

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

**PROJECT LABOR AGREEMENT**

**COVERING SPECIFIED**

**RENOVATION & REHABILITATION  
OF NEW YORK CITY HOUSING AUTHORITY  
BUILDINGS AND STRUCTURES**

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**PROJECT LABOR AGREEMENT COVERING SPECIFIED  
RENOVATION & REHABILITATION OF NEW YORK CITY HOUSING AUTHORITY  
BUILDINGS & STRUCTURES**

**ARTICLE 1 - PREAMBLE**

WHEREAS, the New York City Housing Authority ("NYCHA") desires to provide for the cost efficient, safe, quality, and timely completion of certain rehabilitation and renovation work ("Program Work," as defined in Article 3) in a manner designed to afford the lowest costs to NYCHA, and the Public it represents, and the advancement of permissible statutory objectives;

WHEREAS, this Project Labor Agreement will foster the achievement of these goals, inter alia, by:

(1) providing a mechanism for responding to the unique construction needs associated with this Program Work and achieving the most cost effective means of construction, including direct labor cost savings, by the Building and Construction Trades Council of Greater New York and Vicinity (the "Council") and the signatory Local Unions (the "Unions" or "Local Unions") and their members waiving various shift and other hourly premiums and other work and pay practices which would otherwise apply to Program Work;

(2) expediting the construction process and otherwise minimizing the disruption to NYCHA's ongoing operations at the facilities that are the subject of the Agreement;

(3) avoiding the costly delays of potential strikes, slowdowns, walkouts, picketing and other disruptions arising from work disputes, reducing jobsite friction on common situs worksites, and promoting labor harmony and peace for the duration of the Program Work;

(4) standardizing the terms and conditions governing the employment of labor on the Program Work;

(5) permitting wide flexibility in work scheduling and shift hours and times to allow maximum work to be done during off hours yet at affordable pay rates;

(6) permitting adjustments to work rules and staffing requirements from those which otherwise might apply;

(7) providing comprehensive and standardized mechanisms for the settlement of work disputes, including those relating to jurisdiction;

- (8) ensuring a reliable source of skilled and experienced labor; and
- (9) securing applicable New York State Labor Law exemptions.

WHEREAS, the Council, its participating affiliated Local Unions and their members, desire to assist NYCHA in meeting these operational needs and objectives as well as to provide for stability, security and work opportunities which are afforded by this Project Labor Agreement; and

WHEREAS, the parties desire to maximize Program Work safety conditions for both workers and the community in the project area.

NOW, THEREFORE, the parties enter into this Agreement:

## **SECTION 1. PARTIES TO THE AGREEMENT**

This is a Project Labor Agreement (the "Agreement") entered into by NYCHA on behalf of itself, including in its capacity as construction manager of covered projects and/or on behalf of any third party construction manager which may be utilized, and the Council (on behalf of itself) and the signatory affiliated Local Unions. The Council and each signatory Local Union hereby warrant and represent that they have been duly authorized to enter into this Agreement.

## **ARTICLE 2 - GENERAL CONDITIONS**

### **SECTION 1. DEFINITIONS**

Throughout this Agreement, the various Union parties including the Building and Construction Trades Council of Greater New York and Vicinity and its participating affiliated Local Unions, are referred to singularly and collectively as "Union(s)" or "Local Unions"; the term "Contractor(s)" shall include any Construction Manager, General Contractor and all other contractors, and subcontractors of all tiers engaged in Program Work within the scope of this

Agreement as defined in Article 3; "NYCHA" means the New York City Housing Authority; the Building and Construction Trades Council of Greater New York and Vicinity is referred to as the "Council"; and the work covered by this Agreement (as defined in Article 3) is referred to as "Program Work."

**SECTION 2. CONDITIONS FOR AGREEMENT TO BECOME EFFECTIVE**

This Agreement shall not become effective unless each of the following conditions are met: the Agreement is executed by (1) the Council, on behalf of itself, (2) the participating affiliated Local Unions; and (3) the Chair or General Manager of NYCHA. The date upon which all of the aforementioned conditions have been met shall be deemed the effective date of this Agreement (the "Effective Date").

**SECTION 3. ENTITIES BOUND & ADMINISTRATION OF AGREEMENT**

This Agreement shall be binding on all participating Unions and their affiliates, the Construction Manager (in its capacity as such) and all Contractors of all tiers performing Program Work, as defined in Article 3. The Contractors shall include in any subcontract that they let for performance during the term of this Agreement a requirement that their subcontractors, of all tiers, become a signatory to and bound by this Agreement with respect to that subcontracted work falling within the scope of Article 3 and all Contractors (including subcontractors) performing Program Work shall be required to sign a "Letter of Assent" in the form annexed hereto as Exhibit "A". This Agreement shall be administered by NYCHA or a Construction Manager or such other designee as may be named by NYCHA or Construction Manager, on behalf of all Contractors.

**SECTION 4. SUPREMACY CLAUSE**

This Agreement, together with the local Collective Bargaining Agreements

appended hereto as Schedule A, represents the complete understanding of all signatories and supersedes any national agreement, local agreement or other collective bargaining agreement of any type which would otherwise apply to this Program Work, in whole or in part, except work performed under the NTL Articles of Agreement, the National Stack/Chimney Agreement, the National Cooling Tower Agreement, all instrument calibration work and loop checking which shall be performed under the UA/IBEW Joint National Agreement for Instrument and Control Systems Technicians, and the National Agreement of the International Union of Elevator Constructors, with the exception of the dispute resolution mechanisms contained herein, and provided further that Program Work which falls within the jurisdiction of the Operating Engineers Locals 14 and 15 will be performed under the terms and conditions set out in the Schedule A agreements of Operating Engineers Locals 14 and 15. Subject to the foregoing, where a subject covered by the provisions of this Agreement is also covered by a Schedule A, the provisions of this Agreement shall prevail. It is further understood that no Contractor shall be required to sign any other agreement as a condition of performing Program Work. No practice, understanding or agreement between a Contractor and a Local Union which is not set forth in this Agreement shall be binding on this Program Work unless endorsed in writing by the Construction Manager or such other designee as may be designated by NYCHA.

#### **SECTION 5. LIABILITY**

The liability of any Contractor and the liability of any Union under this Agreement shall be several and not joint. The Construction Manager and any Contractor shall not be liable for any violations of this Agreement by any other Contractor; and the Council and Local Unions shall not be liable for any violations of this Agreement by any other Union.

**SECTION 6. THE AUTHORITY**

NYCHA (or Construction Manager where applicable) shall require in its bid specifications for all Program Work within the scope of Article 3 that all successful bidders, and their subcontractors of all tiers, become bound by, and signatory to, this Agreement. NYCHA (or Construction Manager) shall not be liable for any violation of this Agreement by any Contractor. It is understood that nothing in this Agreement shall be construed as limiting the sole discretion of NYCHA or the Construction Manager in determining which Contractors shall be awarded contracts for Program Work. It is further understood that NYCHA or the Construction Manager has sole discretion at any time to terminate, delay or suspend the Program Work, in whole or part, on any Program.

**SECTION 7. AVAILABILITY AND APPLICABILITY TO ALL SUCCESSFUL BIDDERS**

The Unions agree that this Agreement will be made available to, and will fully apply to, any successful bidder for (or subcontractor of) Program Work which becomes a signatory thereto, without regard to whether that successful bidder (or subcontractor) performs work at other sites on either a union or non-union basis and without regard to whether employees of such successful bidder (or subcontractor) are, or are not, members of any unions. This Agreement shall not apply to the work of any Contractor which is performed at any location other than the site of Program Work.

**SECTION 8. SUBCONTRACTING**

Contractors will subcontract Program Work only to a person, firm or corporation who is or agrees to become party to this Agreement.

**ARTICLE 3-SCOPE OF THE AGREEMENT**

**SECTION 1. WORK COVERED**

Program Work shall be limited to designated rehabilitation and renovation construction contracts bid and let by NYCHA (or its Construction Manager where applicable) after the Effective Date of this Agreement and before June 30, 2018. Subject to the foregoing, and the exclusions below, such Program Work shall mean any and all contracts that predominantly involve the renovation, repair, alteration, rehabilitation or expansion of an existing NYCHA building or structure. Examples of Program Work include, but are not limited to, the renovation, repair, alteration and rehabilitation of an existing temporary or permanent structure, or an expansion of above ground structures located in New York City on a NYCHA building. This Program Work shall also include JOCS contracts, demolition work, site work, asbestos and lead abatement, painting services, carpentry services, and carpet removal and installation, to the extent incidental to such rehabilitation of NYCHA buildings or structures.

It is understood that Program Work does not include, and this Project Labor Agreement shall not apply to, any other work, including:

1. Contracts let and work performed in connection with projects carried over, recycled from, or performed under bids or rebids relating to work that were bid prior to the Effective Date of this Agreement or after June 30, 2018;
2. Contracts procured on an emergency basis;
3. Contracts with a value not more than \$250,000;
4. Contracts with not-for-profit corporations where NYCHA is not awarding or performing the work performed for that entity;
5. Contracts with governmental entities where NYCHA is not awarding or performing the work performed for that entity;

6. Contracts with electric utilities, gas utilities, telephone companies, and railroads, except that it is understood and agreed that these entities may only install their work to a demarcation point, e.g. a telephone closet or utility vault, the location of which is determined prior to construction and employees of such entities shall not be used to replace employees performing Program Work pursuant to this agreement; and

7. Contracts for installation of information technology that are not otherwise Program Work.

### **SECTION 2. TIME LIMITATIONS**

In addition to falling within the scope of Article 3, Section 1, to be covered by this Agreement Program Work must be (1) advertised and let for bid after the Effective Date of this Agreement, and (2) let for bid prior to June 30, 2018, the expiration date of this Agreement. It is understood that this Agreement, together with all of its provisions, shall remain in effect for all such Program Work until completion, even if not completed by the expiration date of the Agreement. If Program Work otherwise falling within the scope of Article 3, Section 1 is not let for bid by the expiration date of this Agreement, this Agreement may be extended to that work by mutual agreement of the parties.

### **SECTION 3. EXCLUDED EMPLOYEES**

The following persons are not subject to the provisions of this Agreement, even though performing Program Work:

A. Superintendents, supervisors (excluding general and forepersons specifically covered by a craft's Schedule A), engineers, professional engineers and/or licensed architects engaged in inspection and testing, quality control/assurance personnel, timekeepers, mail carriers, clerks, office workers, messengers, guards, technicians, non-manual employees,

and all professional, engineering, administrative and management persons;

B. Employees of NYCHA, or any other municipal or State agency, authority or entity, or employees of any other public employer, even though working on the Program site while covered Program Work is underway;

C. Employees and entities engaged in off-site manufacture, modifications, repair, maintenance, assembly, painting, handling or fabrication of project components, materials, equipment or machinery or involved in deliveries to and from the Program site, except to the extent they are lawfully included in the bargaining unit of a Schedule A agreement;

D. Employees of the Construction Manager (except that in the event NYCHA engages a Contractor to serve as Construction Manager, then those employees of the Construction Manager performing manual, on site construction labor will be covered by this Agreement);

E. Employees engaged in on-site equipment warranty work unless employees are already working on the site and are certified to perform warranty work;

F. Employees engaged in geophysical testing other than boring for core samples;

G. Employees engaged in laboratory, specialty testing, or inspections, pursuant to a professional services agreement between NYCHA, or any of NYCHA's other professional consultants, and such laboratory, testing, inspection or surveying firm; and

H. Employees engaged in on-site maintenance of installed equipment or systems which maintenance is awarded as part of a contract that includes Program Work but which maintenance occurs after installation of such equipment or system and is not directly related to construction services.

**SECTION 4. NON-APPLICATION TO CERTAIN ENTITIES**

This Agreement shall not apply to those parents, affiliates, subsidiaries, or other joint or sole ventures of any Contractor which do not perform Program Work. It is agreed that this Agreement does not have the effect of creating any joint employment, single employer or alter ego status among NYCHA (including in its capacity as Construction Manager) or any Contractor. The Agreement shall further not apply to any other municipal or State agency, authority, or entity other than NYCHA and nothing contained herein shall be construed to prohibit or restrict NYCHA or its employees, or any State or other municipal or State authority, agency or entity and its employees, from performing on or off-site work related to Program Work.

As the contracts involving Program Work are completed and accepted, the Agreement shall not have further force or effect on such items or areas except where inspections, additions, repairs, modifications, check-out and/or warranty work are assigned in writing (copy to Local Union involved) by NYCHA (or Construction Manager) for performance under the terms of this Agreement.

**ARTICLE 4- UNION RECOGNITION AND EMPLOYMENT**

**SECTION 1. PRE-HIRE RECOGNITION**

The Contractors recognize the signatory Unions as the sole and exclusive bargaining representatives of all employees who are performing on-site Program Work, with respect to that work.

**SECTION 2. UNION REFERRAL**

A. The Contractors agree to employ and hire craft employees for Program Work covered by this Agreement through the job referral systems and hiring halls established in

the Local Unions' area collective bargaining agreements. Notwithstanding this, Contractors shall have sole right to determine the competency of all referrals; to determine the number of employees required; to select employees for layoff (subject to Article 5, Section 3); and the sole right to reject any applicant referred by a Local Union, subject to the show-up payments. In the event that a Local Union is unable to fill any request for qualified employees within a 48 hour period after such requisition is made by a Contractor (Saturdays, Sundays and holidays excepted), a Contractor may employ qualified applicants from any other available source. In the event that the Local Union does not have a job referral system, the Contractor shall give the Local Union first preference to refer applicants, subject to the other provisions of this Article. The Contractor shall notify the Local Union of craft employees hired for Program Work within its jurisdiction from any source other than referral by the Union.

B. A Contractor may request by name, and the Local will honor, referral of persons who have applied to the Local for Program Work and who meet the following qualifications:

- (1) possess any license required by New York State law for the Program Work to be performed;
- (2) have worked a total of at least 1000 hours in the Construction field during the prior 3 years; and
- (3) were on the Contractor's active payroll for at least 60 out of the 180 calendar days prior to the contract award.

No more than twelve per centum (12%) of the employees covered by this Agreement, per Contractor by craft, shall be hired through the special provisions above. Under this provision, name referrals begin with the eighth employee needed and continue on that same basis.

C. Notwithstanding Section 2(B), above, certified MWSBE contractors for

which participation goals are set by NYCHA pursuant to the requirements of applicable federal, state or local law, that are not signatories to any Schedule A CBAs, with contracts valued at or under five hundred thousand (\$500,000), may request by name, and the Local will honor, referral of the second (2<sup>nd</sup>), fourth (4<sup>th</sup>), sixth (6<sup>th</sup>), and eighth (8<sup>th</sup>) employee, who have applied to the Local for Program Work and who meet the following qualifications:

- (1) possess any license required by New York State law for the Program Work to be performed;
- (2) have worked a total of at least 1000 hours in the Construction field during the prior 3 years; and
- (3) were on the Contractor's active payroll for at least 60 out of the 180 work days prior to the contract award.

For such contracts valued at above \$500,000 but less than \$1 million, the Local will honor referrals by name of the second (2<sup>nd</sup>), fifth (5<sup>th</sup>), and eighth (8<sup>th</sup>) employee subject to the foregoing requirements. In both cases, name referrals will thereafter be in accordance with Section 2(B), above.

D. Where a certified MWSBE Contractor voluntarily enters into a Collective Bargaining Agreement ("CBA") with a BCTC Union, the employees of such Contractor at the time the CBA is executed shall be allowed to join the Union for the applicable trade subject to satisfying the Union's basic standards of proficiency for admission. Such standards may include application for an apprenticeship and registration as an apprentice in a program jointly sponsored by the union and employers signatory to its CBA.

E. 1. To the extent that NYCHA, the Construction Manager, Contractor or Subcontractors may be subject to requirements under section 3(b)(2) of the Housing and Urban Development Act of 1968 (12 USC 1701u) or other lawful requirements to promote training and employment opportunities that NYCHA uniformly applies to both its Program Work and its non-

Program Work, the Construction Manager, Contractor or Subcontractors may fulfill such requirements, as they may pertain to craft employees on Program Work, pursuant to Article 4, Section 2-A of this Agreement.

2. The Construction Manager, Contractor or Subcontractors may also fulfill such requirements on Program Work by promoting opportunities for excluded employees, as defined by Article 3, Section 3 of this Agreement, on Program Work and by promoting opportunities for craft and other employees on non-Program Work including public and private projects in New York City not subject to this Agreement.

### **SECTION 3. NON-DISCRIMINATION IN REFERRALS**

The Council represents that each Local Union hiring hall and referral system will be operated in a non-discriminatory manner and in full compliance with all applicable federal, state and local laws and regulations which require equal employment opportunities. Referrals shall not be affected in any way by the rules, regulations, bylaws, constitutional provisions or any other aspects or obligations of union membership, policies or requirements and shall be subject to such other conditions as are established in this Article. No employment applicant shall be discriminated against by any referral system or hiring hall because of the applicant's union membership, or lack thereof.

### **SECTION 4: MINORITY AND FEMALE REFERRALS**

In the event a Local Union either fails, or is unable to refer qualified minority or female applicants in percentages equaling the workforce participation goals adopted by NYCHA and set forth in NYCHA's (or, if applicable, Construction Manager's) bid specifications, within 48 hours of the request for same, the Contractor(s) may employ qualified minority or female

applicants from any other available source.

#### **SECTION 5. CROSS AND QUALIFIED REFERRALS**

The Local Unions shall not knowingly refer to a Contractor an employee then employed by another Contractor working under this Agreement. The Local Unions will exert their utmost efforts to recruit sufficient numbers of skilled and qualified crafts employees to fulfill the requirements of the Contractor.

#### **SECTION 6. UNION DUES**

All employees covered by this Agreement shall be subject to the union security provisions contained in the applicable Schedule A local agreements, as amended from time to time, but only for the period of time during which they are performing on-site Program Work and only to the extent of tendering payment of the applicable union dues and assessments uniformly required for union membership in the Local Unions which represent the craft in which the employee is performing Program Work. No employee shall be discriminated against at any Program Work site because of the employee's union membership or lack thereof. In the case of unaffiliated employees, the dues payment will be received by the Local Unions as an agency shop fee.

#### **SECTION 7. CRAFT FOREPERSONS AND GENERAL FOREPERSONS**

The selection of craft forepersons and/or general forepersons and the number of forepersons required shall be solely the responsibility of the Contractor except where otherwise provided by specific provisions of an applicable Schedule A, and provided that all craft forepersons shall be experienced and qualified journeypersons in their trade as determined by the appropriate Local Union. All forepersons shall take orders exclusively from the designated Contractor representatives. Craft forepersons shall be designated as working forepersons at the

request of the Contractor, except when an existing local Collective Bargaining Agreement prohibits a foreperson from working when the craft persons he is leading exceed a specified number.

## **ARTICLE 5- UNION REPRESENTATION**

### **SECTION 1. LOCAL UNION REPRESENTATIVE**

Each Local Union representing on-site employees shall be entitled to designate in writing (copy to Contractor involved and Construction Manager) one representative, and/or the Business Manager, who shall be afforded access to the Program Work site.

### **SECTION 2. STEWARDS**

A. Each Local Union shall have the right to designate a working journey person as a Steward and an alternate, and shall notify the Contractor and Construction Manager of the identity of the designated Steward (and alternate) prior to the assumption of such duties. Stewards shall not exercise supervisory functions and will receive the regular rate of pay for their craft classifications. All Stewards shall be working Stewards.

B. In addition to their work as an employee, the Steward shall have the right to receive complaints or grievances and to discuss and assist in their adjustment with the Contractor's appropriate supervisor. Each Steward shall be concerned with the employees of the Steward's trade and, if applicable, subcontractors of their Contractor, but not with the employees of any other trade Contractor. No Contractor shall discriminate against the Steward in the proper performance of Union duties.

C. The Stewards shall not have the right to determine when overtime shall be worked, or who shall work overtime except pursuant to a Schedule A provision providing procedures for the equitable distribution of overtime.

**SECTION 3. LAYOFF OF A STEWARD**

Contractors agree to notify the appropriate Union 24 hours prior to the layoff of a Steward, except in cases of discipline or discharge for just cause. If a Steward is protected against layoff by a Schedule A provision, such provision shall be recognized to the extent the Steward possesses the necessary qualifications to perform the work required. In any case in which a Steward is discharged or disciplined for just cause, the Local Union involved shall be notified immediately by the Contractor.

**ARTICLE 6- MANAGEMENT'S RIGHTS**

**SECTION 1. RESERVATION OF RIGHTS**

Except as expressly limited by a specific provision of this Agreement, Contractors retain full and exclusive authority for the management of their operations including, but not limited to, the right to: direct the work force, including determination as to the number of employees to be hired and the qualifications therefore; the promotion, transfer, layoff of its employees; require compliance with the directives of NYCHA including standard restrictions related to security and access to the site that are equally applicable to NYCHA employees, guests, or vendors; or the discipline or discharge for just cause of its employees; assign and schedule work; promulgate reasonable Program Work rules that are not inconsistent with this Agreement or rules common in the industry and are reasonably related to the nature of work; and, the requirement, timing and number of employees to be utilized for overtime work. No rules, customs, or practices which limit or restrict productivity or efficiency of the individual, as determined by the Contractor, NYCHA and/or Construction Manager and/or joint working efforts with other employees shall be permitted or observed.

**SECTION 2. MATERIALS, METHODS & EQUIPMENT**

There shall be no limitation or restriction upon the Contractors' choice of materials, techniques, methods, technology or design, or, regardless of source or location, upon the use and installation of equipment, machinery, package units, pre-cast, pre-fabricated, pre-finished, or pre-assembled materials or products, tools, or other labor-saving devices. Contractors may, without restriction, install or use materials, supplies or equipment regardless of their source; provided, however, that where there is a Schedule "A" that includes a lawful union standards and practices clauses, then such clause as set forth in Schedule A Agreements will be complied with, unless there is a lawful NYCHA specification (or specification issued by a Construction Manager which would be lawful if issued by NYCHA directly) that would specifically limit or restrict the Contractor's choice of materials, techniques, methods, technology or design, or, regardless of source or location, upon the use and installation of equipment, machinery, package units, pre-cast, pre-fabricated, pre-finished, or pre-assembled materials or products, tools, or other labor-saving devices, and which would prevent compliance with such Schedule A clause. The on-site installation or application of such items shall be performed by the craft having jurisdiction over such work; provided, however, it is recognized that other personnel having special qualifications may participate, in a supervisory capacity, in the installation, check-off or testing of specialized or unusual equipment or facilities as designated by the Contractor. There shall be no restrictions as to work which is performed off-site for Program Work.

**ARTICLE 7- WORK STOPPAGES AND LOCKOUTS**

**SECTION 1. NO STRIKES-NO LOCK OUT**

There shall be no strikes, sympathy strikes, picketing, work stoppages,

slowdowns, hand billing, demonstrations or other disruptive activity at the Program Work site for any reason by any Union or employee against any Contractor or employer. There shall be no other Union, or concerted or employee activity which disrupts or interferes with the operation of the Program Work or the objectives of NYCHA at any Program Work site. In addition, failure of any Union or employee to cross any picket line established by any Union, signatory or non-signatory to this Agreement, or the picket or demonstration line of any other organization, at or in proximity to a Program Work site where the failure to cross disrupts or interferes with the operation of Program Work is a violation of this Article. Should any employees breach this provision, the Unions will use their best efforts to try to immediately end that breach and return all employees to work. There shall be no lockout at a Program Work site by NYCHA, any signatory Contractor, or Construction Manager.

## **SECTION 2. DISCHARGE FOR VIOLATION**

A Contractor may discharge any employee violating Section 1, above, and any such employee will not be eligible thereafter for referral under this Agreement for a period of 100 days.

## **SECTION 3. NOTIFICATION**

If a Contractor contends that any Union has violated this Article, it will notify the Local Union involved advising of such fact, with copies of the notification to the Council. The Local Union shall instruct and order, the Council shall request, and each shall otherwise use their best efforts to cause, the employees (and where necessary the Council shall use its best efforts to cause the Local Union), to immediately cease and desist from any violation of this Article. If the Council complies with these obligations it shall not be liable for the unauthorized acts of a Local Union or its members. Similarly, a Local Union and its members will not be liable for any

unauthorized acts of the Council. Failure of a Contractor or the Construction Manager to give any notification set forth in this Article shall not excuse any violation of Section 1 of this Article.

#### **SECTION 4. EXPEDITED ARBITRATION**

Any Contractor or Union alleging a violation of Section 1 of this Article may utilize the expedited procedure set forth below (in lieu of, or in addition to, any actions at law or equity) that may be brought.

A. A party invoking this procedure shall notify J.J. Pierson or Richard Adelman; who shall alternate (beginning with Arbitrator J.J. Pierson) as Arbitrator under this expedited arbitration procedure. If the Arbitrator next on the list is not available to hear the matter within 24 hours of notice, the next Arbitrator on the list shall be called. Copies of such notification will be simultaneously sent to the alleged violator and Council.

B. The Arbitrator shall thereupon, after notice as to time and place to the Contractor, the Local Union involved, the Council and the Construction Manager, hold a hearing within 48 hours of receipt of the notice invoking the procedure if it is contended that the violation still exists. The hearing will not, however, be scheduled for less than 24 hours after the notice required by Section 3, above.

C. All notices pursuant to this Article may be provided by telephone, telegraph, hand delivery, or fax, confirmed by overnight delivery, to the Arbitrator, Contractor, Construction Manager and Local Union involved. The hearing may be held on any day including Saturdays or Sundays. The hearing shall be completed in one session, which shall not exceed 8 hours duration (no more than 4 hours being allowed to either side to present their case, and conduct their cross examination) unless otherwise agreed. A failure of any Union or Contractor to attend the hearing shall not delay the hearing of evidence by those present or the issuance of

an award by the Arbitrator.

D. The sole issue at the hearing shall be whether a violation of Section 1, above, occurred. If a violation is found to have occurred, the Arbitrator shall issue a Cease and Desist Award restraining such violation and serve copies on the Contractor and Union involved. The Arbitrator shall have no authority to consider any matter in justification, explanation or mitigation of such violation or to award damages (any damages issue is reserved solely for court proceedings, if any.) The Award shall be issued in writing within 3 hours after the close of the hearing, and may be issued without an Opinion. If any involved party desires an Opinion, one shall be issued within 15 calendar days, but its issuance shall not delay compliance with, or enforcement of, the Award.

E. NYCHA and the Construction Manager (or such other designee of NYCHA) may participate in full in all proceedings under this Article.

F. An Award issued under this procedure may be enforced by any court of competent jurisdiction upon the filing of this Agreement together with the Award. Notice of the filing of such enforcement proceedings shall be given to the Union or Contractor involved, and the Construction Manager.

G. Any rights created by statute or law governing arbitration proceedings which are inconsistent with the procedure set forth in this Article, or which interfere with compliance thereto, are hereby waived by the Contractors and Unions to whom they accrue.

H. The fees and expenses of the Arbitrator shall be equally divided between the involved Contractor and Union.

#### **SECTION 5. ARBITRATION OF DISCHARGES FOR VIOLATION**

Procedures contained in Article 9 shall not be applicable to any alleged violation

of this Article, with the single exception that an employee discharged for violation of Section 1, above, may have recourse to the procedures of Article 9 to determine only if the employee did, in fact, violate the provisions of Section 1 of this Article; but not for the purpose of modifying the discipline imposed where a violation is found to have occurred.

**ARTICLE 8 - LABOR MANAGEMENT COMMITTEE**

**SECTION 1. SUBJECTS**

The Program Labor Management Committee will meet on a regular basis to: 1) promote harmonious relations among the Contractors and Unions; 2) enhance safety awareness, cost effectiveness and productivity of construction operations; 3) protect the public interests; 4) discuss matters relating to staffing and scheduling with safety and productivity as considerations; 5) review efforts to meet applicable participation goals for MWSBEs, workforce participation goals for minority and female employees or populations affected by the provisions of Article 4, Section 2(E) of this Agreement; and 6) ensure that the parties are using best efforts to achieve the objectives regarding apprenticeships as provided in Article 13 of this Agreement and the Memorandum of Understanding annexed hereto as Exhibit 1.

**SECTION 2. COMPOSITION**

The Committee shall be jointly chaired by a designee of NYCHA and the President of the Council. It may include representatives of the Local Unions and Contractors involved in the issues being discussed. The parties may mutually designate an MWSBE representative to participate in appropriate Committee discussions. The Committee may conduct business through mutually agreed upon sub-committees.

**ARTICLE 9- GRIEVANCE & ARBITRATION PROCEDURE**

**SECTION 1. PROCEDURE FOR RESOLUTION OF GRIEVANCES**

Any question, dispute or claim arising out of, or involving the interpretation or application of this Agreement (other than jurisdictional disputes or alleged violations of Article 7, Section 1), and/or the MOU attached as Exhibit 1 and its terms applicable to the Council's and Unions' efforts to promote and implement policies enhancing access to training programs by NYCHA residents, shall be considered a grievance and shall be resolved pursuant to the exclusive procedure of the steps described below, provided, in all cases, that the question, dispute or claim arose during the term of this Agreement.

**Step 1:**

(a) When any employee covered by this Agreement feels aggrieved by a claimed violation of this Agreement, the employee shall, through the Local Union business representative or job steward give notice of the claimed violation to the work site representative of the involved Contractor and the Construction Manager. To be timely, such notice of the grievance must be given within 7 calendar days after the act, occurrence or event giving rise to the grievance. The business representative of the Local Union or the job steward and the work site representative of the involved Contractor shall meet and endeavor to adjust the matter within 7 calendar days after timely notice has been given. If they fail to resolve the matter within the prescribed period, the grieving party, may, within 7 calendar days thereafter, pursue Step 2 of the grievance procedure by serving the involved Contractor with written copies of the grievance setting forth a description of the claimed violation, the date on which the grievance occurred, and the provisions of the Agreement alleged to have been violated. Grievances and disputes settled at Step 1 are non-precedential except as to the specific Local Union, employee and Contractor

directly involved unless the settlement is accepted in writing by the Construction Manager (or designee) as creating a precedent.

(b) Should any signatory to this Agreement have a dispute (excepting jurisdictional disputes or alleged violations of Article 7, Section 1) with any other signatory to this Agreement and, if after conferring, a settlement is not reached within 7 calendar days, the dispute shall be reduced to writing and proceed to Step 2 in the same manner as outlined in subparagraph (a) for the adjustment of employee grievances.

**Step 2:**

The Business Manager or designee of the involved Local Union, together with representatives of the involved Contractor, Council and the Construction Manager (or designee), shall meet in Step 2 within 7 calendar days of the service of the written grievance, or as soon thereafter as practical, to endeavor to arrive at a satisfactory settlement.

**Step 3:**

(a) If the grievance shall have been submitted but not resolved in Step 2, any of the participating Step 2 entities may, within 21 calendar days after the initial Step 2 meeting, submit the grievance in writing (copies to other participants, including the Construction Manager or designee) to J.J. Pierson or Richard Adelman, who shall act, alternately (beginning with Arbitrator J.J. Pierson), as the Arbitrator under this procedure. The Labor Arbitration Rules of the American Arbitration Association shall govern the conduct of the arbitration hearing, at which all Step 2 participants shall be parties. The decision of the Arbitrator shall be final and binding on the involved Contractor, Local Union and employees and the fees and expenses of such arbitrations shall be borne equally by the involved Contractor and Local Union.

(b) Failure of the grieving party to adhere to the time limits set forth in this Article shall render the grievance null and void. These time limits may be extended only by written

consent of the Construction Manager (or designee), involved Contractor and involved Local Union at the particular step where the extension is agreed upon. The Arbitrator shall have authority to make decisions only on the issues presented to him and shall not have the authority to change, add to, delete or modify any provision of this Agreement. The Arbitrator may also hear submissions on the issue of whether the parties have met their "best efforts" obligations under the parties' Memorandum of Understanding ("MOU") with respect to apprenticeship recruitment and training. In the event the Arbitrator finds either or both parties have not met their "best efforts" obligations, the Arbitrator shall issue an award requiring the parties to meet and confer on enhancing compliance with the MOU. If after conferring, the parties are unable to reach a satisfactory plan for enhancement of compliance with the MOU, either party may terminate this Agreement and the MOU upon thirty days written notice to the other.

## **SECTION 2. LIMITATION AS TO RETROACTIVITY**

No arbitration decision or award may provide retroactivity of any kind exceeding 60 calendar days prior to the date of service of the written grievance on the Construction Manager and the involved Contractor or Local Union.

## **SECTION 3. PARTICIPATION BY AGENCY AND/OR CONSTRUCTION MANAGER**

NYCHA and the Construction Manager (or such other designee of NYCHA) shall be notified by the involved Contractor of all actions at Steps 2 and 3 and, at its election, may participate in full in all proceedings at these Steps, including Step 3 arbitration.

## **ARTICLE 10 - JURISDICTIONAL DISPUTES**

### **SECTION 1. NO DISRUPTIONS**

There will be no strikes, sympathy strikes, work stoppages, slowdowns, picketing or other disruptive activity of any kind arising out of any jurisdictional dispute. Pending the

resolution of the dispute, the work shall continue uninterrupted and as assigned by the Contractor. No jurisdictional dispute shall excuse a violation of Article 7.

## **SECTION 2. ASSIGNMENT**

All Program Work assignments shall be made by the Contractor to unions affiliated with the Council or the Building and Construction Trades Department consistent with the New York Plan for the Settlement of Jurisdictional Disputes ("New York Plan") and its Greenbook decisions, if any. Where there are no applicable Greenbook decisions, assignments shall be made in accordance with the provisions of the New York Plan and local industry practice.

## **SECTION 3. NO INTERFERENCE WITH WORK**

There shall be no interference or interruption of any kind with the Program Work while any jurisdictional dispute is being resolved. The work shall proceed as assigned by the Contractor until finally resolved under the applicable procedure of this Article. The award shall be confirmed in writing to the involved parties. There shall be no strike, work stoppage or interruption in protest of any such award.

## **ARTICLE 11 - WAGES AND BENEFITS**

### **SECTION 1. CLASSIFICATION AND BASE HOURLY RATE**

All employees covered by this Agreement shall be classified in accordance with the work performed and paid the hourly wage rates applicable for those classifications as required by the applicable prevailing wage laws except as provided in Article 17, Section 6 herein.

### **SECTION 2. EMPLOYEE BENEFITS**

A. The Contractors agree to pay on a timely basis contributions on behalf of

all employees covered by this Agreement to those established jointly trustee employee benefit funds designated in Schedule A (in the appropriate Schedule A amounts), provided that such benefits are required to be paid on public works under any applicable prevailing wage law. Bona fide jointly trustee fringe benefit plans established or negotiated through collective bargaining during the life of this Agreement may be added if similarly required under applicable prevailing wage law. Contractors, not otherwise contractually bound to do so, shall not be required to contribute to benefits, trusts or plans of any kind which are not required by the prevailing wage law provided, however, that this provision does not relieve Contractors signatory to local collective bargaining agreement with any affiliated union from complying with the fringe benefit requirements for all funds contained in the CBA.

B. The Contractors agree to be bound by the written terms of the legally established jointly trustee Trust Agreements specifying the detailed basis on which payments are to be paid into, and benefits paid out of, such Trust Funds but only with regard to Program Work done under this Agreement and only for those employees to whom this Agreement requires such benefit payments.

C. To the extent consistent with procurement regulations of the United States Department of Housing and Urban Development, and in consideration of the unions' waiver of their rights to withhold labor from a contractor or subcontractor delinquent in the payment of fringe benefits contributions ("Delinquent Contractor"); NYCHA agrees that where any such union and/or fringe benefit fund shall notify NYCHA, the General Contractor, and the Delinquent Contractor in writing with back-up documentation that the Delinquent Contractor has failed to make fringe benefit contributions to it as provided herein and the Delinquent Contractor shall fail, within ten (10) calendar days after receipt of such notice, to furnish either proof of

such payment or notice that the amount claimed by the union and/or fringe benefit fund is in dispute, NYCHA shall withhold from amounts then or thereafter becoming due and payable to the General Contractor an amount equal to that portion of such payment due to the General Contractor that relates solely to the work performed by the Delinquent Contractor which the union or fringe benefit fund claims to be due it, and shall remit the amount when and so withheld to the fringe benefit fund and deduct such payment from the amounts then otherwise due and payable to the General Contractor, which payment shall, as between the General Contractor and NYCHA, be deemed a payment by NYCHA to the General Contractor; provided however, that in any month, such withholding shall not exceed the amount contained in the General Contractor's monthly invoice for work performed by the Delinquent Contractor. The union or its employee benefit funds shall include in its notification of delinquent payment of fringe benefits only such amount it asserts the Delinquent Contractor failed to pay on the specific project against which the claim is made and the union or its employee benefit funds may not include in such notification any amount such Delinquent Contractor may have failed to pay on any other NYCHA or non-NYCHA project.

D. In the event the General Contractor or Delinquent Contractor shall notify NYCHA as above provided that the claim of the union or fringe benefit fund is in dispute, NYCHA shall withhold from amounts then or thereafter becoming due and payable to the General Contractor an amount equal to that portion of such payment due to the General Contractor that relates solely to the work performed by the Delinquent Contractor which the union and/or fringe benefit fund claims to be due it, and deposit such amount when and so withheld in a separate interest-bearing account pending resolution of the dispute pursuant to the union's Schedule A agreement, and the amount so deposited together with the interest thereon

shall be paid to the party or parties ultimately determined to be entitled thereto, or held until the Delinquent Contractor and union or fringe benefit fund shall otherwise agree as to the disposition thereof; provided however, that such withholding shall not exceed the amount contained in the General Contractor's monthly invoice for work performed by the Delinquent Contractor. In the event NYCHA shall be required to withhold amounts from a General Contractor for the benefit of more than one fringe benefit fund, the amounts so withheld in the manner and amount prescribed above shall be applied to or for such fund in the order in which the written notices of nonpayment have been received by NYCHA, and if more than one such notice was received on the same day, proportionately based upon the amount of the union and/or fringe benefit fund claims received on such day. Nothing herein contained shall prevent NYCHA from commencing an interpleader action to determine entitlement to a disputed payment in accordance with section one thousand six of the civil practice law and rules or any successor provision thereto.

E. Payment to a fringe benefit fund under this provision shall not relieve the General Contractor or Delinquent Contractor from responsibility for the work covered by the payment. Except as otherwise provided, nothing contained herein shall create any obligation on the part of NYCHA to pay any union or fringe benefit fund, nor shall anything provided herein serve to create any relationship in contract or otherwise, implied or expressed, between the union/fund and/or fringe benefit and NYCHA.

**ARTICLE 12- HOURS OF WORK, PREMIUM PAYMENTS,  
SHIFTS AND HOLIDAYS**

**SECTION 1. WORK WEEK AND WORK DAY**

A. The standard work week shall consist of 40 hours of work at straight time rates, Monday through Friday, 8 hours per day, plus ½ hour unpaid lunch period.

B. In accordance with Program needs, there shall be flexible start times with

advance notice from Contractor to the Union. The Day Shift shall commence between the hours of 6:00 a.m. and 9:00 a.m. and shall end between the hours of 2:30 p.m. and 5:30 p.m., for an 8 hour day, and up to 7:30 p.m. for a 10 hour day. The Evening Shift shall commence between the hours of 3:00 p.m. and 6:00 p.m., unless different times are necessitated by NYCHA's phasing plans on specific projects. The Night Shift shall commence between the hours of 11:00 p.m. and 2:00 a.m., unless different times are necessitated by NYCHA's phasing plans on specific projects. Subject to the foregoing, starting and quitting times shall occur at the Program Work site designated by the Contractor.

C. Scheduling - Monday through Friday is the standard work week; 8 hours of work plus ½ hour unpaid lunch. Notwithstanding any other provision of this Agreement, a contractor may, with NYCHA's approval, schedule a four day work week, 10 hours per day at straight time rates, plus a ½ hour unpaid lunch, at the commencement of the job.

D. Notice - After having received NYCHA's approval as to scheduling, Contractors shall provide not less than 5 days prior notice to the Local Union involved as to the work week and work hour schedules to be worked or such lesser notice as may be mutually agreed upon.

## **SECTION 2. OVERTIME**

Overtime shall be paid for any work over eight (8) hours in a day where 5/8s are scheduled, or for work over ten (10) hours in a day where 4/10s are scheduled, at time and one half (1½) Monday through Saturday. All overtime work performed on Sunday and Holidays will be paid pursuant to the applicable Schedule A. There shall be no stacking or pyramiding of overtime pay under any circumstances. There will be no restriction upon the Contractor's scheduling of overtime or the nondiscriminatory designation of employees who shall be worked,

including the use of employees, other than those who have worked the regular or scheduled work week, at straight time rates. The Contractor shall have the right to schedule work so as to minimize overtime or schedule overtime as to some, but not all, of the crafts and whether or not of a continuous nature.

### **SECTION 3. SHIFTS**

A. Flexible Schedules - Scheduling of shift work, including Saturday and Sunday work, shall be within the discretion of the Contractor, and with NYCHA approval, in order to meet Program Work schedules and existing Program Work conditions including the minimization of interference with the mission of NYCHA. It is not necessary to work a Day shift in order to schedule an Evening or Night shift, or an Evening shift in order to schedule a Night shift, or to schedule all of the crafts when only certain crafts or employees are needed. Shifts must have prior approval of NYCHA or the Construction Manager, and must be scheduled with not less than five work days notice to the Local Union or such lesser notice as may be mutually agreed upon.

B. Evening and/or Night Shifts/Saturday and/or Sunday Work - - The Evening shift shall start between 3 p.m. and 6 p.m. and the Night shift shall start between 11 p.m. and 2 a.m., subject to different times necessitated by NYCHA phasing plans on specific projects. There shall be no reduction in shift hour work. With respect to Evening and Night shift work there shall be a 5% shift premium. No other premium or other payments for such work shall be required unless such work is in excess of 40 hours in the week. All employees within a classification performing Program Work will be paid at the same wage rate regardless of the shift or work scheduled work, subject only to the foregoing provisions.

C. Flexible Starting Times - Shift starting times will be adjusted by the

Contractor, with NYCHA approval, as necessary to fulfill Program Work requirements subject to the notice requirements of paragraph A.

**SECTION 4. HOLIDAYS**

A. Schedule - There shall be 8 recognized holidays on the Program Work:

New Year's Day	Labor Day
Martin Luther King Day	Veterans Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

All said holidays shall be observed on the calendar date except those holidays which occur on Saturday shall be observed on the previous Friday and those that occur on Sunday shall be observed on the following Monday.

B. Payment - Regular holiday pay, if any, for work performed on such a recognized holiday shall be in accordance with the applicable Schedule A.

C. Exclusivity - No holidays other than those listed in Section 4(A) above shall be recognized or observed.

**SECTION 5. SATURDAY MAKE-UP DAYS**

When severe weather, power failure, fire or natural disaster or other similar circumstances beyond the control of the Contractor prevent work from being performed on a regularly scheduled weekday, NYCHA may require that, and the Contractor may, with NYCHA's approval, schedule a Saturday make-up day and such time shall be scheduled and paid as if performed on a weekday. Any other Saturday work shall be paid at time and one-half (1½). The Contractor shall notify the Local Union on the missed day or as soon thereafter as

practicable if such a make-up day is to be worked.

#### **SECTION 6. REPORTING PAY**

A. Employees who report to the work location pursuant to their regular schedule and who are not provided with work shall be paid two hours reporting pay at straight time rates. An employee whose work is terminated early by a Contractor due to severe weather, power failure, fire or natural disaster or for similar circumstances beyond the Contractor's control, shall receive pay only for such time as is actually worked, provided that such pay shall be for not less than two hours. In other instances in which an employee's work is terminated early (unless provided otherwise elsewhere in this Agreement), the employee shall be paid for his full shift.

B. When an employee, who has completed their scheduled shift and left the Program Work site, is "called out" to perform special work of a casual, incidental or irregular nature, the employee shall receive overtime pay at the rate of time and one-half of the employee's straight time rate for hours actually worked.

C. When an employee leaves the job or work location of their own volition or is discharged for cause or is not working as a result of the Contractor's invocation of Section 7 below, they shall be paid only for the actual time worked.

D. Except as specifically set forth in this Article there shall be no premiums, bonuses, hazardous duty, high time or other special premium payments or reduction in shift hours of any kind.

E. There shall be no pay for time not actually worked except as specifically set forth in this Article and except where an applicable Schedule A requires a full weeks' pay for forepersons.

**SECTION 7. PAYMENT OF WAGES**

A. Termination- Employees who are laid off or discharged for cause shall be paid in full for that which is due them at the time of termination. The Contractor shall also provide the employee with a written statement setting forth the date of lay off or discharge.

**SECTION 8. EMERGENCY WORK SUSPENSION**

A Contractor may, if considered necessary for the protection of life and/or safety of employees or others, suspend all or a portion of Program Work. In such instances, employees will be paid for actual time worked, except that when a Contractor requests that employees remain at the job site available for work, employees will be paid for that time at their hourly rate of pay.

**SECTION 9. INJURY/DISABILITY**

An employee who, after commencing work, suffers a work-related injury or disability while performing work duties, shall receive no less than 8 hours wages for that day. Further, the employee shall be rehired at such time as able to return to duties provided there is still Program Work available for which the employee is qualified and able to perform.

**SECTION 10. TIME KEEPING**

A Contractor may utilize brassing or other systems to check employees in and out. Each employee must check in and out. The Contractor will provide adequate facilities for checking in and out in an expeditious manner.

**SECTION 11. MEAL PERIOD**

A Contractor shall schedule an unpaid period of not more than 1/2 hour duration at the work location between the 3rd and 5th hour of the scheduled shift. A Contractor may, for

efficiency of operation, establish a schedule which coordinates the meal periods of two or more crafts or which provides for staggered lunch periods within a craft or trade. If an employee is required to work through the meal period, the employee shall be compensated in a manner established in the applicable Schedule A.

## **SECTION 12. BREAK PERIODS**

There will be no rest periods, organized coffee breaks or other non-working time established during working hours. Individual coffee containers will be permitted at the employee's work location. Where 4/10s are being worked there shall be a morning and an afternoon coffee break.

## **ARTICLE 13 - APPRENTICES**

### **SECTION 1. RATIOS**

Recognizing the need to maintain continuing supportive programs designed to develop adequate numbers of competent workers in the construction industry and to provide craft entry opportunities for minorities, women and economically disadvantaged non-minority males, Contractors will employ apprentices in their respective crafts to perform such work as is within their capabilities and which is customarily performed by the craft in which they are registered. Contractors may utilize apprentices and such other appropriate classifications in the maximum ratio permitted by the New York State Department of Labor or the maximum allowed per trade. Apprentices and such other classifications as are appropriate shall be employed in a manner consistent with the provisions of the appropriate Schedule A.

### **SECTION 2 APPRENTICESHIP PROGRAMS**

The parties agree that The Edward J. Malloy Initiative for Construction Skills ("C-SKILLS"), Helmets to Hardhats ("H2H"), Nontraditional Employment for Women

(“NEW”) and such other organizations as the parties may mutually agree upon are appropriate sources of apprentice recruitment consistent with the rules and operations of the Local Unions' apprenticeship programs. NYCHA and the BCTC intend to promote and use best faith efforts to implement policies, goals and means by which NYCHA residents and NYCHA Section 8 residents (collectively, “NYCHA Residents”) may access apprenticeship training and employment opportunities. In furtherance of these efforts, the parties have entered into the MOU with respect to NYCHA resident access to apprenticeship and training opportunities afforded by the BCTC affiliates, which is annexed hereto as Exhibit 1.

## **ARTICLE 14-SAFETY PROTECTION OF PERSON AND PROPERTY**

### **SECTION 1. SAFETY REQUIREMENTS**

Each Contractor will ensure that applicable OSHA and safety requirements are at all times maintained on the Program Work site and the employees and Unions agree to cooperate fully with these efforts to the extent consistent with their rights and obligations under the law. Employees will cooperate with employer safety policies and will perform their work at all times in a safe manner and protect themselves and the property of the Contractor and NYCHA from injury or harm, to the extent consistent with their rights and obligations under the law. Failure to do so will be grounds for discipline, including discharge.

### **SECTION 2. CONTRACTOR RULES**

Employees covered by this Agreement shall at all times be bound by the reasonable safety, security, and visitor rules as established by the Contractors and the Construction Manager for this Program Work. Such rules will be published and posted in conspicuous places throughout the Program Work sites. Any site security and access policies

established by the Construction Manager or General Contractor intended for specific application to the construction workforce for Program Work and that are not established pursuant to NYCHA directive shall be implemented only after notice to the BCTC and its affiliates and an opportunity for negotiation and resolution by the Labor Management Committee.

### **SECTION 3. INSPECTIONS**

The Contractors and Construction Manager retain the right to inspect incoming shipments of equipment, apparatus, machinery and construction materials of every kind.

### **ARTICLE 15 - TEMPORARY SERVICES**

Temporary services, i.e. all temporary heat, water, power and light, shall only be required upon the specific request of NYCHA or Construction Manager, and when so requested shall be assigned to the appropriate trade claiming jurisdiction. Temporary system coverage shall be provided by the appropriate Contractors' existing employees during working hours in which a shift is scheduled for employees of this Contractor. NYCHA or the Construction Manager may determine the need for temporary system coverage requirements during non-working hours. There shall be no stacking of trades on temporary services. In the event a temporary system is claimed by multiple trades, the matter shall be resolved through the New York Plan for Jurisdictional Disputes.

### **ARTICLE 16 - NO DISCRIMINATION**

#### **SECTION 1. COOPERATIVE EFFORTS**

The Contractors and Unions agree that they will not discriminate against any employee or applicant for employment because of creed, race, color, religion, sex, sexual orientation, national origin, marital status, citizenship status, disability, age or any other status provided by law, in any manner prohibited by law or regulation.

**SECTION 2. LANGUAGE OF AGREEMENT**

The use of the masculine or feminine gender in this Agreement shall be construed as including both genders.

**ARTICLE 17- GENERAL TERMS**

**SECTION 1. PROJECT RULES**

A. The Construction Manager and the Contractors shall establish such reasonable Program Work rules that are not inconsistent with this Agreement or rules common in the industry and are reasonably related to the nature of work. These rules will be explained at the pre-job conference and posted at the Program Work sites and may be amended thereafter as necessary. Notice of amendments will be provided to the appropriate Local Union. Failure of an employee to observe these rules and regulations shall be grounds for discipline, including discharge. The fact that no order was posted prohibiting a certain type of misconduct shall not be a defense to an employee disciplined or discharged for such misconduct when the action taken is for cause.

B. The parties adopt and incorporate the BCTC's Standards of Excellence as annexed hereto as Exhibit "B".

**SECTION 2. TOOLS OF THE TRADE**

The welding/cutting torch and chain fall are tools of the trade having jurisdiction over the work performed. Employees using these tools shall perform any of the work of the trade. There shall be no restrictions on the emergency use of any tools or equipment by any qualified employee or on the use of any tools or equipment for the performance of work within the employee's jurisdiction.

**SECTION 3. SUPERVISION**

Employees shall work under the supervision of the craft foreperson or general foreperson.

**SECTION 4. TRAVEL ALLOWANCES**

There shall be no payments for travel expenses, travel time, subsistence allowance or other such reimbursements or special pay except as expressly set forth in this Agreement.

**SECTION 5. FULL WORK DAY**

Employees shall be at their work area at the starting time established by the Contractor, provided they are provided access to the work area. The signatories reaffirm their policy of a fair day's work for a fair day's wage.

**SECTION 6. COOPERATION AND WAIVER**

The Construction Manager, Contractors and the Unions will cooperate in seeking any NYS Department of Labor, or any other government, approvals that may be needed for implementation of any terms of this Agreement. In addition, the Council, on their own behalf and on behalf of its participating affiliated Local Unions and their individual members, intend the provisions of this Agreement to control to the greatest extent permitted by law, notwithstanding contrary provisions of any applicable prevailing wage, or other, law and intend this Agreement to constitute a waiver of any such prevailing wage, or other, law to the greatest extent permissible only for work within the scope of this Agreement, including specifically, but not limited to those provisions relating to shift, night, and similar differentials and premiums. This Agreement does not, however, constitute a waiver or modification of the prevailing wage schedules applicable to work not covered by this Agreement.

**ARTICLE 18. SAVINGS AND SEPARABILITY**

**SECTION 1. THIS AGREEMENT**

In the event that the application of any provision of this Agreement is enjoined, on either an interlocutory or permanent basis, or is otherwise determined to be in violation of law, or if such application may cause the loss of Program funding or any New York State Labor Law exemption for all or any part of the Program Work, the provision or provisions involved (and/or its application to particular Program Work, as necessary) shall be rendered, temporarily or permanently, null and void, but where practicable the remainder of the Agreement shall remain in full force and effect to the extent allowed by law (and to the extent no funding or exemption is lost), unless the part or parts so found to be in violation of law or to cause such loss are wholly inseparable from the remaining portions of the Agreement and/or are material to the purposes of the Agreement. In the event a court of competent jurisdiction finds any portion of the Agreement to trigger the foregoing, the parties will immediately enter into negotiations concerning the substance affected by such decision for the purpose of achieving conformity with the court determination and the intent of the parties hereto for contracts to be let in the future.

**SECTION 2. THE BID SPECIFICATIONS**

In the event that NYCHA's (or Construction Manager's) bid specifications, or other action, requiring that a successful bidder (and subcontractor) become signatory to this Agreement is enjoined, on either an interlocutory or permanent basis, or is otherwise determined to be in violation of law, or may cause the loss of Program funding or any New York State Labor Law exemption for all or any part of the Program Work, such requirement (and/or its application to particular Program Work, as necessary) shall be rendered, temporarily or permanently, null and void, but where practicable the Agreement shall remain in full force and effect to the extent

allowed by law and to the extent no funding or exemption is lost). In such event, the Agreement shall remain in effect for contracts already bid and awarded or in construction only where NYCHA and the Contractor voluntarily accepts the Agreement. The parties will enter into negotiations as to modifications to the Agreement to reflect the court or other action taken and the intent of the parties for contracts to be let in the future.

### **SECTION 3. NON-LIABILITY**

In the event of an occurrence referenced in Section 1 or Section 2 of this Article, neither NYCHA, the Construction Manager, any Contractor, nor any Union shall be liable, directly or indirectly, for any action taken, or not taken, to comply with any court order or injunction, other determination, or in order to maintain funding or a New York State Labor Law exemption for Program Work. Bid specifications will be issued in conformance with court orders then in effect and no retroactive payments or other action will be required if the original court determination is ultimately reversed.

### **SECTION 4. NON-WAIVER**

Nothing in this Article shall be construed as waiving the prohibitions of Article 7 as to signatory Contractors and signatory Unions.

## **ARTICLE 19 - FUTURE CHANGES IN SCHEDULE A AREA CONTRACTS**

### **SECTION 1. CHANGES TO AREA CONTRACTS**

A. Schedule A to this Agreement shall continue in full force and effect until the Contractor and/or Union parties to the Area Collective Bargaining Agreements which are the basis for Schedule A notify NYCHA and the Construction Manager in writing of the hourly rate changes agreed to in that Area Collective Bargaining which are applicable to work covered by this Agreement and their effective dates.

B. It is agreed that any provisions negotiated into Schedule A collective bargaining agreements will not apply to work under this Agreement if such provisions are less favorable to those uniformly required of contractors for construction work normally covered by those agreements; nor shall any provision be recognized or applied on Program Work if it may be construed to apply exclusively, or predominantly, to work covered by this Agreement.

C. Any disagreement between signatories to this Agreement over the incorporation into Schedule A of provisions agreed upon in the renegotiation of Area Collective Bargaining Agreements shall be resolved in accordance with the procedure set forth in Article 9 of this Agreement.

## **SECTION 2. LABOR DISPUTES DURING AREA CONTRACT NEGOTIATIONS**

The Unions agree that there will be no strikes, work stoppages, sympathy actions, picketing, slowdowns or other disruptive activity or other violations of Article 7 affecting the Program Work by any Local Union involved in the renegotiation of Area Local Collective Bargaining Agreements nor shall there be any lock-out on such Program Work affecting a Local Union during the course of such renegotiations.

## **ARTICLE 20 - WORKERS' COMPENSATION ADR**

### **SECTION 1.**

An ADR program may be negotiated and participation in the ADR Program will be optional by trade.

## **ARTICLE 21 - HELMETS TO HARDHATS**

### **SECTION 1.**

The Contractors and the Unions 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 2.**

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

**ARTICLE 22 – MISCELLANEOUS**

**SECTION 1.**

Any modification, amendment, or supplement to this Agreement is not valid or enforceable against either Party unless it is in writing and signed by an authorized representative of each Party.

**SECTION 2.**

This Agreement may be executed in two or more counterparts, each of which will be deemed to be an original, but all of which will constitute one and the same Agreement.

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

IN WITNESS WHEREOF the parties have caused this Agreement to be executed and effective

as of the 1<sup>st</sup> day of January 2015

FOR BUILDING AND CONSTRUCTION TRADES COUNCIL  
OF GREATER NEW YORK AND VICINITY

BY: Gary LaBarbera  
Gary LaBarbera/ President

FOR NEW YORK CITY HOUSING AUTHORITY

BY: Cecil R. House  
Cecil R. House/General Manager

APPROVED AS TO FORM:

[Signature]  
GENERAL COUNSEL  
NEW YORK CITY HOUSING AUTHORITY

**FOR THE LOCAL UNIONS**

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Steve Ludwigson, Business Manager - Boiler Makers Local No. 5

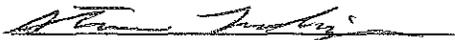
FROM: Gary LaBarbera, President – Building and Construction Trades Council of Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
Signature

12/29/14  
Date

STEVEN LUDWIGSON  
Print name

BM/ST BOILERMAKERS LOCAL # 5  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Joseph Geiger, Executive Secretary Treasurer - Carpenters District Council  
FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

Joseph A. Geiger  
Signature

12/2/14  
Date

JOSEPH A. GEIGER  
Print name

E.S.T NYCDCC  
Title and Local

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RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Gino Castignoli, Business Manager - Cement Masons No. 780  
FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

12-19-14  
\_\_\_\_\_  
Date

Gino Castignoli  
\_\_\_\_\_  
Print name

BM LU 780  
\_\_\_\_\_  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Alex Castaldi, Business Manager - Concrete Workers District Council No. 16

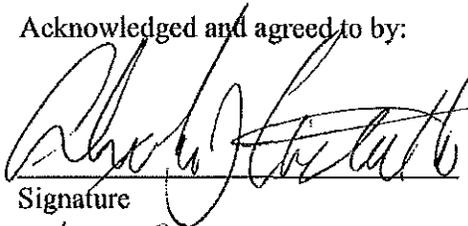
FROM: Gary LaBarbera, President – Building and Construction Trades Council of Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
Signature

12.8.2014  
Date

ALEX CASTALDI  
Print name

PRESIDENT - BUSINESS MANAGER CCWDC 16.  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: William Hayes, Business Manager - Derrickmen and Riggers  
Local Union No. 197

FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

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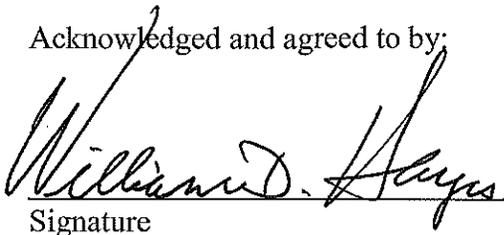
The Executive Board of the Building and Construction Trades Council of Greater New York has approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same. This Project Labor Agreement has also been executed by the NYCHA.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA and make the PLA valid, binding and enforceable.

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
Signature

12/2/14  
Date

William Hayes  
Print name

FS-T/Business Managers  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Joseph Azzopardi, Business Manager - Drywall Tapers 1974 District Council 9

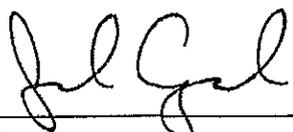
FROM: Gary LaBarbera, President -- Building and Construction Trades Council of  
Greater New York and Vicinity.

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The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

11/24/14  
\_\_\_\_\_  
Date

Joe Azzopardi  
\_\_\_\_\_  
Print name

President DC9.  
\_\_\_\_\_  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Christopher Erikson, Business Manager – Electrical Workers Local No. 3  
FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

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The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

Christopher Erikson  
Signature

12-22-14  
Date

CHRISTOPHER ERIKSON  
Print name

BUSINESS MANAGER LOCAL 3 IBEW  
Title and Local

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Lenny Legotte, Business Manager – Elevator Constructors Local No. 1

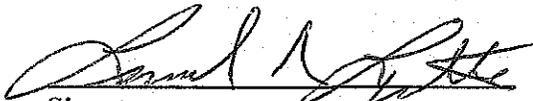
FROM: Gary LaBarbera, President – Building and Construction Trades Council of Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
Signature

12/23/14  
Date

Leonard Legotte  
Print name

President/Business Manager  
Title and Local

Local One IUFC

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Joseph Azzopardi , Business Agent at Large - Glaziers Local Union No. 1087  
District Council 9

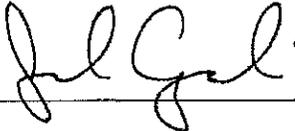
FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

11/24/14  
\_\_\_\_\_  
Date

Joe Azzopardi  
\_\_\_\_\_  
Print name

President DC 9  
\_\_\_\_\_  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Paco Vega, Business Manager - Heat & Frost Insulators Local Union No. 12A  
FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

JAIME SOFO  
Signature

12/02/14  
Date

J. LaBarbera  
Print name  
PRESIDENT

\_\_\_\_\_  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Matthew Aracich, Business Manager - Heat & Frost Insulators  
Local Union No. 12

FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:



Signature

11.24.2014

Date

MATTHEW P ARACICH

Print name

BUSINESS MGR HEAT & FROST INSULATORS LOCAL UNION NO. 12

Title and Local

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Edward Walsh, President - Iron Workers District Council  
FROM: Gary LaBarbera, President - Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by  
Edward J. Walsh  
Signature

11-24-2014  
Date

EDWARD J. WALSH  
Print name

Pres, NYS Ironworkers DC  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Robert Walsh, Business Manager - Iron Workers Local Union No. 40

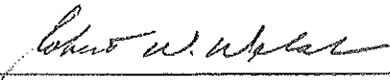
FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

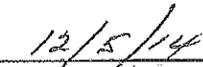
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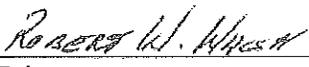
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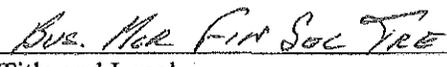
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Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Print name

  
\_\_\_\_\_  
Title and Local

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Matthew Chartrand, Business Manager - Iron Workers Local No. 361

FROM: Gary LaBarbera, President - Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
Signature

12-22-14  
Date

Matthew Chartrand  
Print name

Business Manager Local 361  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Edison Severino, Business Manager Laborers Local No. 78  
Asbestos & Lead Abatement

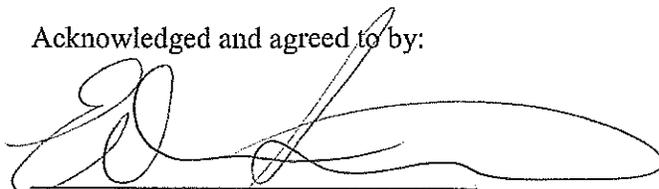
FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

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The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:



Signature

12-10-14

Date

Edison Severino

Print name

Business Manager, Local 78

Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Keith Loscalzo, Business Manager - Laborers Local 1010 Pavers and Road Builders District Council

FROM: Gary LaBarbera, President – Building and Construction Trades Council of Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
Signature

12/1/14  
Date

KEITH LOSCALZO  
Print name

BUS MGR LOCAL 1010/PAVERS DC  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Michael Prohaska, Business Manager - Laborers 79 Construction and General Building Laborers

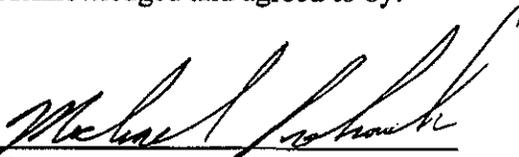
FROM: Gary LaBarbera, President – Building and Construction Trades Council of Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

12/1/14  
Date

MICHAEL PROHASKA  
Print name

BUSINESS MANAGER LOCAL 79  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Joseph D'Amato, Business Manager - Laborers Local No. 731 Excavators

FROM: Gary LaBarbera, President – Building and Construction Trades Council of Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
Signature

11/25/2014  
Date

JOSEPH - D'AMATO  
Print name

B-M-  
Title and Local

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

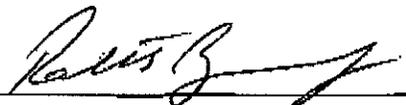
**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

TO: Robert Bonanza, Business Manager - Mason Tenders District Council  
FROM: Gary LaBarbera, President - Building and Construction Trades Council of  
Greater New York and Vicinity.

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
Signature

12/19/14  
Date

ROBERT BONANZA  
Print name

BUSINESS MANAGER MASON TENDERS D.C.  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Terrence Moore, Business Manager - Metal Lathers Local No. 46

FROM: Gary LaBarbera, President – Building and Construction Trades Council of Greater New York and Vicinity.

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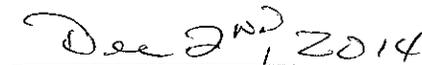
The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:



Signature



Date



Print name



Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Joseph Ramaglia, Business Manager - Metal Polishers District Council 9

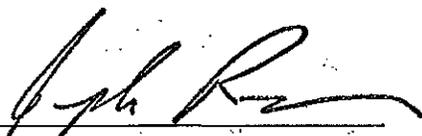
FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

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The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

11/24/14  
\_\_\_\_\_  
Date

Joe Ramaglia  
\_\_\_\_\_  
Print name

Bm/ST DC9.  
\_\_\_\_\_  
Title and Local

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: James P. Mahoney, Business Manager - Ornamental Iron Workers Local No. 580

FROM: Gary LaBarbera, President - Building and Construction Trades Council of  
Greater New York and Vicinity.

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The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

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Acknowledged and agreed to by:

  
Signature

12/1/14  
Date

James P Mahoney  
Print name

Business Manager/FST (Local 580)  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Joseph Ramaglia, Business Manager - Painters District Council 9

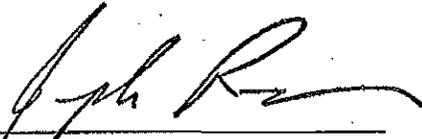
FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

---

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Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

11/24/14.  
Date

Joe Ramaglia  
Print name

Bm/ST DC9  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: John Murphy, Business Manager - Plumbers Local No. 1  
FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

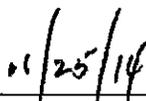
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Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Date

John J. Murphy  
\_\_\_\_\_  
Print name

Business Manager, Plumbers Local Union No. 1  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Joseph Ramaglia, Business Manager - Painters, Decorators & Wallcoverers  
District Council 9

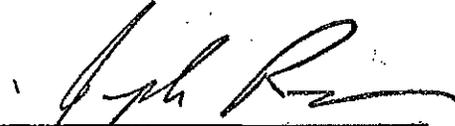
FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

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Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

11/24/14  
\_\_\_\_\_  
Date

Joe Ramaglia  
\_\_\_\_\_  
Print name

Bm/ST DC9.  
\_\_\_\_\_  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Joseph Ramaglia, Business Manager - Painters Structural Steel No. 806

FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

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The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

11/24/14  
\_\_\_\_\_  
Date

Joe Ramaglia  
\_\_\_\_\_  
Print name

Bm/ST DCU  
\_\_\_\_\_  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Michael Hubler, International Representative - Plasterers Local Union No. 262

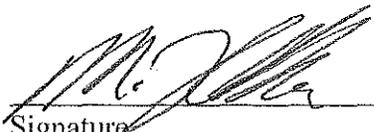
FROM: Gary LaBarbera, President – Building and Construction Trades Council of Greater New York and Vicinity.

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Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

12/08/14  
Date

Michael Hubler  
Print name

Int'l Rep Plasterers' Local 262  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Nick Siciliano, Business Manager - Roofers & Waterproofers Local 8

FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

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Acknowledged and agreed to by:

  
Signature

12/18/14  
Date

Nick Siciliano  
Print name

Business Manager, Roofers + Waterproofers, Local 8  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Richard Roberts, Business Agent at Large – Steamfitters Local Union No. 638

FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

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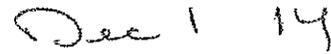
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Acknowledged and agreed to by:



Signature



Date



Print name



Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Robert DiOrio, President - Sheet Metal Workers Local No. 28

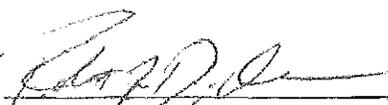
FROM: Gary LaBarbera, President - Building and Construction Trades Council of  
Greater New York and Vicinity.

---

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Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

02/14/14  
Date

Robert DiOrio  
Print name

International Trustee, Sheet Metal L-28  
Title and Local

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Dante Dano, President - Sheet Metal Workers Local No. 137

FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

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Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature "SIGNS & GRAPHICS"

12.1.14  
Date

Dante Dano, Jr.  
Print name

President/ Business Manager, SMART LOCAL UNION # 137  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Thomas Gesualdi, President - Teamsters Local Union No. 282

FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

Pursuant to the Executive Board and BCTD approval of this PLA, please execute below, which shall constitute your agreement with the PLA. Upon the execution of the PLA by each of the affiliated Local Unions, the Council and NYCHA, the PLA shall be valid, binding and enforceable.

Acknowledged and agreed to by:

Thomas Gesualdi  
Signature

12/9/14  
Date

Thomas Gesualdi  
Print name

President - Teamsters Local 282  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Jason Ide, President - Teamsters Local Union 814

FROM: Gary LaBarbera, President – Building and Construction Trades Council of  
Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

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Acknowledged and agreed to by:

  
\_\_\_\_\_  
Signature

12/2/2014  
Date

Print name  
Jason Ide  
\_\_\_\_\_  
Title and Local  
President, I BT 814

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

---

TO: Sean Campbell, President - Teamsters Local No. 813 Private Sanitation

FROM: Gary LaBarbera, President - Building and Construction Trades Council of Greater New York and Vicinity.

---

The Executive Board of the Building and Construction Trades Council of Greater New York and NYCHA have approved the Project Labor Agreement enclosed herewith. Additionally, the Building Trades Department of the AFL-CIO has approved the same.

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Acknowledged and agreed to by:

Sean T. Campbell  
Signature

12/2/14  
Date

Sean T. Campbell  
Print name

President local 813 T.B.T.  
Title and Local

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK  
AND VICINITY AFFILIATE EXECUTION PAGE FOR  
PROJECT LABOR AGREEMENT**

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TO: Tom Lane, President - Tile, Marble & Terrazzo B.A.C. Local Union No. 7

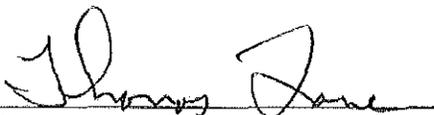
FROM: Gary LaBarbera, President - Building and Construction Trades Council of  
Greater New York and Vicinity.

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Acknowledged and agreed to by:

  
Signature

12/1/14  
Date

Thomas Lane  
Print name

President Local 7TMT  
Title and Local

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

**SCHEDULE "A"**

Union	Current Agreement w/
Architectural and Ornamental Iron Workers Local Union 580, AFL-CIO	Allied Building Metal Industries, Inc.
Building, Concrete, Excavating & Common Laborers Local 731	Independent
Building, Concrete, Excavating & Common Laborers Local 731	Members of the General Contractors Association of New York, Inc.
District Council No. 9, I.U.P.A.T Glaziers Local 1281	Window and Plate Glass Dealers Association
Drywall Tapers and Pointers Local 1974, affiliated with International Union of Painters & Allied Trades and Drywall Taping Contractor's Association & Association of Wall-Ceiling & Carpentry Industries NY, Inc.	Independent
Enterprise Association of Steamfitters and Apprentices Local 638	Mechanical Contractors Association of NY, Inc.
Enterprise Association of Steamfitters and Apprentices Local 638	Independent
Highway Road and Street Laborers Local Union 1010 of the District Council of Pavers and Road Builders of the Laborers' International Union of North America AFL-CIO	Independent
Highway Road and Street Laborers Local Union 1010 of the District Council of Pavers and Road Builders of the Laborers' International Union of North America AFL-CIO	Member of the General Contractors Association of New York, Inc.
International Association of Heat and Frost Insulators and Allied Workers Local No. 12 of New York City	Independent
International Association of Heat and Frost Insulators and Allied Workers Local No. 12 of New York City	The Insulation Contractors Association of New York City, Inc.
International Association of Heat and Frost Insulators and Allied Workers Local No. 12A of New York City	Independent
International Association of Heat and Frost Insulators and Allied Workers Local No. 12A of New York City	Environmental Contractors Association, Inc.

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, AFL-CIO, Local Lodge No. 5	Boilermakers Association of Greater New York
Local Union No. 3 International Brotherhood of Electrical Workers, AFL-CIO	New York Electrical Contractors Association
International Brotherhood of Teamsters, Local 282, High Rise contract	Building Contractors Association & Independents
Local 46 Metallic Lathers Union and Reinforcing Iron Workers of NY and Vicinity of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers	Cement League
Local 46 Metallic Lathers Union and Reinforcing Iron Workers of NY and Vicinity of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers	Independent
Local 8 Roofers, Waterproofers & Allied Workers	Roofing and Waterproofing Contractors Association of New York and Vicinity
Local Union 1 of the United Association of Journeymen and Apprentices of the Pipe Fitting Industry of the United States and Canada	Association of Contracting Plumbers of the City of New York
Local Union Number 40 & 361 of Bridge, Structural Ornamental and Reinforcing Iron Workers AFL-CIO	Independent
Operative Plasterers' and Cement Masons' International Association Local No. 262	Independent
Painters and Allied Trades AFL-CIO, District Council No. 9 (Painting and Protective Coatings CBA)	Independent
Painters and Allied Trades AFL-CIO, District Council No. 9(Painting and Protective Coatings CBA)	The Association of Master Painters & Decorators of NY, Inc. and The Association of Wall, Ceiling & Carpentry Industries of NY, Inc. and The Window and Plate Glass Dealers Association

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

Sheet Metal Workers' International Association, Local 28	Sheet Metal & Air Conditioning Contractors Association of New York City, Inc.
Sheet Metal Workers' International Association, Local 137	The Greater New York Sign Association
Structural Steel and Bridge Painters Local 806, DC 9 International Union of Painters and Allied Trades, AFL-CIO	New York Structural Steel Painting Contractors Association
Teamsters Local 813	Independent
Teamsters Local 813	IESI NY Corporation
Teamsters Local 814	Greater New York Movers and Warehousemen's Bargaining Group
The Cement Masons' Union, Local 780	Cement League
The District Council of Cement and Concrete Workers (comprised of Local 6A; Local 18A and Local 20)	Cement League
The District Council of Cement and Concrete Workers (comprised of Local 6A; Local 18A and Local 20)	Independent
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Heavy Carpenters	GCA
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Dockbuilders Local	Concrete Contractors of NY

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

No. 1556	
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Dockbuilders Local 1556	Independent
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Millwright Local 740	Independent
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Timbermen Local 1556	Independent
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Timbermen Local 1556	GCA
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Heavy Carpenters	Independent
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Carpenters	Manufacturing Woodworkers Association of Greater New York Incorporated
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America	The Hoisting Trade Association of New York, Inc.
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America	The Test Boring Association
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America	Building Contractors Association
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America	The Association of Wall-Ceiling & Carpentry Industries of New York, Incorporated
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners	The Cement League

RENOVATION & REHABILITATION OF NYCHA BUILDINGS/STRUCTURES

The District Council of NYC and Vicinity of the United Brotherhood of Carpenters and Joiners of America	New York City Millwright Association
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners	Greater New York Floor Covering Association
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Carpenters	Association of Architectural Metal & Glass
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Carpenters	Concrete Contractors of NY
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Building Construction Carpenters	Independent
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Local 2287	Independent
The District Council of New York City and Vicinity of the United Brotherhood of Carpenters and Joiners of America for Shop Carpenters	Independent
The Tile Setters and Tile Finishers Union of New York and New Jersey, Local 7 of the International Bricklayers and Allied Craftworkers	The Greater New York and New Jersey Contractors Association
United Derrickmen & Riggers Association, Local 197 of NY, LI, Westchester & Vicinity	Contracting Stonesetters Association Inc.
United Derrickmen & Riggers Association L 197 of NY, LI, Westchester and Vicinity	Building Stone and Pre-cast Contractors Association

**EXHIBIT A**  
**Project Labor Agreement - - Letter of Assent**

Dear:

The undersigned party confirms that it agrees to be a party to and be bound by the New York City Housing Authority Project Labor Agreement as such Agreement may, from time to time, be amended by the parties or interpreted pursuant to its terms. The terms of the Project Labor Agreement, its Schedules, Addenda and Exhibits are hereby incorporated by reference herein.

The undersigned, as a Contractor or Subcontractor (hereinafter Contractor) on the Project known as \_\_\_\_\_ and located at \_\_\_\_\_ (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, 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, together with any and all schedules; amendments and supplements now existing or which are later made thereto;
- (2) Agrees to be bound by the legally established collective bargaining agreements and local trust agreements as set forth in the Project Labor Agreement and this Agreement but only to the extent of Program Work and as required by the PLA.
- (3) 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 but only to the extent of Program Work as required by the PLA.
- (4) Certifies that it has no commitments or agreements that would preclude its full and complete compliance with the terms and conditions of said Agreement. The Contractor agrees to employ labor that can work in harmony with all other labor on the Project and shall require labor harmony from every lower tier subcontractor it has engaged or may engage to work on the Project. Labor harmony disputes/issues shall be subject to the Labor Management Committee provisions.
- (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 from identical to this document.

Dated: \_\_\_\_\_

\_\_\_\_\_  
(Name of Contractor or subcontractor)

\_\_\_\_\_  
(Name of CM; GC; Contractor or  
Higher Level Subcontractor)

\_\_\_\_\_  
(Authorized Officer & Title)

\_\_\_\_\_  
(Address)

\_\_\_\_\_  
(Phone) (Fax)

\_\_\_\_\_  
Contractor's State License  
# \_\_\_\_\_

Sworn to before me this  
\_\_\_\_ day of \_\_\_\_\_, 2009

\_\_\_\_\_  
Notary Public

**EXHIBIT B**

**BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK**

**STANDARDS OF EXCELLENCE**

The purpose of this Standard of Excellence is to reinforce the pride of every construction worker and the commitment to be the most skilled, most productive and safest workforce available to construction employers and users in the City of New York. It is the commitment of every affiliated local union to use our training and skills to produce the highest quality work and to exercise safe and productive work practices.

The rank and file members represented by the affiliated local unions acknowledge and adopt the following standards:

- *Provide a full day's work for a full day's pay;*
- *Safely work towards the timely completion of the job;*
- *Arrive to work on time and work until the contractual quitting time;*
- *Adhere to contractual lunch and break times;*
- *Promote a drug and alcohol free work site;*
- *Work in accordance with all applicable safety rules and procedures;*
- *Allow union representatives to handle job site disputes and grievances without resort to slowdowns, or unlawful job disruptions;*
- *Respect management directives that are safe, reasonable and legitimate;*
- *Respect the rights of co-workers;*
- *Respect the property rights of the owner, management and contractors.*

The Unions affiliated with the Building and Construction Trades Council of Greater New York will expect the signatory contractors to safely and efficiently manage their jobs and the unions see this as a corresponding obligation of the contractors under this Standard of Excellence. The affiliated unions will expect the following from its signatory contractors:

- *Management adherence to the collective bargaining agreements;*
- *Communication and cooperation with the trade foremen and stewards;*
- *Efficient, safe and sanitary management of the job site;*
- *Efficient job scheduling to mitigate and minimize unproductive time;*
- *Efficient and adequate staffing by properly trained employees by trade;*
- *Efficient delivery schedules and availability of equipment and tools to ensure efficient job progress;*
- *Ensure proper blueprints, specifications and layout instructions and material are available in a timely manner*
- *Promote job site dispute resolution and leadership skills to mitigate such disputes;*
- *Treatment of all employees in a respectful and dignified manner acknowledging their contributions to a successful project.*

The affiliated unions and their signatory contractors shall ensure that both the rank and file members and the management staff shall be properly trained in the obligations undertaken in the Standard of Excellence.



**EXHIBIT 1**

**MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE NEW YORK CITY HOUSING AUTHORITY AND THE BUILDING AND CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK AND VICINITY**

This Memorandum of Understanding (“MOU”) is entered into on this \_\_\_\_ day of \_\_\_\_\_, 2014, between the New York City Housing Authority (“NYCHA”), with an office located at 250 Broadway, New York, NY 10007, and the Building and Construction Trades Council of Greater New York and Vicinity (“BCTC”), with an office located at 71 West 23<sup>rd</sup> Street, New York, NY 10010, on its behalf and on behalf of its affiliated unions. NYCHA and the BCTC are collectively referred to as the “Parties” and each, individually, a “Party”.

**RECITALS:**

Whereas, NYCHA and the BCTC, on its behalf and on behalf of its affiliated unions, have entered into a Project Labor Agreement (“PLA”) on the \_\_\_\_ day of \_\_\_\_\_, 2014 for certain renovation and rehabilitation of NYCHA buildings and structures; and

Whereas, the PLA acknowledges that NYCHA, its construction managers, contractors and subcontractors may be subject to certain requirements under Section 3(b)(2) of the Housing and Urban Development Act of 1969 (12 USC §1701u) or other lawful requirements to promote training and employment opportunities that NYCHA uniformly applies to both Program Work subject to the PLA and to work not subject to the PLA; and

Whereas, the PLA stipulates that the parties to it will use best efforts to promote and encourage, as an appropriate source of apprenticeship recruitment consistent with the rules and operations of the apprenticeship programs jointly sponsored by affiliated unions of the BCTC and employers signatory to collective bargaining agreements with these affiliated unions, the use of The Edward J. Malloy Initiative for Construction Skills (“CSKILLS”), Helmets to Hardhats (“H2H”), Nontraditional Employment for Women (“NEW”) and such other organizations as may be mutually agreed upon by the Parties; and

Whereas, it is the intention of NYCHA and the BCTC to both jointly and independently promote and implement policies, goals and means by which NYCHA residents and NYCHA Section 8 residents (hereinafter, collectively, “NYCHA Residents”) may access apprenticeship training and employment opportunities; and

Whereas, providers of pre-apprenticeship training and other services which enjoy direct entry privileges, such as CSKILLS, H2H and NEW, allow qualified individuals to be referred to apprenticeship programs without having to participate in advertised recruitments; and

Whereas, CSKILLS provides pre-apprenticeship training which enjoys direct entry privileges to serve public high school youth and other local populations, H2H provides services and enjoys direct entry privileges to serve veterans of the U.S. Armed Services, and NEW provides pre-apprenticeship training and enjoys direct entry privileges to serve women; and

Whereas, CSKILLS, H2H and NEW have achieved documented success in promoting opportunity, diversity and results in apprenticeship training, workforce development and access to careers in the building and construction trades; and

Whereas, NYCHA Residents may benefit substantially from pre-apprenticeship training, other services, and direct entry privileges afforded by CSKILLS, H2H and NEW;

Now, therefore, NYCHA and the BCTC set forth their mutual understandings and agree as follows:

**ARTICLE 1. GOALS**

The goals of this MOU will be fulfilled primarily through apprenticeships in programs jointly sponsored by affiliated unions of the BCTC and employers signatory to collective bargaining agreements with these affiliated unions.

**ARTICLE 2. NYCHA RESIDENTS**

These apprenticeship programs will, subject to approval by the New York State Department of Labor and in a manner not inconsistent with any applicable consent decrees, court orders or similar mandates, reserve for qualified NYCHA Residents, ten percent (10%) of new apprenticeships for residents of New York City. To the extent that the aforementioned ten percent target cannot be achieved, the Parties will conduct apprenticeship outreach efforts consistent with New York State Department of Labor requirements to achieve such target.

**ARTICLE 3. PRE-APPRENTICESHIP**

The Parties will use best efforts to identify and exchange pertinent information regarding NYCHA Residents for application to CSKILLS, H2H, NEW and such other organizations as may be mutually agreed upon by the Parties for pre-apprenticeship training and other services for which they may be qualified and for which opportunities may exist. Notwithstanding the foregoing or anything to the contrary contained herein, NYCHA's sharing of any such information shall only be to the extent permitted by applicable law or as otherwise consented to by the applicable NYCHA Resident.

**ARTICLE 4. OTHER AGREEMENTS**

Nothing in this MOU shall prevent or impede NYCHA, the BCTC, CSKILLS, H2H, NEW and such other organizations as may be mutually agreed upon by the Parties from entering into agreements individually and/or collectively to facilitate the provision of pre-apprenticeship training, other services and direct entry into apprenticeships for NYCHA Residents.

**ARTICLE 5. PUBLIC AND PRIVATE FUNDING**

The BCTC will cooperate with CSKILLS, NEW, H2H and such other organizations as may be mutually agreed upon by the Parties to identify and pursue appropriate sources of public and private funds and resources, as needed, to provide pre-apprenticeship training, other services and direct entry into apprenticeships for NYCHA Residents. NYCHA may, at its sole discretion, provide non-monetary support to the BCTC in furtherance of such efforts.

**ARTICLE 6. BCTC REPORTING**

The BCTC will on an annual basis report to NYCHA on the performance of CSKILLS, H2H, NEW and such other organizations as may be mutually agreed upon by the Parties with regard to the provision to NYCHA Residents of pre-apprenticeship training, other services and direct entry into apprenticeships during the previous twelve-month period.

**ARTICLE 7. NYCHA REPORTING**

NYCHA will report on an annual basis to the BCTC on the contracts and subcontracts awarded and otherwise approved for performance under the PLA during the previous twelve-month period.

**ARTICLE 8. COMMUNICATION BETWEEN PARTIES**

NYCHA and the BCTC acknowledge that the success of fulfilling the apprenticeship goals of this MOU will require continued cooperation and communication between NYCHA and the BCTC and other parties involved in and affected by the PLA and this MOU.

**ARTICLE 9. NYCHA TRAINING ACADEMY**

NYCHA Residents who have completed the eight-week pre-apprenticeship program sponsored by the NYCHA Resident Training Academy within the period beginning September 1, 2010 and ending on December 15, 2015 and who may become enrolled in the CSKILLS pre-apprenticeship program will receive full credit from CSKILLS for training that the Academy and CSKILLS have in common.

**ARTICLE 10. ENTIRE DOCUMENT- MODIFICATION**

Each Party acknowledges that this MOU and any documents incorporated by reference into this MOU supersedes and merges all prior proposals, understandings, and all other agreements, oral or written, between the Parties relating to the mutual understandings expressed in this MOU, but not with relation to the PLA. Any modification, amendment, or supplement to this MOU is not valid or enforceable against either Party unless it is in writing and signed by an authorized representative of each Party.

**ARTICLE 11. SEVERABILITY**

If any provision of this MOU is held to be invalid or illegal the remaining provisions are in no way affected or impaired and the remaining provisions shall remain in full force and effect, and the invalid or illegal provision shall be replaced by a mutually acceptable provision which, comes closest to the intention of the Parties to provide training opportunities to NYCHA Residents.

**ARTICLE 12. NEW YORK LAW**

The MOU and performance of it are governed by and are to be construed in accordance with the laws of the State of New York, excluding New York's rules regarding conflicts of laws. Any and all proceedings relating to the subject matter of the MOU must be maintained in the state courts sitting in the City and County of New York, which courts have exclusive jurisdiction for such purpose, unless a federal question exists, and the Parties then consent to jurisdiction of the appropriate federal district court in New York, solely as to the determination of said federal question(s). The Parties hereby consent to submit themselves to the jurisdiction of such courts with respect to any proceedings arising out of, under or related to the MOU.

**ARTICLE 13. COUNTERPARTS**

This MOU may be executed in two or more counterparts, each of which shall be deemed to be an original, but all of which shall constitute one and the same MOU.

**ARTICLE 14. FORCE MAJEURE**

14.1 For purposes of this MOU, "**Force Majeure**" means an unforeseeable event beyond the control of, and not caused by the fault or negligence of, the affected Party, including, but not limited to: acts of God; acts of civil or military authority; acts of public enemies; war; insurrection; governmental action; fires; floods; explosions; epidemics; earthquakes; quarantine restrictions; strikes or other work stoppages; or loss or interruption of electrical power or other public utility.

14.2 If an event of Force Majeure results in a Party's being unable to perform in full or in part its efforts under this MOU, that Party shall be excused from whatever performance is affected by the Force Majeure event to the extent so affected and to the extent the affected Party used its best efforts, consistent with prudent practices, to perform its undertakings under this MOU.

**ARTICLE 15 COMMUNICATIONS**

All correspondence under this MOU shall be in writing, where necessary.

**ARTICLE 16. NOTICES**

16.1 All correspondence to BCTC shall be delivered to the following address(es) and addressee(s) or to such other address(es) or addressee(s) as BCTC may notify NYCHA of from time to time:

Building and Construction Trades Council  
of Greater New York and Vicinity  
71 West 23<sup>rd</sup> Street  
New York, NY 10010  
Attn: Gary LaBarbera

16.2 All correspondence to NYCHA shall be delivered to the following address(es) and addressee(s) or to such other address(es) or addressee(s) as NYCHA may notify BCTC of from time to time:

New York City Housing Authority  
250 Broadway  
New York, NY 10007  
Attn: Brian Honan, Director, City-State Legislative Affairs

**ARTICLE 17. HEADINGS**

The descriptive headings used in this MOU are for purposes of convenience only and do not constitute a part of this MOU.

**ARTICLE 18 . TERM**

The term of this MOU shall commence on \_\_\_\_\_, 2014 and expire on June 30, 2018.

**IN WITNESS WHEREOF**, the Parties hereto have executed this MOU as of the date first printed above.

FOR BUILDING AND CONSTRUCTION TRADES COUNCIL  
OF GREATER NEW YORK AND VICINITY

BY: \_\_\_\_\_  
Name/Title

FOR NEW YORK CITY HOUSING AUTHORITY

BY: \_\_\_\_\_  
Name/title