

DEPARTMENTAL NEWS

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The Washington Connection

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Helmets to Hardhats and National Maintenance Agreement Updates

Although we have seen an upswing in construction activity in the last year, construction unemployment numbers still linger in double digits at about 13.6 percent. This, however, is a significant improvement compared to the 18 to 21 percent range we were experiencing the previous two-year period. While the construction economy has somewhat improved, we are still far below the work hours our union has historically experienced. Fortunately all economic indicators point to a stronger recovery likely occurring over the next two years.

With that in mind, a stronger economy creates a demand for a larger workforce, and we all know how difficult it can be to find qualified personnel during a growing economy. Be prepared to respond to your employer requests. The only way we can expand our market share is by providing the workforce our employers need to successfully bid the work.



Helmets to Hardhats Influx of veterans available

One of the most effective tools available to us is the Helmets to Hardhats (H2H) program. Unfortunately over the last five years we have placed only 51 veterans across the country, based on H2H records. We need to take advantage of this pool of potential members for two reasons. First, a great way to honor the men and women who served our country is to provide them an opportunity to make a living and be a part of our organizations when they return to civilian life. Second, these individuals come from a background that stresses discipline, rigorous training and strong work ethics—all core values that enhance one's chances of succeeding in our industry.

With the wars in Iraq and Afghanistan winding down, there will be an influx of veterans available for employment. Take advantage of this opportunity. Make

sure that you update your registration on the H2H Web site (helmetstohardhats.org) annually.

Program funding

Many of you are aware that the H2H program was confronted with a financial crisis in 2010. Since its inception, the program has been funded by congressional earmarks in the Defense Department's appropriation. In 2010 Helmets to Hardhats suffered a significant financial setback when Congress passed the 2010-2011 federal budget and earmarks were not included to fund the H2H program. Since then it has operated on reserves and contributions, and a subcommittee was formed to explore alternative funding methods to ensure the future of H2H.

The good news is that as of January 2012 the H2H program has received multiple funding commitments:

- ▶ The Tennessee Valley Authority has amended their labor agreement to have labor dollars matched by management, resulting in a potential \$300,000 for the program based on 2011 man-hours worked.
- ▶ The NACA/BCTD have donated \$100,000 each.
- ▶ TAUC/NMAPC are donating \$100,000 in an annual grant.
- ▶ The GPMA/AMC, Nuclear Power LMCC and Disney are donating \$.01 per hour worked.
- ▶ The Hanford Project is donating \$.02 per hour worked.

We are extremely grateful for all of these organizations' support of the H2H program.

As a recruitment tool

Our local unions can support H2H not only by registering their halls and JATCs, but more importantly, by actively recruiting candidates for their apprenticeship programs. As an H2H Advisory Board member I can assure you that the success and future of the H2H program will be determined by our ability to recruit and provide meaningful careers to the men and woman who have served this country. If you have any issues or questions regarding the registration process or recruitment, please feel free to contact Lisa Ford at the Helmets to Hardhats office at 202-756-4625. ■



National Maintenance Agreement

Just a reminder that the new NMA went into effect January 1st of this year, and there were some significant changes to the agreement that may affect your members working on covered sites. Please contact me if you have any questions regarding changes or if you need an electronic version of the agreement.

Following is a list of the changes that have been made to the agreement. To access the agreement online, visit nmapc.org, click on Revised Agreements, then scroll down and click on Roofers. ■



NMAPC REVISIONS Executive Summary

This report summarizes the revisions to the National Maintenance Agreements (NMA's) as approved by the National Maintenance Agreements Policy Committee, Inc. (NMAPC) on June 17, 2011 in conjunction with its Second Quarter meeting.

Article I – Recognition

- Requirement to provide “written craft work assignments” within 10 days of holding pre-job conferences.
- Potential \$500 fine for failure to hold pre-job conferences.
- Jurisdictional dispute resolution process language changed to mirror the criteria of that contained in “The Plan for the Settlement of Jurisdictional Disputes.”
- 5-day timeline to notify umpire is not absolute and should not be used to dismiss a dispute.
- Cost of arbitration shall be the responsibility of the losing party/parties.

Article II – Union Security

- Change current 30-day requirement to 8-day membership requirement in the Union as condition of employment.

Article V – Definitions

- Delete current Article V – Definitions
- New Article V – Subcontracting
- Subcontracting to be performed under the NMA's, or approved “Compatible Agreement.”
- Grievance may be filed by a Signatory Union for failure to abide by Subcontracting requirement, which may result in the award of monetary damages.

Article VI – Grievances

- Expansion of definition as to what constitutes a Grievance (Excludes: Jurisdictional and Wage Rate Disputes).



Article VIII – Wages

- Elimination of “Me-Too” proviso throughout the Agreement. (Bulletin No. VIII-11, To be deleted)

Article IX – Benefits and Other Monetary Funds

- Add language that states Industry Advancement or Promotion Funds; if approved by the NMAPC then funds must be paid.
- Add language that states Employers delinquent with benefit fund contributions will not be allowed to file Site Extension Requests with ANY Craft.

Article XI – Holidays

- Elimination of “Me-Too” proviso for holiday pay. (See Bulletin No. XI-3, to be deleted)

Article XIV – Travel and Subsistence

- Elimination of “Me Too” proviso throughout the Agreement.

Article XV – Work Hours Per Day

- Second (2nd) shift; eight (8) hours work for eight (8) hours pay, plus a \$2.00 per hour shift additive.
- Third (3rd) shift; eight (8) hours work for eight (8) hours pay, plus a \$2.25 per hour shift additive.
- Eliminate requirement for NMAPC approval prior to the implementation of a four (4) day ten (10) hour, and two (2) shift – four (4) day ten (10) hour flexible work schedule(s).
- Second (2nd) Shift on a two (2) shift – four (4) day ten (10) hour flexible work schedule; ten (10) hours work for ten (10) hours pay, plus a \$2.00 per hour shift additive.
- Elimination of “Me-Too” proviso throughout the Agreement. (See Bulletin No. XV-9, to be deleted)

Article XXII – Lockout and Work Stoppage

- Increased “Yellow Card Site” fines to \$15,000 for the first (1st) shift and \$50,000 a shift thereafter. (See revised Bulletin No. XXII-3)

Article XXVII – Administrative Procedure

- Reinforces that Employers must file site extension request(s) for each location.
- Further clarifies and reinforces that NMA’s are stand-alone agreements.