Renovation of the Federal Building at
50 United Nations Plaza
San Francisco, CA 94102

Standard Bid Documents

Section 15

Attachment N
(Project Labor Agreement dated May 6, 2010)
This Project Labor Agreement (hereinafter, the “Agreement”) is entered into this ___ day of March, 2010 by and between Hathaway Dinwiddie Construction Company (hereinafter “Prime Contractor”) and the construction contractors and subcontractors of whatever tier executing the Letter of Assent (Attachment A), (hereinafter collectively, the “Contractor” or “Contractors,” which terms shall include Prime Contractor, unless otherwise specified), and the San Francisco Building and Construction Trades Council (hereinafter, “Council”), and the signatory craft unions (hereinafter, collectively the “Union” or “Unions”), with respect to Phase II (Construction Phase Option) of the Federal Building at 50 United Nations Plaza, San Francisco.

The Unions and the Contractor agree to abide by the terms and conditions of this Agreement, and that this Agreement, together with the Schedule A’s (pursuant to Article II, Section 4), represents the complete understanding of the parties. No practice, understanding, or agreement between a Contractor and a Union party that is not specifically set forth in this Agreement or the applicable Schedule A Agreements will be binding on any other party.

The Unions agree that this Agreement will be made available to, and will fully apply to, any successful bidder for Project work who agrees to become bound hereto, without regard to whether that successful bidder performs work at other sites on either a union or a non-union basis and without regard to whether employees of such bidder are or are not members of any union. This Agreement shall not apply to any work of any Contractor other than that on the construction work as specifically described in Article II of this Agreement (hereinafter, the “Project” or “Project Work”).

The use of the masculine or feminine gender or titles in this Agreement shall be construed as including both genders and not as gender limitations unless the Agreement clearly requires a different construction.

ARTICLE I

PURPOSE

It is critical to the Federal Government of the United States of America and to its taxpayers and citizens that the Project be completed in as timely and as economical a manner as possible. It is the purpose and intent of the parties to this Agreement to make every cooperative effort to achieve the timely, safe, and economical construction of the Project. The parties further recognize and agree that the Project must be undertaken in a spirit of labor harmony, peace, and stability, with the utilization of skilled labor under fair and safe working conditions, without disruption or disputes. The parties acknowledge the goals of the Federal Government to employ minorities and women in Project Work.
The parties therefore agree to establish effective and binding methods for the settlement of all misunderstandings, disputes, or grievances; and in recognition of such methods and procedures, the Unions agree not to engage in any strike, slowdowns, or interruption or disruption of work and the Contractors agree not to engage in any lockout; and, finally, the parties pledge that they will work together to develop, adopt, and implement processes and procedures that encourage the employment of minorities and women in Project Work.

ARTICLE II

SCOPE OF AGREEMENT

This Agreement shall apply and is limited to all construction, excluding such demolition and hazards remediation as has previously been awarded as Phase I of the Federal Building at 50 United Nations Plaza, San Francisco, but including all subsequent demolition and hazards remediation performed by Prime Contractor and Contractors of whatever tier on or after the effective date of this Agreement. This Agreement shall not apply to work performed under the NTL Articles of Agreement and the National Agreement of Elevator Constructors, with the exception that Articles VI, VII and VIII of this Agreement shall apply to such work.

Section 1. It is understood by the parties that the Federal Government may at any time and at its sole discretion determine to build segments of the Project under this Agreement that are not currently proposed, or to modify or not to build any one or more of the particular segments proposed to be covered. Project work shall include all work that derives from the original bid, including “punch list” work. For purposes of this Article, work that derives from the original bid shall include any additional change order work that is assigned on the Project to Prime Contractor or to any Contractor performing work under the original bid or to their subcontractors of any tier. If agreed separately in writing by the parties, this Agreement may be extended to certain future work, as provided for in Article XIX Section 1.

Section 2. Items specifically excluded from the scope of this Agreement include the following:

(a) Work of non-manual employees, including but not limited to: Superintendents; supervisors above the level of general foreman; staff engineers; inspectors, quality control, and quality assurance personnel (provided, however, that any inspectors or surveyors hired by Prime Contractor as Contractors or Subcontractors and any employees of Prime Contractor or Contractors or Subcontractors performing on-site testing and inspection or surveying in employment categories ordinarily represented by a signatory union shall be covered); timekeepers; mail carriers; clerks, office workers, including messengers, guards, safety personnel, emergency medical and first aid technicians, and other professional, engineering, administrative, supervisory,
and management employees. Superintendents and other non-covered employees on Project Work may, at their option, and with the concurrence of the involved Jointly-Trusteed Fund(s), contribute to and participate in such Fund(s);

(b) Equipment and machinery owned or controlled and operated by the Federal Government;

(c) All off-site manufacture and handling of materials, equipment, or machinery except where covered by Schedule A; provided, however, that lay-down or storage areas or equipment or material manufacturing (prefabrication) sites dedicated solely to the Project or Project Work, and the movement of materials or goods, ready-mix, asphalt, aggregate, sand or other lean concrete fill materials between locations on the site, and the delivery of ready-mix, asphalt, aggregate, sand, or other lean concrete fill materials that are incorporated into the construction process shall be covered by the terms and conditions of this Agreement;

(d) All employees of the Federal Government, including, but not limited to, architects and engineers, or any other consultant for the Federal Government and their sub-consultants, and other employees of professional service organizations, not performing manual labor within the scope of this Agreement;

(e) Any work performed on or near or leading to or into the site of work covered by this Agreement and undertaken by state, city, or other governmental bodies, or their contractors; or by public utilities or their contractors;

(f) Off-site maintenance of leased equipment and on-site supervision of such work;

(g) Work by employees of manufacturer or vendor necessary to maintain such manufacturer’s or vendor’s warranty or guarantee, provided, however, that the manufacturer can demonstrate by enumeration of specific tasks that the work cannot be performed by covered employees;

(h) All work by employees of the Federal Government or its contractors involved in general maintenance, emergency repair, and/or cleaning work, except as specifically covered by this Agreement; and

(i) Laboratory work for specialty testing or inspections (provided, however, that any special inspection laboratories hired by the Prime Contractor or Contractors or Subcontractors performing on-site special inspection or laboratory work in employment categories by a signatory union shall be covered; each employer performing this work shall be permitted to designate any person as an employee and shall not be restricted by the dispatch procedures of the applicable union. The Contractor shall notify the appropriate Union of the name and Social Security number of each direct hire and each direct hire shall register with the Union’s hiring hall before commencing Project Work.

Section 3. It is agreed that Prime Contractor and all Contractors and Subcontractors, of whatever tier, who have been awarded contracts for work covered by this Agreement shall be required to accept and to be bound by the terms and conditions of this Agreement. Prime Contractor shall be bound by execution of this Agreement. A copy of the Letter of Assent (Attachment A) executed by each other Contractor and Subcontractor
constitutes evidence of being bound by the terms and conditions of the Agreement. A copy of the Letter of Assent as executed by each Contractor or Subcontractor shall be provided to the Council prior to commencement of work by the Contractor or Subcontractor.

Section 4.

(a) The provisions of this Agreement, including the Schedule A’s, which are the local Master Collective Bargaining Agreements of the signatory unions having jurisdiction over the work on the Project and which are incorporated herein by reference, shall apply to the work covered by this Agreement, notwithstanding the provisions of any other local, area, and/or national agreement that may conflict with or differ from the terms of this Agreement, except as specified in Article I. Where a subject covered by the provisions of this Agreement is also covered by a Schedule A, the provisions of this Agreement shall apply. Where a subject is covered by the provisions of a Schedule A and not covered by this Agreement, the provisions of Schedule A shall prevail.

(b) It is understood that this Agreement, together with the referenced Schedule A’s, constitute an integrated, self-contained, stand-alone agreement, and that by virtue of having become bound to this Agreement, the Contractor will not be obligated to sign any other local, area, or national collective bargaining agreement as a condition of performing work within the scope of this Agreement. In addition, it is understood and agreed that all grievances and disputes involving the interpretation or application of this Agreement, including the Schedule A’s, shall be resolved according to procedures set forth in Article VII of this Agreement; provided, however, that should a dispute involve a single Schedule A and a contractor signatory thereto, and not involve interpretation or application of this Project Labor Agreement, such dispute shall be processed and resolved pursuant to the grievance provisions of that Schedule A. Should there be, however, a dispute in the first instance as to whether the provisions of Article VII of this Agreement or the grievance procedures of a Schedule A apply, the dispute shall be presented initially to an arbitrator selected under Article VII for resolution as to the applicable procedures. Such referral of the dispute as to the applicable procedures should be done by written submission or conference call among the parties and the arbitrator, and heard and decided in no longer than twenty (20) days of the designation of the arbitrator. Should the arbitrator hold that Article VII applies, the parties may, by mutual agreement, submit the substantive issue to the same arbitrator pursuant to the provisions of Article VII, or, absent mutual agreement, commence processing the dispute at Step 1 of that Article.

Section 5. This Agreement shall be binding only on the signatory parties hereto, and shall not apply to the parents, affiliates, subsidiaries, or other ventures of any such party.

Section 6. This Agreement shall be limited to the construction work within the scope of this Agreement including, specifically, site preparation, and related demolition work, and
other construction, renovation, and repair work. Nothing contained herein shall be construed to prohibit, restrict, or interfere with the performance of any other operation, work, or function that may be performed or contracted by the Federal Government for its own account in or around the Project construction site.

Section 7. It is understood that the liability of the Contractor and the liability of the separate unions under this Agreement shall be several and not joint. The Unions agree that this Agreement does not have the effect of creating any joint employment status between the Federal Government and/or any Contractor.

Section 8. None of the provisions of this Agreement shall be construed to prohibit the Federal Government or its employees from performing work not covered by this Agreement on or around the construction site.

Section 9. It is understood that the Federal Government, at its sole option, may terminate, delay, and/or suspend any and all portions of the covered work at any time. Further, the Federal Government may prohibit some or all work on certain days or during certain hours of the day to mitigate the effect of the ongoing Project work on the businesses and residents in the neighborhood of the Project site; and/or require such other operational or schedule changes that may be deemed necessary, in its sole judgment, to remain a good neighbor to the residents and businesses in the area of the Project. Any operational or schedule changes shall be subject to the wage provisions in the Schedule A’s.

ARTICLE III

UNION RECOGNITION AND EMPLOYMENT

Section 1. The Prime Contractor and all Contractors recognize the Union as the sole and exclusive bargaining representatives of all employees working on the Project within the scope of this Agreement.

Section 2. The Contractor shall have the right to determine the competency of all employees and the number of employees required and shall have the sole responsibility for selecting employees to be laid off, consistent with Section 3(c)(ii), and with Article IV, Section 3. The Contractor shall also have the right to reject any applicant referred by a local Union, subject to any reporting pay required by the applicable Schedule A.

Section 3.

(a) To the extent permitted by law, the following shall apply: For signatory unions now having a job referral system contained in a Schedule A, the Contractor agrees to comply with such a system and it shall be used exclusively by such Contractor, together with the procedures set forth in (c) below, as appropriate. Such job referral system shall be operated in a non-discriminatory manner and in full compliance with all federal, state, and local laws and
regulations, including those that require equal employment opportunities and non-discrimination. All of the foregoing hiring procedures, including related practices affecting apprenticeship and training, will be operated so as to facilitate the ability of the Contractors to meet any and all legally applicable equal employment opportunity/affirmative action obligations.

(b) The local Unions will exert their utmost efforts to recruit and refer sufficient numbers of skilled craft workers to fulfill the labor requirements of the Contractor.

(c) The parties also recognize and support the Federal Government’s commitment to provide opportunities for participation on the Project to regular, experienced employees (core employees) of Contractors and Subcontractors awarded work on this Project and who do not traditionally work under a local collective bargaining agreement. In furtherance of this commitment, the parties agree that such Contractors and Subcontractors awarded work on the Project may employ their regular local experienced work force, pursuant to the procedures described below, where the employees so designated as a “regular, experienced employee” meet the following qualifications:

(i) Possesses any license required by state or Federal law for the Project Work to be performed; and

(ii) Has been employed by the Contractor for at least 1000 paid work hours during the 12 months immediately preceding the Contractor’s start of Project Work.

As his first employee for Project Work, the Contractor may directly employ one of its qualified regular, experienced employees. Its second employee shall be referred pursuant to 3(a) above. As its third employee Contractor may directly employ a second of its qualified regular, experienced employees. All additional employees shall be requested and referred pursuant to 3(a) above. On layoffs, the Contractor shall reverse the alternating process. The Contractor shall notify the appropriate Union of the name and Social Security number of each direct hire and each direct hire shall register with the Union’s hiring hall before commencing Project Work. If there is any question regarding an employee’s eligibility under this Subsection (c), the Contractor shall provide satisfactory proof of such at a Union’s request.

Section 4. In the event that a Union is unable to fill any requisition for one or more employees within forty-eight (48) hours after such requisition is made by a Contractor, or within twenty-four (24) hours in the case of replacing an employee terminated under Section 2, above, or for any cause (Saturdays, Sundays, and holidays excepted), the Contractor may employ applicants meeting the qualifications sought from any other available source as per the Schedule A. Contractor shall promptly notify the Union of any applicants from other sources. This provision does NOT affect core employees.

Section 5. In the event that a signatory local union does not have a job referral system as set forth in Section 3(a) above, the Contractor shall give the union equal opportunity to refer applicants.

Section 6. The Union security provisions of the applicable Schedule A shall apply to
each employee working within the jurisdiction of that craft under this Agreement; provided, however, that should such provision(s) require membership in the labor organization, such may be satisfied by the tendering of periodic dues and fees uniformly and non-discriminatorily required to the extent allowed by law.

Section 7. The selection and number of craft foremen and/or general foremen shall be the responsibility of the Contractor. All foremen shall take orders exclusively from the designated Contractor representatives. Craft foremen shall be designated as working foremen at the request of the Contractor unless preempted by the Schedule A.

ARTICLE IV

UNION REPRESENTATION AND STEWARDS

Section 1. Authorized representatives of the Union shall have access to the Project, provided that they do not interfere with the work of the employees and further provided that such representatives fully comply with posted visitor, security, and safety rules.

Section 2.

(a) Each signatory local union shall have the right to designate an experienced working journeyman as a steward for each shift and shall notify the Contractor in writing of the identity of the designated steward or stewards prior to the assumption of such person’s duties as steward. Such designated steward or stewards shall not exercise any supervisory functions. There will be no non-working steward. Stewards will receive the regular rate of their respective crafts. Stewards shall be given reasonable time to perform their duties.

(b) In addition to his/her work as an employee, the steward shall have the right to receive but not solicit complaints or grievances and to discuss and assist in the adjustment of the same with the employee’s appropriate supervisor. Each steward shall be concerned with the employees of the steward’s own Contractor and, if applicable, Subcontractors, and not with the employees of any other Contractor. The Contractor will not discriminate against the steward in the proper performance of his/her union duties, including the opportunity to converse privately with the employee(s) he/she represents.

Section 3. The Contractor agrees to notify the appropriate union twenty-four (24) hours prior to the layoff of a steward. If a steward is protected against such layoff by the provisions of the applicable Schedule A, such provisions shall be recognized to the extent that the steward possesses the necessary qualifications to perform the work remaining. In any case in which a steward is discharged or disciplined for just cause and prohibited from entering or being on the job site, the appropriate Union shall be notified immediately by the Contractor, and such discharge or discipline shall not become final (subject to any grievance filed later) until twenty-four (24) hours after such notice has been given.
Section 4. The Union agrees that Union representatives, stewards, and individual workers will not interfere with personnel of the Federal Government or with personnel employed by any other employer not a party to this Agreement.

ARTICLE V

MANAGEMENT’S RIGHTS

Section 1.

(a) The Federal Government, Construction Manager(s), the Prime Contractor, and Contractor(s) have the sole and exclusive right and authority to oversee and manage operations including construction on Project Work without any limitation unless expressly so stated by a specific provision of this Agreement or unless specifically preempted by a Schedule A. In addition, the Prime Contractor and Contractor(s) retain the full and exclusive authority for the management of their operations, including in particular the construction of the Project. Except as expressly limited by other provisions of this Agreement, the Contractor retains the right to direct the work force, including, but not limited to, the hiring, promotion, transfer, layoff, corrective action, or discharge for just cause of its employees; the determination of the number of employees needed for work on the Project, provided, however, that the number and classification(s) of the employees assigned to a particular task shall be undertaken consistent with the assignments/manning provisions of the applicable Schedule A established for the safety of the individuals and the maintenance and protection of the equipment they utilize; the selection of foremen; the assignment and schedule of work; and the requirement of overtime work, the determination of when it will be worked, and the number of employees engaged in such work.

(b) In addition to the above enumerated rights of the Prime Contractor and Contractor and to the rights of the Federal Government as enumerated in this Agreement, all management rights conferred on the Federal Government by law are reserved to it. The Federal Government’s rights include, but are not limited to:

(i) Inspect the work site to ensure that the Prime Contractor and Contractor(s) follow applicable safety and other work requirements; and

(ii) Require the Prime Contractor and/or Contractor(s) to establish a different work week or shift schedule for particular employees as are reasonably required to meet the operational needs of the Project; provided, however, that such changes shall not adversely affect the wages or premium payments otherwise due the employee(s) pursuant to other provisions of this Agreement and subject to Schedule A.

Section 2. There shall be no limitation or restriction by a signatory Union upon a Contractor’s choice of materials or design, nor, regardless of source or location, upon the full use and utilization of equipment, machinery, packaging, precast, prefabricated,
prefinished, or preassembled materials, tools, or other labor-saving devices, consistent with the applicable Schedule A's. The on-site installation or application of all items shall be performed by the craft having jurisdiction over such work as provided for in Schedule A, provided, however, it is recognized that installation of specialty items may be performed by employees employed under this Agreement with the participation of other personnel in a supervisory role, or, in limited circumstances requiring special knowledge of the particular item(s), may be performed by employees of the vendor or other companies, per Article II Section 2(g) above.

Section 3. The use of new technology, equipment, machinery, tools, and/or labor saving devices and methods of performing work may be initiated by the Prime Contractor or Contractor from time to time during the Project. The Union agrees that it will not in any way restrict the implementation of such new devices or methods of work. If there is any disagreement between the Prime Contractor or Contractor and the Union concerning the manner or implementation of such device or method of work, the implementation shall proceed as directed by the Contractor, and the Union shall have the right to grieve and/or arbitrate the dispute as set forth in Article VII of this Agreement.

ARTICLE VI

WORK STOPPAGES AND LOCKOUTS

Section 1. There shall be no strikes, picketing, work stoppages, slowdowns, or other disruptive activity for any reason (including but not limited to disputes relating to the negotiation or renegotiation of the local collective bargaining agreements that serve as the basis for the Schedule A's, economic strikes, unfair labor practices strikes, sympathy strikes, and jurisdictional strikes) by the Union or employees working under this Agreement against any Contractor covered under this Agreement on the Project, and there shall be no lockout by any Contractor. Failure of any Union or employee employed under this Agreement to cross any picket line established by any Union, signatory or non-signatory to this Agreement, or by any other organization or individual, where such picket line is directed at the Project or a Contractor or employer working on the Project, resulting in the failure of one or more employees employed under this Agreement to engage in Project Work as directed by his/her Contractor or other disruption of Project Work, is a violation of this Article. The Prime Contractor and the Union shall take all steps necessary to obtain compliance with this Article and neither shall be held liable for conduct for which it is not responsible.

Section 2.

(a) If a Contractor contends that any Union has violated this Article, Section 3 of Article VIII, or the provisions of Article XIX, Section 4, it will notify in writing the Secretary-Treasurer of the Council, the Senior Executive of the involved Union(s), and the Prime Contractor. The Secretary-Treasurer and the leadership of the involved Union(s) will immediately instruct, order, and use their best efforts to cause the cessation of any violation of this Article.
(b) If the Union contends that any Contractor has violated this Article, it will notify the Contractor and the Prime Contractor setting forth the facts that the Union contends violate the Agreement, at least twenty-four (24) hours prior to invoking the procedures of Section 4. The Prime Contractor shall promptly order the involved Contractor(s) to cease any violation of this Article.

Section 3. Any party to this Agreement may institute the following procedure, in lieu of or in addition to any other action at law or equity, when a breach of Section 1, above, or Section 3 of Article VIII is alleged:

(a) The party invoking this procedure shall notify Thomas Angelo, whom the parties agree shall be the permanent arbitrator under this procedure. In the event that the permanent arbitrator is unavailable at any time, John Kagel shall be appointed the alternate, or, if he is unavailable, he shall appoint an alternate. Notice to the arbitrator shall be by the most expeditious means available, with notices to the party(ies) alleged to be in violation and to the Council if it is a Union alleged to be in violation. For purposes of this Article, written notice may be given by telegram, facsimile, hand delivery, or overnight mail and will be deemed effective upon receipt.

(b) Upon receipt of said notice, the arbitrator named above or his alternate shall sit and hold a hearing within twenty-four (24) hours if it is contended that the violation still exists, but not sooner than twenty-four (24) hours after notice has been dispatched to the Council’s Secretary-Treasurer and the Senior Executive(s) as required by Section 2(a), above.

(c) The arbitrator shall notify the parties of the place and time chosen for this hearing. Said hearing shall be completed in one session, which, with appropriate recesses at the arbitrator’s discretion, shall not exceed twenty-four (24) hours unless otherwise agreed upon by all parties. A failure of any party or parties to attend said hearings shall not delay the hearing of evidence or the issuance of any award by the arbitrator.

(d) The sole issue at the hearing shall be whether or not a violation of Section 1, above, or of Section 3 of Article VIII has in fact occurred. The arbitrator shall have no authority to consider any matter in justification, explanation, or mitigation of such violation or to award damages (except as set forth in Section 6, below) which issue is reserved for court proceedings, if any. The award shall be issued in writing within three (3) hours after the close of the hearing, and may be issued without an opinion. If any party desires a written opinion, one shall be issued within fifteen (15) days, but its issuance shall not delay compliance with, or enforcement of, the award. The arbitrator may order cessation of the violation of the Article and other appropriate relief, and such award shall be served on all parties by hand or registered mail upon issuance.

(e) Such award shall be final and binding on all parties and may be enforced by any court of competent jurisdiction upon the filing of this Agreement and all other relevant documents referred to herein above in the following manner. Written notice of the filing of such enforcement proceedings shall be given to the other party. In any judicial proceeding to obtain a temporary order
enforcing the arbitrator’s award as issued under Section 4(d) of this Article, all parties waive the right to a hearing and agree that such proceedings may be ex parte. Such agreement does not waive any party’s right to participate in a hearing for a final order of enforcement. The court’s order or orders enforcing the arbitrator’s award shall be served on all parties by hand or by delivery to their address as shown on this Agreement or in Schedule A’s (for a Union), as shown on their business contract for work under this Agreement (for a contractor), and to the representing Union (for an employee), by certified mail by the party(ies) first alleging the violation.

(f) Any rights created by statute or law governing arbitration proceedings inconsistent with the above procedure or which interfere with compliance hereto are hereby waived by the parties to whom they accrue.

(g) The fees and expenses of the arbitrator shall be equally divided between the party or parties initiating this procedure and the respondent party or parties.

Section 4. The Federal Government is a party in interest in all proceedings arising under this Article and Articles VII and VIII and its designated representative shall be sent contemporaneous copies of all notifications required by these Articles.

Section 5. If the arbitrator determines in accordance with Section 3(d) above that a work stoppage has occurred, the respondent Union shall, within eight (8) hours of receipt of the award, direct all the employees it represents on the Project to return immediately to work. If the craft involved does not return to work by the beginning of the next regularly scheduled shift following such eight (8) hour period after receipt of the arbitrator’s award, and the respondent Union has not complied with its obligation immediately to instruct, order, and use its best efforts to cause a cessation of the violation and a return to work of the employees it represents, then the respondent Union shall pay a sum as liquidated damages to the Contractor, and shall pay an additional sum per shift for each shift thereafter on which the craft has not returned to work. Similarly, if the arbitrator determines in accordance with Section 3(d) above that a lockout has occurred, the respondent Contractor shall, within eight (8) hours of receipt of the award, return all of the affected employees to work on the Project, or otherwise correct the violation as found by the arbitrator. If the respondent Contractor does not take such action by the beginning of the next regularly scheduled shift following the eight (8) hour period, the respondent Contractor shall pay a sum as liquidated damages to the affected Union(s) (to be apportioned among the affected employees and the benefit funds to which contributions are made on their behalf, as appropriate and designated by the arbitrator) and shall pay an additional sum per shift thereafter in which compliance by the respondent Contractor has not been completed. The arbitrator shall retain jurisdiction to determine compliance with this Section and to establish the appropriate sum of liquidated damages, which shall not be less than ten thousand dollars ($10,000.00) nor more than twenty-five thousand dollars ($25,000.00) for each shift.
ARTICLE VII

GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. This Project Labor Agreement is intended to provide close cooperation between management and labor. The Prime Contractor and the San Francisco Building and Construction Trades Council shall each assign a representative to the Project for the purpose of assisting the local Unions, together with the Contractors, to complete the construction of the Project economically, efficiently, continuously, and without interruption, delays, and work stoppages.

Section 2. All disputes involving discipline and/or discharge of employees working on the Project shall be resolved through the grievance and arbitration provision contained in the Schedule A applicable to the craft of the affected employee. No employee working on the Project shall be disciplined or dismissed without just cause.

Section 3.

(a) All Project labor disputes involving the application or interpretation of a local Master Collective Bargaining Agreement (“Schedule A”) to which a signatory Contractor and a signatory Union are parties shall be resolved pursuant to the resolution procedures of the Schedule A. All disputes relating to the interpretation or application of this Project Labor Agreement shall be subject to resolution through the grievance and arbitration procedure set forth herein.

(b) The parties understand and agree that in the event any dispute arises out of the meaning, interpretation, or application of the provisions of this Project Labor Agreement, the same shall be settled by means of the procedures set out herein. No grievance shall be recognized unless the grieving party (Local Union or District Council on its own behalf, or on behalf of an employee whom it represents, or a Contractor on its own behalf) provides notice in writing to the signatory party with whom it has a dispute within five (5) days after becoming aware of the dispute but in no event more than thirty (30) days after it reasonably should have become aware of the event giving rise to the dispute. The time limits in Section 3 may be extended by mutual agreement (oral or written) of the parties.

Section 4. Grievances arising out of Section 3(a) and 3(b) above shall be settled according to the following procedures:

Step 1: Within five (5) business days after receipt of the written notice of the grievance, the Business Representative of the involved Local Union or District Council or his/her designee and the representative of the involved Contractor shall confer and attempt to resolve the grievance. In the event that the representatives are unable to resolve the dispute within the five (5) business days after its referral to Step 1, either involved party may refer the dispute to Step 2.
Step 2: The International Union Representative and the involved Contractor shall meet within seven (7) working days of the referral of a dispute to this second step to arrive at a satisfactory settlement thereof. Meeting minutes shall be kept by the Contractor. If the parties fail to reach an agreement, the dispute may be appealed in writing in accordance with the provisions of Step 3 within seven (7) calendar days thereafter.

Step 3: In the event that the representatives are unable to resolve the dispute after its referral to Step 2, either involved party may submit it to the Joint Administrative Committee, as constituted per Article XVII, Section 1, which shall meet within five (5) business days after each referral (or such longer time as is mutually agreed upon by all representatives on the Joint Administrative Committee) to confer in an attempt to resolve the grievance. If the dispute is not resolved within such time (five business days after its referral to the Joint Administrative Committee or such longer time as is mutually agreed upon by all representatives on the Joint Administrative Committee), it may be referred within five (5) business days by either party to Step 4.

Step 4: Within five (5) business days after referral of a dispute to Step 4, the parties shall choose a mutually agreed upon arbitrator for final and binding arbitration. The arbitrator shall be selected from a permanent panel of arbitrators consisting of Gerald McKay, William Riker, Thomas Angelo, John Kagel, and Robert Hirsch, and will hear grievances filed pursuant to this Article. Should the parties be unable to mutually agree on the selection of an Arbitrator from among those on the panel, selection for that given arbitration shall be made by alternately striking names from the list of names on the panel until the parties agree on an Arbitrator or until one name remains. The first party to strike a name from the list shall be the party bringing forth the grievance. In the event the last remaining Arbitrator is not available in a reasonable time to hear the grievance and the parties have not mutually agreed to extend time for arbitration, the last stricken Arbitrator will be selected. A reasonable time is defined as fifteen (15) days where the grievance concerns employment discharge and thirty (30) days for all other grievances.

The decision of the arbitrator shall be binding on all parties. The arbitrator shall have no authority to change, amend, add to, or detract from any of the provisions of the Agreement. The expense of the arbitrator shall be borne equally by both parties.

The arbitrator shall arrange for a hearing on the earliest available date from the date of his/her selection. A decision shall be given to the parties within five (5) calendar days after completion of the hearing unless such time is extended by mutual agreement. A written opinion may be requested by a party from the arbitrator.

The time limits specified in any step of the grievance procedure set forth in Section 4 may be extended by mutual agreement of the parties initiated by the written request of
one party to the other at the appropriate step of the grievance procedure. Failure to process a grievance, or failure to respond in writing within the time limits provided above, without a request for an extension of time, shall be deemed a waiver of such grievances with prejudice. In order to encourage the resolution of disputes and grievances at Step 1 of this Grievance Procedure, the parties agree that such settlements shall not be precedent setting.

ARTICLE VIII

WORK ASSIGNMENTS AND JURISDICTIONAL DISPUTES

Section 1. The assignment of work will be solely the responsibility of the Contractor performing the work involved; and such work assignments will be in accordance with the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry (the “Plan”) or any successor Plan.

Section 2. All jurisdictional disputes between or among Building and Construction Trades Unions, parties to this Agreement, shall be settled and adjusted according to the present Plan established by the Building and Construction Trades Department or any other plan or method of procedure that may be adopted in the future by the Building and Construction Trades Department. Decisions rendered shall be final, binding, and conclusive on the Contractors and Unions parties to this Agreement.

Section 3. All jurisdictional disputes shall be resolved without the occurrence of any strike, work stoppage, or slowdown of any nature, and the Contractor’s assignment shall be adhered to until the dispute is resolved. Individuals violating this section shall be subject to immediate discharge.

Section 4. As provided in Article XVI, Prime Contractor will conduct pre-job conferences for all Contractors with the Unions prior to commencement of work by the Contractors. At these conferences all jurisdictional assignments will be announced. The Council and representatives of the Federal Government shall be advised in advance of all such conferences and may participate if they wish.

ARTICLE IX

WAGES AND BENEFITS

Section 1. All employees covered by this Agreement shall be classified in accordance with work performed and paid the hourly wage rates for those classifications pursuant to the applicable Schedule A; but in no event shall the total hourly package of wages and benefits for an employee be less than the Federal prevailing wage for the classification.

Section 2.
(a) Contractor (including Prime Contractor) shall pay contributions to the established employee benefits funds in the amounts designated in the appropriate Schedule A on behalf of all covered employees and make all employee-authorized deductions in the amounts designated in the appropriate Schedule A; provided, however, that only such bona fide employee benefits as accrue to the direct benefit of the employees (such as pension and annuity, health and welfare, vacation, apprenticeship, training funds, etc.) shall be included in this requirement and required to be paid by the Contractor on this Project. Bona fide jointly-trusteed benefit plans or authorized employee deduction programs established during the life of this Agreement may be added, subject to the limitations upon such negotiated changes contained in Article XIX, Section 3 of this Agreement. This provision, however, does not prohibit Contractors signatory to the local collective bargaining agreements of the signatory Unions from making contributions to other funds as set forth in those local agreements.

(b) The Contractor adopts and agrees to be bound by the written terms of the applicable, legally established trust agreement(s) specifying the detailed basis on which payments are to be made into, and benefits paid out of, such trust funds for Contractor's employees. The Contractor authorizes the parties to such trust funds to appoint Trustees and successor Trustees to administer the trust funds and hereby ratifies and accepts the Trustees so appointed as if made by the Contractor.

(c) Each Contractor shall be required to certify in writing that it has paid all wage and benefit contributions due and owing prior to receipt of its final payment and/or retention. Further, upon timely notification by a Union to Prime Contractor, Prime Contractor shall work with any Contractor that is delinquent in payment of benefit contributions or wages to assure that proper wage and benefit payments are made, to the extent of withholding otherwise due payments owed such Contractor until such payments have been made or otherwise guaranteed.

Section 3. All employees shall be paid according to the schedule in the applicable Schedule A. Any employee who is discharged or laid off shall be entitled to receive all accrued wages immediately upon discharge or layoff.

Section 4. Wage premiums shall be paid according to the applicable Schedule A.

ARTICLE X

HOURS OF WORK, OVERTIME, SHIFTS, AND HOLIDAYS

Starting times, work day, work week, overtime, shifts, holidays, reporting pay, and rest periods shall all be in accordance with the provisions of the applicable Schedule A.

ARTICLE XI
APPRENTICES; HELMETS TO HARDHATS

Section 1. The parties recognize the need to maintain continuing support of effective programs designed to develop adequate numbers of competent workers in the construction industry. The Contractors agree to employ, and the Unions agree to cooperate in furnishing, apprentices from certified, effective apprenticeship programs up to the maximum percentage permitted in the applicable Schedule A. To be deemed effective, an apprenticeship program shall have graduated an average of at least ten (10) apprentices annually for at least the past five (5) years. A properly indentured apprentice must be employed under the regulations of the craft or trade at the work of which he/she is indentured and shall be employed only for work of the craft or trade for which he/she is indentured.

Section 2. The Contractors recognize a desire to facilitate the entry into the building and construction trades of veterans who are interested in careers in the building and construction industry. The Contractors and Unions agree to utilize the services of the Center for Military Recruitment, Assessment, and Veterans Employment (hereinafter “Center”) and the Center’s “Helmets to Hardhats” program to serve as a resource for preliminary orientation, assessment of construction aptitude, referral to apprenticeship programs or hiring halls, counseling and mentoring, support network, employment opportunities, and other needs as identified by the parties.

Section 3. The Unions and the Contractors agree to coordinate with the Center to create and maintain an integrated database of veterans interested in working on the Project and of apprenticeship and employment opportunities for the project. To the extent permitted by law, the Unions will give credit for bona fide, provable past experience.

ARTICLE XII

HEALTH AND SAFETY

Section 1. It shall be the responsibility of the Contractor to ensure safe working conditions and employee compliance with the safety rules contained herein or established by the Federal Government or the Contractor. Employees shall be bound by the safety compliance requirements established by the Federal Government and/or the Contractor. The Contractor shall publish and post such requirements in conspicuous places throughout the work site. An employee’s failure to satisfy his obligations under this section may subject him/her to corrective action. Nothing in this Agreement shall make the Unions or the Federal Government liable to any employee or to other persons or entities in the event an injury or accident occurs.

Section 2. A Contractor may suspend all or a portion of the job to protect the life and safety of an employee or employees, subject to minimum day and reporting pay requirements in applicable Schedule A’s. Where the Contractor requests employees to remain at the site and available for work, the standby time shall be considered time worked and compensated according to the provisions of the applicable Schedule A’s.
Section 3. The Contractor shall provide adequate supplies of drinking water and sanitary facilities for all employees.

ARTICLE XIII

NON-DISCRIMINATION

The Contractor and the Union agree that they will not discriminate against any employee or applicant for employment because of race, color, ethnic group identification, national origin, ancestry, religion, gender, age, marital status, disability or AIDS/HIV status, medical conditions, sexual orientation, gender identity, domestic partner status, or status as a Vietnam-era veteran, and shall provide equal employment opportunity for all persons in all job categories of employment based only upon job-related bona fide occupational qualifications. The Unions shall cooperate with the Contractor’s obligations to ensure that applicants are employed and that employees are treated during employment without regard to such status. Relevant employment actions shall include but not be limited to the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Any complaints regarding the application of this provision shall be brought to the immediate attention of the involved Contractor for consideration and resolution.

ARTICLE XIV

TRAVEL AND SUBSISTENCE

Section 1. Travel expenses, travel time, subsistence allowance, and/or zone rates shall be paid according to the applicable Schedule A.

Section 2. Parking reimbursement procedures established under applicable Schedule A’s shall apply to this Project. The availability of parking will be discussed by the Prime Contractor at both pre-bid and pre-job conferences.

ARTICLE XV

WORKING CONDITIONS

Prime Contractor shall establish such reasonable Project rules as are deemed appropriate and not inconsistent with this Agreement. These rules will be explained at all pre-job conferences and posted by Prime Contractor in a place and way plainly visible to all employed at the Project. Failure to observe these rules and regulations by any employee
may be grounds for corrective action.

**ARTICLE XVI**

**PRE-JOB CONFERENCES**

Consistent with Article VIII, Section 4, all work assignments shall be disclosed by the Prime Contractor and Contractors at pre-job conferences prior to commencing work under this Agreement. Prime Contractor shall coordinate the scheduling of pre-job conferences with the Council, the Contractors, and the Unions, and with representatives of the Federal Government, if these last wish to attend. Prime Contractor and Contractors are responsible for providing complete information on assignments of work at pre-job conferences. The employing Contractor will remain responsible for making the appropriate assignments as required by this Agreement. Should any formal jurisdictional dispute be raised under Article VIII, Prime Contractor and representatives of the Federal Government shall be notified promptly. At the pre-job conference, Prime Contractor will review the Federal Government’s employment programs and goals with the participants. Prime Contractor will also review parking availability with the Contractors and the Unions at the pre-job conference.

**ARTICLE XVII**

**LABOR-MANAGEMENT COOPERATION**

*Section 1.* The parties to this Agreement shall form a Joint Administrative Committee consisting of three representatives of the Council and three representatives of Prime Contractor, to be chaired jointly by a representative of the Council and a representative of Prime Contractor. The purpose of this Joint Labor-Management Committee (hereinafter, “Committee”) shall be to promote harmonious and stable labor-management relations on the Project, to ensure effective and constructive communication between labor and management parties, and to advance the proficiency of individuals working in the industry.

*Section 2.* The Committee shall meet on a schedule determined by the Committee or at the call of the joint chairs to discuss the administration of the Agreement, the progress of the Project, labor/management problems that may arise, and any other matters consistent with this Agreement. Prime Contractor shall be responsible for the preparation of the agenda topics for the meetings, with input from the Unions, the Contractors, and the Federal Government. Notice of the date, time, and place of the meeting shall be given to the Committee members at least three (3) business days prior to the meeting.

*Section 3.* The Committee shall meet also whenever so required under Article VII, Section 4, Step 3.

*Section 4.* The Committee may form subcommittees to consider and advise the full Committee with regard to safety and health and other issues affecting the overall Project.
ARTICLE XVIII

SAVINGS AND SEVERABILITY

Section 1. All parties recognize that this Agreement and all employment pursuant to it are subject to all applicable Federal and state laws and regulations, and nothing herein is intended to relieve any party or individual of any obligation under such laws and regulations. Further, it is not the intent of either the Contractors or the Unions to violate any laws governing the subject matter of this Agreement.

Section 2. The parties hereto agree that in the event any provision of the Agreement is finally held or determined to be illegal or void as being in contravention of any applicable law, the remainder of the Agreement shall remain in full force and effect unless the part or parts so found to be void are wholly inseparable from the remaining portions of the Agreement. Further, the Contractor and the Union agree that if and when any provision of this Agreement is finally held or determined to be illegal or void by a court of competent jurisdiction, the parties will promptly enter into negotiations concerning the substance affected by such decision for the purpose of achieving conformity with the requirements of any applicable law and the intent of the parties hereto.

Section 3. Signatures to this Agreement may be affixed on separate pages and, taken together, shall apply to a single Agreement. This Section shall apply also to signatures to any document ratifying changes and/or extensions to this Agreement.

ARTICLE XIX

DURATION OF THE AGREEMENT

Section 1. This Agreement shall be effective on the 6 day of March, 2010, and shall continue in full force and effect until all work under Article II above has been completed. The Agreement may be extended to other work by mutual consent of the Prime Contractor and the Unions.

Section 2. At the request of the Union, Contractor shall provide complete information describing any “punch list” or change order work involving otherwise turned-over or completed facilities that have been accepted as such by the Federal Government.

Section 3. Schedule A’s incorporated as part of this Agreement shall continue in full force and effect until the Contractor and/or Union parties to the local Master Collective Bargaining Agreements that are the basis for such Schedule A’s notify the Prime Contractor of mutually agreed upon changes in such agreements and their effective date(s). The parties agree to recognize and implement such changes on their effective dates, provided, however, that any provisions negotiated in said collective bargaining agreements will not apply to work covered by this Agreement if such provisions are less favorable to the Contractor under this Agreement than those uniformly required of

3/30/2010
contractors for construction work normally covered by those collective bargaining agreements; nor shall any provision be recognized or applied if it may be construed to apply exclusively or predominantly to work covered by this Agreement. Any disagreement between the parties over the incorporation into a Schedule A of any such provision agreed upon in the negotiation of the collective bargaining agreement that serves as the basis for the Schedule A shall be resolved under the procedures established in Article VII.

Section 4. The Union agrees that there will be no strikes, work stoppages, sympathy strikes, picketing, slowdowns, or any other disruptive activity affecting the Project by any union involved in the negotiation of such local collective bargaining agreements and the resulting Schedule As, nor shall there be any lock-out on this Project affection the Union during the course of such negotiations.

In witness whereof, the parties have caused this Agreement to be executed and effective as of the day and year first above written:

[Hathaway Dinwiddie Construction Company]

Date

[San Francisco Building and Construction Trades Council]

Date

3/30/2010 20
Signatures

(on separate sheet)

International Union of Bricklayers and Allied Craftworkers Local 3

Wilma D. Ellis

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers Local 549

(see attached sheets)

United Brotherhood of Carpenters Local 22

(see attached sheets)

United Brotherhood of Carpenters Local 2236

Operative Plasterers’ and Cement Masons’ International Association Local 300

John J. O’Houlihan

International Brotherhood of Electrical Workers Local 6

International Union of Elevator Constructors Local 8

(see attached sheets)

United Brotherhood of Carpenters, Hardwood Floor Layers Local 1861

Laborers’ International Union of North America, Hod Carriers Local 166

International Association of Heat and Frost Insulators and Allied Workers Local 16

(on separate sheet)

International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Local 377

(on separate sheet)

Laborers International Union of North America Local 67

3/30/2010
United Brotherhood of Carpenters, Lathers Local 68L

International Union of Operating Engineers Local 3

United Brotherhood of Carpenters, Millwrights Local 102

International Union of Painters and Allied Trades, District Council 16

United Brotherhood of Carpenters, Pile Drivers Local 34

Operative Plasterers' and Cement Masons' International Association Local 66

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry Local 38

United Union of Roofers, Waterproofers and Allied Workers Local 40

Sheet Metal Workers' International Association Local 104

International Union of Painters and Allied Trades, Sign and Display Local 510

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Sprinkler Fitters Local 483

International Brotherhood of Teamsters Local 853

3/30/2010
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Laborers International Union of North America Local 67

4/8/2010
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International Union of Elevator Constructors, Local 8

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4/1/2010
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Laborers' International Union of North America Local 67

4/2/2010
Laborers International Union of North America Local 261

See Sect. Cott. 4/10
United Brotherhood of Carpenters, Lathers Local 68L

International Union of Operating Engineers Local 3

See Sect. Cott. 4/10
United Brotherhood of Carpenters, Millwrights Local 102

International Union of Painters and Allied Trades, District Council 16

See Sect. Cott. 4/10
United Brotherhood of Carpenters, Pipe Fitters Local 34

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Sheet Metal Workers' International Association Local 104

International Union of Painters and Allied Trades, Sign and Display Local 510

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Sprinkler Fitters Local 483

International Brotherhood of Teamsters Local 853
Laborers International Union of North America Local 261

United Brotherhood of Carpenters, Lathers Local 68L

International Union of Operating Engineers Local 3

United Brotherhood of Carpenters, Millwrights Local 102

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United Brotherhood of Carpenters, Plate Drivers Local 34

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Sheet Metal Workers' International Association Local 104

International Union of Painters and Allied Trades, Sign and Display Local 510

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Sprinkler Fitters Local 482

International Brotherhood of Teamsters Local 853

3/31/2010
Laborers International Union of North America Local 261

United Brotherhood of Carpenters, Lathers Local 68L.

International Union of Operating Engineers Local 3

United Brotherhood of Carpenters, Millwrights Local 102

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4/9/2010
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4/27/2010
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4/30/2010
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International Union of Painters and Allied Trades, Sign and Display Local 510

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Sprinkler Fitters Local 443

International Brotherhood of Teamsters Local 853

4/8/2010
ATTACHMENT "A"

PROJECT LABOR AGREEMENT
FOR THE FEDERAL BUILDING AT 50 UNITED NATIONS PLAZA PROJECT
BETWEEN
HATHAWAY DINWIDDIE CONSTRUCTION COMPANY
and
SAN FRANCISCO BUILDING AND CONSTRUCTION TRADES COUNCIL AND THE
SIGNATORY CRAFT UNIONS
AGREEMENT TO BE BOUND

The undersigned, as a Contractor or Subcontractor (CONTRACTOR) on the Federal Building at 50 United Nations Plaza Project, (hereinafter PROJECT), for and in consideration of the award to it of a contract to perform work on said PROJECT, and in further consideration of the mutual promises made in the “Project Labor Agreement” (hereinafter AGREEMENT), a copy of which was received and is acknowledged, hereby:

(1) Accepts and agrees to be bound by the terms and conditions of the AGREEMENT for this Project, together with any and all amendments and supplements now existing or which are later made thereto;
(2) The CONTRACTOR agrees to be bound by the legally established local trust agreements as set forth in Article IX of this AGREEMENT.
(3) The CONTRACTOR authorizes the parties to such local trust agreements to appoint trustees and successor trustees to administer the trust funds and hereby ratifies and accepts the trustees so appointed as if made by the CONTRACTOR;
(4) Certifies that it has no commitments or agreements which would preclude its full and complete compliance with the terms and conditions of said AGREEMENT.
(5) Agrees to secure from any CONTRACTOR(S) (as defined in said AGREEMENT) which is or becomes a Subcontractor (of any tier) to it, a duly executed Agreement to be Bound in form identical to this document.

Date

3/27/2010
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PROJECT LABOR AGREEMENT
FOR THE FEDERAL BUILDING AT 50 UNITED NATIONS PLAZA PROJECT
BETWEEN
HATHAWAY DINWIDDIE CONSTRUCTION COMPANY
and
SAN FRANCISCO BUILDING AND CONSTRUCTION TRADES COUNCIL AND THE SIGNATORY
CRAFT UNIONS
AGREEMENT TO BE BOUND

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(1) Accepts and agrees to be bound by the terms and conditions of the AGREEMENT for this Project, together with any and all amendments and supplements now existing or which are later made thereto:

(2) The CONTRACTOR agrees to be bound by the legally established local trust agreements as set forth in Article IX of this AGREEMENT.

(3) The CONTRACTOR authorizes the parties to such local trust agreements to appoint trustees and successor trustees to administer the trust funds and hereby ratifies and accepts the trustees so appointed as if made by the CONTRACTOR;

(4) Certifies that it has no commitments or agreements which would preclude its full and complete compliance with the terms and conditions of said AGREEMENT.

(5) Agrees to secure from any CONTRACTOR(S) (as defined in said AGREEMENT) which is or becomes a Subcontractor (of any tier) to it, a duly executed Agreement to be Bound in form identical to this document.

______________________________
Date

______________________________
Name of Contractor

______________________________
Signature of Authorized Contractor Representative

______________________________
Print name and Title of Authorized Contractor Representative

______________________________
Address

______________________________
Phone number and fax number

3/30/2010
The Northern California Carpenters Regional Council ("NCCRC") for and on behalf of itself and its affiliated Local Unions hereby agrees that the NCCRC and its affiliated Local Unions will be bound to and will comply with all of the provisions of the Project Labor Agreement for the Federal Building, 50 United Nations Plaza, San Francisco, California, \textit{with the exception of} Article VIII, Jurisdictional Disputes.

The NCCRC and its affiliated Local Unions promise and agree that they will not engage in any type of strike, work stoppage or labor dispute which would interfere with the progress of work on the Project because of a jurisdictional dispute; and they further agree that should a jurisdictional dispute arise on the Project involving the NCCRC or any of its affiliated Local Unions, such jurisdictional dispute may be resolved pursuant to the procedure established by the San Francisco Public Utilities Commission in the Hetch Hetchy Project Labor Agreement.

It is understood that this Side Letter is a condition precedent to the NCCRC and its affiliated Local Unions becoming parties to the Project Labor Agreement for the Federal Building., 50 United Nations Plaza, San Francisco.

Executed this 1 day of April, 2010 at Oakland, California

ROBERT ALVARADO, Executive Officer
Northern California Carpenters Regional Council, for and on behalf of the NCCRC and its Affiliated Local Unions