Contractor shall make every effort to avoid the use of materials, supplies or equipment which will cause dissension.

Art. 35(f) On projects where Government regulations specify conditions other than those set forth in this Agreement and where the Union agrees to comply with said regulations, the Union shall notify the office of the Secretary of the Western Field Construction Negotiating Committee, which shall immediately notify all the Contractors signatory to this Agreement of whom it has knowledge.

Article 36
Helper Classification

Art. 36(a) One (1) helper shall be employed on each job of five (5) to ten (10) employees unless mutually agreed by the Contractor and the Union in writing that this is not warranted. On larger jobs, the ratio shall be no more than one (1) helper to four (4) journeymen and one (1) apprentice.

Art. 36(b) The ratio of helpers to apprentices and/or journeymen referenced above shall not be exceeded throughout the hiring, operational, and layoff periods of the project. Any ratio of helpers to journeymen and apprentices greater than the above must be by mutual written consent of the Union and Contractor.

Art. 36(c) It is understood that when helpers re assigned to a job, the above ratios shall not be exceeded as additional journeymen and apprentices are referred to the job.

Art. 36(d) The Contractor shall have a call-by-name preference when requesting helpers from a local lodge helper pool.

Art. 36(e) All helpers shall be required to take and pass the MOST Drug Screen Test prior to the time of referral and shall comply with the MOST Annual Drug Screen Requirements. At a minimum, helpers shall also be required to take the MOST OSHA 30, MOST Scaffold Erection and Dismantling, two (2) of the four (4) MOST Supplemental Rigging classes and the WSJAC Helper Orientation Class prior to being dispatched.

Art. 36(f) Helper manpower shall not displace proper use or adherence to mandatory apprenticeship/journeyman ratios as provided in Art. 21(e), provided the Boilermaker apprentices are available for referral. If, however, Boilermaker apprentices are not available for referral from anywhere in the Western States, the Contractor may request additional helpers, thereby replacing the unavailable Boilermaker apprentices.

Art. 36(g) Any Contractor who fails or refuses to hire field construction Boilermaker apprentices when available shall not be allowed to employ helpers on the project in question.

Art. 36(h) On layout work requiring the skills and experience of a Boilermaker journeyman, one (1) helper may be assigned to assist one (1) or more Boilermaker journeymen only if a Boilermaker apprentice is not available for the assignment.

Art. 36(i) At no time shall the number or pool of helpers currently working or registered to a Local's out-of-work list exceed the number set forth within a Local's referral rules.

Art. 36(j) Helpers will not be eligible to receive Health & Welfare contributions until the helper has successfully completed 2,000 hours.

Art. 36(k) Both parties agree to cooperate in making and keeping reasonable records on the progress of all helpers. Records shall be in the form of Monthly Evaluation Reports recording hours worked in each of the work processes. The records shall be maintained by the Western States Area Apprenticeship office. All helper referrals will clearly designate the helper classification.

Art. 36(l) The Local Joint Referral Rules Committee shall review the helpers' progress reports. Unfavorable reports may be cause for disciplinary action by said Committee. Unfavorable reports may be cause for disciplinary action to include ineligibility to register on a Local's helper pool.

Art. 36(m) Helpers may be expelled from this program and denied referral for violation of the Local's Referral Rules or Contractor Work Rules constituting a just cause termination as determined by the Local Joint Referral Rules Committee. Helpers dropped from the industry shall be given written notice to that effect with copies to dispatchers at all Western States Construction Locals.

Art. 36(n) It is recognized that, due at times to skilled-manpower shortages in the area covered by the Western States Articles of Agreement, it may be necessary to modify this Article to correct unforeseen problems through a written rider issued by the International Vice President and the Contractor Chairman of the Western States Section.

Art. 36(o) When the helper has served 2,000 hours, the helper shall thereafter be dispatched indicating as such and then the Contractor shall pay full Health & Welfare benefits into the Boilermakers National Health & Welfare Fund for the helper Classification on an hours worked basis.

Art. 36(p) Helper rates shall be a minimum of 55% of the applicable mechanic's rate per hour.

Art. 36(q) The Contractor shall pay the helper listed rate for Apprenticeship, MOST, Pension, and National Annuity contributions on individuals working within this classification. The Contractor shall also be required to make full contributions to the Health & Welfare Fund on behalf of the helper after he has successfully completed 2,000 hours.

Art. 36(r) The helper may not perform layout work, certified welding, crane signaling, or supervise in any capacity. The helper may perform any other work in which he or she is capable.

Article 37
Duration of Agreement

Art. 37(a) This Agreement shall become effective October 1, 2014 and shall remain in effect through September 30, 2017, and from year to year thereafter unless either party shall at least sixty (60) days prior to any anniversary date notify the other party in writing of any proposed changes to this Agreement. In the event such notice(s) are given the parties shall meet not later than forty-five (45) days prior to said expiration(s), shall negotiate only the proposed negotiable changes, and shall conclude the negotiations without unnecessary delay.

Art. 37(b) It is understood that this Agreement is a counterpart of an agreement negotiated with the Union on an area-wide basis by a group of the Contractors engaged in the Field Construction Industry in the area, who have likewise executed counterparts of this Agreement. Should such agreement, by notice given as provided above, be reopened for further negotiations, such negotiations shall be conducted on an area-wide basis by the members of industry who have executed counterparts of this Agreement.

Art. 37(c) Any provision of the Agreement, its amendments or appendices, which are in contravention of any National or State law affecting all or part of the territorial limits covered by this Agreement, shall be suspended in operation within the territorial limits to which such law is applicable for the period during which such law is in effect. Such suspension shall not affect the operation of such provisions in territories covered by the Agreement to which the law is not applicable, nor shall it affect the operations of the remainder of the provisions of the Agreement within the territorial limits to which such law is applicable.

Art. 37(d) Any breach of this Agreement by a particular Contractor shall not operate as a violation of this Agreement by any other Contractor. Likewise, any breach of this Agreement by the Union to one Contractor shall not give rise to any rights of any other Contractor.

Art. 37(e) It is agreed that all matters subject to collective bargaining have been discussed and disposed of during the negotiations arriving at this contract, and both parties agree that there shall be no further bargaining on any matter whatsoever during the term of this Agreement except as otherwise provided for under Art. 3(d) (Union Security) and Article 27 (Rider Clause).

Art. 37(f) In witness whereof, the parties hereto have amended this Agreement effective Oct. 1, 2014, to supersede the Agreement that expired Sept. 30, 2014.

Art. 37(g) The foregoing settlement was agreed upon this date by the subcommittee named below representing the above parties and is approved and recommended.

Representing the Contractors:
Larry Jansen, Chairman
ARB, Inc.
Dave Pavlik, Co-Chairman
Babcock & Wilcox
Thomas A. Dillon, Secretary
CMTA
Jeffrey Brown
PSF Industries
Gerald Corvino
APF
Mike Dolan

CH Murphy / Clark Ullman
Bill Hamilton
Performance Mechanical, Inc.
Ray Maw
CBI Services, Inc.
Wayne Tarbutton
APComPower, Inc.
Neal Teeples
Industrial Services, Inc.
Monty Unsworth
Power Source Services, Inc.

Representing the Union:
J. Tom Baca, Chairman
International Vice President
Gary Powers, Secretary
International Representative
James Cooksey
International Representative
Casey Tibbs
Local 4 Business Manager
Jess LaBuff
Local 11 Business Manager
Mark Thomas
Local 92 Business Manager
Tim Ruth
Local 101 Business Manager
Mark Keffeler
Local 242 Business Manager
Tracey Eixenberger
Local 502 Business Manager
Mark Sloan
Local 549 Business Manager
Jacob Evenson
Local 627 Business Manager

By their signatures hereto, the undersigned Contractor and Union bind themselves to the Western States Agreement, in effect from Oct. 1, 2014 through Sept. 30, 2017. The parties hereto stipulate and agree to be bound by the terms and conditions of the aforesaid Labor Agreement for the duration thereof, as well as any and all extensions, modifications, and amendments thereto, and it is further stipulated and agreed hereby that they will be similarly bound by all successor agreements unless the Union or the Contractor receives from the other written notice of cancellation of this Agreement at least sixty (60) days, but not more than ninety (90) days, prior to the termination of any such area agreement.

For the Contractor:

By:_____
Larry Jansen, ARB, Inc.
Contractor Chairman

By:_____
David Pavlik, Babcock & Wilcox
Contractor Co-Chairman

By:_____
Thomas A. Dillon, CMTA
Contractor Secretary

For the Union:

By:_____
Newton B. Jones, International President

By:_____
J. Tom Baca, International Vice President
Union Chairman

By:_____
Gary Powers, International Representative
Union Secretary

By:_____
James Cooksey, International Representative

EXHIBIT "A"

ELECTION FORM TO
REMAIN TO BE A PARTICIPANT IN THE BOILERMAKERS NATIONAL HEALTH AND WELFARE FUND AND THE BOILERMAKERS NATIONAL ANNUITY TRUST
OR TO
BECOME A PARTICIPANT IN THE HAWAII HEALTH & WELFARE FUND AND THE HAWAII ANNUITY FUND

I, _____, hereby state that I am not a permanent resident of the State of Hawaii and that I am a participant in both the Boilermakers National Health and Welfare Fund (referred to herein, as the National Health Fund) and the Boilermakers National Annuity Trust (referred to herein, as the National Annuity Trust) at the time I first became employed by the employer named below, a contractor who is signatory to the Articles of Agreement between the International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers, and Helpers, and Subordinate Lodge 627 and the Western Field Construction Negotiating Committee, Inc. (referred to as Western States Articles of Agreement). I understand that under the Western States Articles of Agreement, I have the right to become a participant in the Hawaii Boilermakers Health & Welfare Fund (referred to herein as Hawaii Health Fund) and to receive from the Hawaii Health Fund medical benefits, dental benefits, prescription drug benefits, and vision care benefits; and to become a participant in the Hawaii Boilermakers Annuity Fund (referred to herein as Hawaii Annuity Fund) and to receive from the Hawaii Annuity Fund annuity benefits.

I also understand that if I choose to participate in the Hawaii Health Fund that some or all of the benefits may not be available outside of the State of Hawaii for myself and my qualifying dependents covered by this program. I have been informed what the above-referenced benefits of the Hawaii Health Fund and the Hawaii Annuity Fund are, or I have had an opportunity to become aware of what these benefits are.

If I elect to participate in the Hawaii Health Fund and the Hawaii Annuity Fund, my employer will make contributions as required by the Articles of Agreement.

If I elect to participate in the National Health Fund and the National Annuity Trust, my employer will be limited to make contributions based on what is required by the Articles of Agreement to be made to the Hawaii Health Fund and the Hawaii Annuity Fund. My employer will first make contributions to the National Health Fund based on the applicable rate required. If the contribution rate to the National Health Fund is less than the combined rates for the Hawaii Health Fund and the Hawaii Annuity Fund, the difference will be paid to the National Annuity Trust, as the Trust permits. If the contribution rates for the National Health Fund exceed the combined rates for the Hawaii Health Fund and the Hawaii Annuity Fund, then the Union and Management must resolve this issue.

I understand that my participation in any of the funds will stop after I finish working on the construction project that I am currently working on unless the Union referred to above and Management both agree in writing to allow me to continue such participation.

Based on the above stated representations, I hereby make the following election by initialing one of the following paragraphs and signing and dating below:

_____ I elect to continue participation in the National Health Fund and the National Annuity Fund with the conditions stated above, in the Western States Articles of Agreement or any amendments or modifications thereto.

_____ I elect to remain a participant in the Hawaii Health Fund and the Hawaii Annuity Fund under the conditions stated above, in the Western States Articles of Agreement or any amendments or modifications thereto.

EMPLOYED BY: Dated:_____

_____ _____
(Name of Employer) (Signature)

For the Contractor:

By: _____
Larry Jansen
ARB, Inc.
Contractor Chairman

By: _____
David Pavlik
Babcock & Wilcox Construction Co., Inc.
Contractor Co-Chairman

By: _____
Thomas A. Dillon
CMTA
Contractor Secretary

For the Union:

By: _____
Newton B. Jones
International President

By: _____
J. Tom Baca
International Vice President
Union Chairman

By: _____
James Cooksey
Assistant to the International President
Union Co-Chairman

By: _____
Gary Powers
A/D-ISO
Union Secretary