

**2020 NEI Report of Project Management Lessons Learned and Best Practices
Construction of New Nuclear Power (NNP) Plants
32 Public Domain Reference Documents**

1978

Industry Reference Document (1) of (32)

Nuclear Power Construction Stabilization Agreement

11 pages

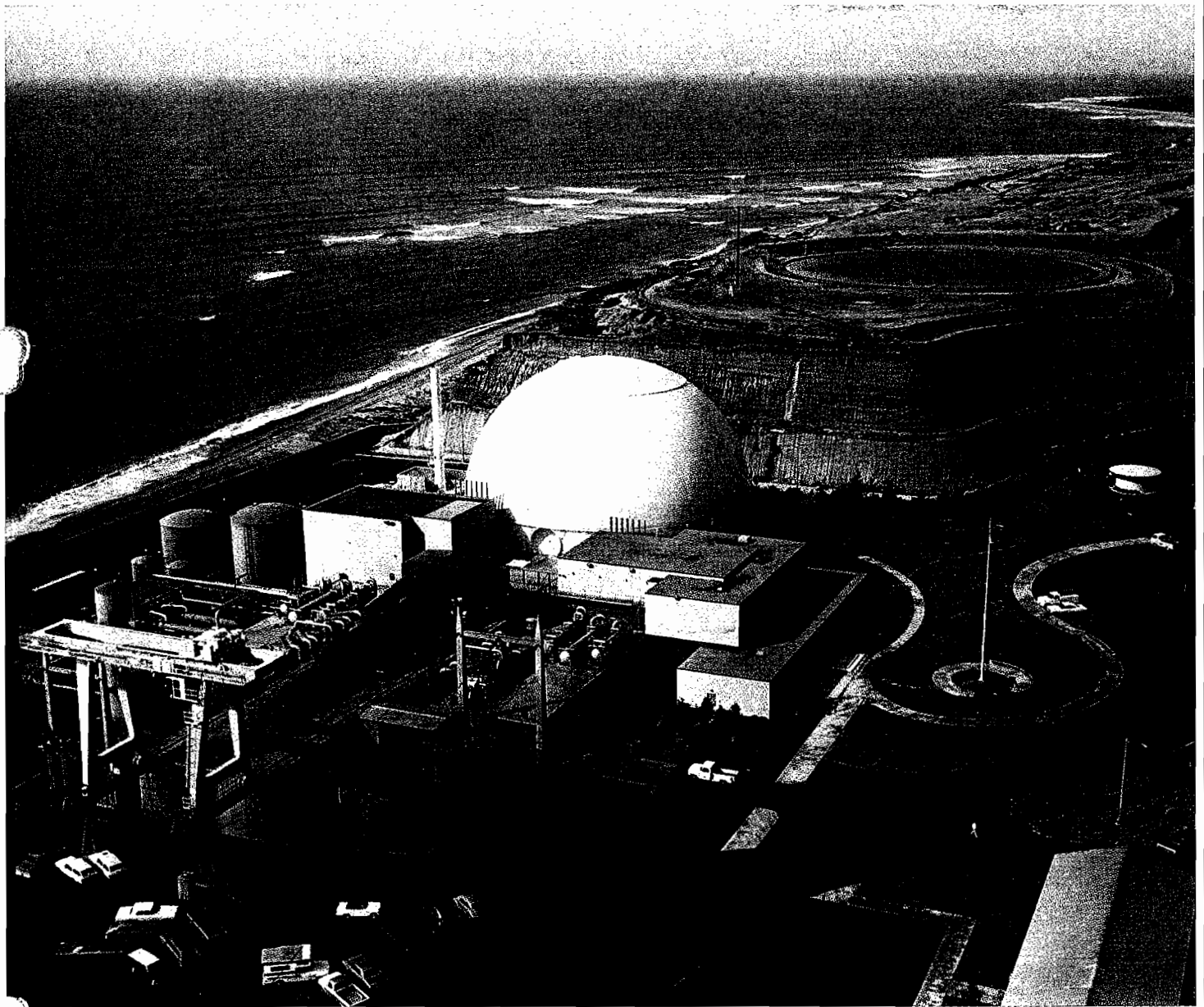
Prepared and Agreed to by
Four EPC Firms (Bechtel, Ebasco, Stone & Webster, & United Engineers) and
18 AFL-CIO Building and Construction Trades

The
Nuclear Power
Construction

*K. Appara
High Bridge Associates*

Stabilization Agreement

A Contribution to the National Energy Program



Building and Construction Trades Department, AFL-CIO and Construction Employers

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Nuclear Power Construction Stabilization Agreement

Preamble

The parties to this Nuclear Power Construction Stabilization Agreement recognize that the construction of nuclear power plants is a specialized, unique branch of construction, requiring a long period of construction, large scale capital outlays, exacting construction and performance standards including protection of the health and safety of the public and employees, and the need for high labor skills for many operations and complex managerial organizations. The careful planning and scheduling of work operations can make a major contribution in these circumstances to cost reduction and more rapid job completion.

The parties further recognize the decisive national importance of nuclear power in assuring adequate supplies of energy for economic growth, the creation of job opportunities and for a greater degree of energy independence in the national interest. The parties believe that this Agreement constitutes a vital contribution to the achievement of the objectives of a national energy policy.

The parties have consulted with representative utilities, both privately and publicly owned, as to problems previously encountered in the construction of nuclear power plants and as to means to improve construction efficiency and to reduce costs while assuring that the health, welfare and safety of the public and of on-site personnel is fully maintained. The parties to this Agreement recognize the continuing interest of the privately and publicly owned utilities, and the customers they serve, in efficient, speedy and safe construction, and they propose to secure the continuing views of such owners on these matters on projects at the planning stage and in process. The parties are of the view that this Agreement provides the means to substantial cost reduction and more efficient operations.

The elimination of construction delays attributed to labor-management issues, and the opportunity for more effective planning of work operations by contractors, provides greater inducement to standardize the governmental regulatory processes, to reduce unnecessary delay, and further to contribute significantly to safe, efficient and shorter construction schedules, thereby further reducing costs.

This Nuclear Power Construction Stabilization Agreement is uniquely a full and complete national agreement that does not depend on other collective bargaining agreements in the construction industry, whether local, regional or national in scope.

The parties agree to abide by the terms and conditions of employment set forth in this Agreement and

to resolve any question or any dispute in accordance with the procedures specified in this Agreement without strike or lockout or other interruption of work operations.

Additional contractors or associations of contractors may become parties to this Agreement for all construction work encompassed by this Agreement that they perform at nuclear power sites.

ARTICLE I

Scope Of Agreement

Section 1. This Agreement, dated April 1, 1978, by and between the Construction Employers signatory hereto (hereinafter referred to as the "Employers") and the Building and Construction Trades Department (AFL-CIO) and the International Unions signatory hereto and the International Brotherhood of Teamsters (hereinafter referred to as "Unions").

Section 2. Except as hereinafter provided, this Agreement shall be applicable to all construction work performed on nuclear power plant sites in the United States by the signatory Employers. Those projects covered by this Agreement will remain under its terms and conditions until project completion. This Agreement, along with any related Memoranda of Understanding which may be entered into between the parties to this Agreement, or others who may hereafter become parties to this Agreement, represents the complete understanding of the parties and none of the provisions contained in any local, regional or national collective bargaining agreements shall be controlling on projects covered by its terms.

Section 3. A construction project involving a new nuclear power plant may be placed under the Agreement and within the province of the Committee by request of the owner or authorized contractor or contractors and the concurrence of the Committee. It is the intention of the parties to the Agreement to include all such projects which the owners or authorized contractors state they wish to have built under the Nuclear Power Construction Stabilization Agreement.

Section 4. The Committee, established in Article II, when requested may review nuclear power plants under construction, to determine which particular projects it is practical and legally feasible to place under

the terms of this National Nuclear Power Construction Stabilization Agreement rather than to continue under various other agreements. Any decision is to be made on a project-by-project basis.

Section 5. This Agreement is designed particularly for the specialized character of nuclear power plant construction and its provisions are not to be applied, and shall not constitute a precedent, for other types of construction projects.

Section 6. At the earliest possible date in advance of the start of construction work on nuclear power construction, the Committee, established in Article II, shall review the scope of work operations to be included under the operations of this Agreement on the particular project.

Section 7. Prefabricated and/or pre-assembled materials, equipment, machinery, etc., purchased by or at the direction of the Owner, shall not be subject to any restrictive provisions whatsoever.

ARTICLE II

Joint Labor-Management Administrative Committee

Section 1. A Joint Labor-Management Administrative Committee (hereinafter referred to as the "Committee") shall be established immediately following the date of this Agreement. The Committee shall exercise oversight over all projects placed under this Agreement; it is empowered to resolve any dispute over the meaning and application of this Agreement. The Committee will schedule regular and periodic meetings.

At the earliest possible date in advance of the start of a nuclear power project, the Committee shall consider and determine, with the contractor or contractors and the international unions responsible for the work operations, a range of issues essential for orderly and efficient work operations, including such matters as:

- source of labor supply for each craft
- health and welfare and pension funds to which payments are to be made under this Agreement
- the representatives on the project of each international union and the representative of the Building and Construction Trades Department
- the training and apprenticeship arrangements, including funding, applicable to the project

- the jurisdictional agreements and mark-up of drawings and work tasks applicable to the project
- the scope of work operations under the Agreement
- the initial wage and benefit schedules and the grouping of wages, benefits and agreements to be considered in the periodic reviews
- any reporting time and method of administration
- any travel and subsistence arrangements
- any other questions that may subsequently arise not inconsistent with the terms of this Agreement.

Section 2. The Committee shall consist of an equal number of Employer and Union representatives, not to exceed 8 persons on each side. The Union members will represent the interest of the signatory unions and the Employer members will represent the interests of the signatory employers. Employer representatives shall be appointed by the Employers signatory to the Agreement, and Union representatives shall be appointed by the Building and Construction Trades Department.

The parties to this Agreement shall set forth, in separate by-laws, the method of operation of the Committee including a cost allocation procedure covering the Committee expenses. Decisions of the Committee shall not be inconsistent with the terms of this Agreement.

ARTICLE III

Agreement Umpire

Section 1. One individual shall be chosen by the Committee immediately on its designation to function as the Agreement Umpire. This individual shall be thoroughly cognizant of industrial and building and construction trades work particularly on nuclear power plants.

Section 2. The Agreement Umpire shall serve on the Committee and shall preside over its meetings. The Agreement Umpire shall have no authority to cast a vote on issues presented to the Committee unless explicitly authorized by the Committee to decide a specific issue, and shall otherwise function solely as mediator and chairman.

Section 3. The Agreement Umpire shall serve for a three (3) year term beginning with the date initially

selected. The Committee shall have the authority to remove the Agreement Umpire at any time and to replace the Agreement Umpire.

ARTICLE IV

Agreement Arbitration Panel

Section 1. An Arbitration Panel shall be convened for final and binding resolution of issues which arise through the Grievance Procedure (Article XIV) and which the Committee decides in the specific case to refer to arbitration. The Committee may also refer to arbitration issues which are initially considered by the Committee. The Panel shall consist of one (1) person chosen by the Employer representatives on the Committee and one (1) person chosen by the Union representatives on the Committee. The two (2) persons chosen shall mutually select an impartial third party to complete the Arbitration Panel in the particular case or issue.

Section 2. The Arbitration Panel shall have the authority to make final and binding decisions on issues referred to it by the Committee arising through the Grievance Procedure or directly with the Committee. The Panel shall have no authority to change, amend, add to or detract from any of the provisions of this Agreement. Expenses of the person chosen by the Employer shall be borne by the Employer; expenses of the person chosen by the Union shall be borne by the Union; and expenses of the impartial third party shall be borne equally by the Employer and the Union.

Section 3. After a dispute has been reduced to writing and submitted to the Panel by the Committee, the Employer and the Union shall have ten (10) working days to submit their positions on the issue in writing to the Panel. The decision of the Panel shall be in writing and shall be final and binding on both parties.

ARTICLE V

Management Rights and Union Security

Section 1. The Employer retains full and exclusive authority for the management of its projects and shall retain all existing rights of management and all rights conferred on it by law.

The management and supervision of the projects, including, but not limited to the hiring, promoting, laying off, suspending, disciplining or discharging for cause, the direction of the work force, work schedules and practices, are vested solely in the employer except as specifically and expressly limited by this Agreement. The employer has the right to establish and enforce reasonable work rules for the job and to refuse to re-hire anyone terminated for cause.

Section 2. All employees working under the terms of this Agreement, as a condition of their continued employment, may be required by the appropriate signatory union, commencing on the eighth day following the beginning of their employment to acquire and maintain membership in such signatory union. This must be done in accordance with the provisions of the National Labor Relations Act, as amended, and this Section shall be effective only in those states permitting union security.

ARTICLE VI

Union Recognition and Representation

Section 1. The Employer recognizes the Building and Construction Trades Department and the signatory international unions as the sole and exclusive collective bargaining representatives for its craft employees employed on nuclear power plant jobsites which are covered by this Agreement.

This Agreement shall not apply to any craft employees above the classification of general foreman or to other job classifications on the jobsites unless recognition is demonstrated.

Section 2. Each international union may assign a representative to the project to serve as its jobsite representative or it may designate a working employee as its jobsite representative. The Building and Construction Trades Department may assign a representative to each project.

ARTICLE VII

No Strikes-No Lockouts

Section 1. The Union and its members, agents, representatives and employees shall not incite, encourage, condone or participate in any strike, walkout,

slowdown, picketing, sympathy strike or other work stoppage of any nature whatsoever for any cause whatsoever, during the life of this Agreement, and it is expressly agreed that any such action is a violation of this Agreement. The Union and its officers shall take immediate action to prevent, end or avert any strike, walkout, slowdown, or work stoppage or threat thereof, and the Committee shall review such action to determine whether every reasonable effort has been made consistent with this Agreement.

Section 2. The Employer shall not cause, incite, encourage or participate in any lockout of its employees during the term of this Agreement. The term "lockout" does not refer to the discharge, termination or layoff of employees by the Employer for any reason in the exercise of its rights as set forth in any provision of this Agreement, nor does "lockout" include the Owner's decision to terminate or suspend work on a project or any portion thereof for any reason.

Section 3. In the event of a violation of the terms of this Article by either Employer or Union, the parties specifically agree that either party reserves the right to pursue remedies available under the law. In the event of a jurisdictional dispute the parties shall be bound to accept the jurisdictional decision of the Committee.

Section 4. Any employee or employees inciting, encouraging or participating in any strike, slowdown, picketing, sympathy strike, or other activity in violation of this Article is subject to immediate discharge.

ARTICLE VIII

Hours of Work, Shifts and Overtime

Section 1. HOURS OF WORK—The normal work day for all employees shall be eight (8) consecutive hours of work, exclusive of a one-half (½) hour non-paid lunch period.

The work day for each employee shall be defined as the twenty-four (24) hour period which begins with the regular starting time of the employee's shift and ends with the regular starting time of the employee's shift the following day. The work week for each employee shall be defined and computed as the seven (7) consecutive days beginning with the start of the employee's shift on Monday.

Section 2. SHIFTS—The Employer shall have the right to establish shift work arrangements for all or any portion of the project in accordance with this Sec-

tion. The first shift shall consist of eight (8) hours of continuous work between the hours of 6:00 a.m. and 5:00 p.m. for eight (8) hours of pay at the basic straight time hourly wage rate, exclusive of a one-half (½) hour non-paid lunch period. If two work shifts are established, the second shift shall consist of eight (8) hours of continuous work for eight (8) hours of pay at the basic straight time hourly wage rate, plus twelve percent (12%) of the basic rate, exclusive of a one-half (½) hour non-paid lunch period. If three shifts are established, the third shift shall be paid at the basic straight time hourly wage rate, plus twenty-five percent (25%) of the basic rate, exclusive of a one-half (½) hour non-paid lunch period for the hours of work to be designated for the shift on the project.

Time actually worked in excess of eight (8) hours of the first and second shift and in excess of six and one-half (6½) hours on the third shift shall be paid for at the rate of time and one-half (1½) the basic straight time hourly wage rate for the first two (2) hours of overtime after which the overtime rate will be double time.

Second and/or third shifts of a multiple shift arrangement shall be established for a minimum of five (5) continuous working days.

The Employer shall have the right to establish a first and/or a second shift consisting of ten (10) hours of work, exclusive of a one-half (½) hour non-paid lunch period per day. The first eight (8) hours of work on these shifts shall be paid for at the basic straight time hourly wage rate. On the second shift an additional twelve percent (12%) of the basic straight time hourly wage rate shall be paid for the first eight hours of work. The last two (2) hours of work on either shift, up to ten hours of work, shall be paid for at the rate of time and one-half (1½) the basic straight time hourly wage rate. After 10 hours of work the rate shall be two times the basic straight time hourly wage rate.

On shift work that extends into overtime, the shift premium and the overtime premium shall not both be paid; only the overtime rate shall be paid. Fringe benefit payments shall be paid only on the basis of hours worked, not hours paid for, except where this is in violation of the applicable trust agreement, in which case the trust agreement will prevail.

Section 3. SATURDAYS—Work performed on Saturday shall be paid at the rate of one and one-half (1½) times the basic straight time hourly wage rate.

Section 4. SUNDAYS AND HOLIDAYS—Work performed on Sundays or on holidays as designated in Article XII, Section 6, shall be paid at the rate of double the straight time hourly wage rate.

Section 5. An Employer may request the Committee to approve a work schedule on particular operations for a specified duration of seven consecutive days a week comprised of alternating ten (10) hour shifts. The Committee in reaching its decision shall take into account the need for an accelerated schedule, the job scheduling, the availability of requisite manpower, the region of the country and other factors, and shall determine compensation arrangements.

ARTICLE IX

Referral and Hiring

Section 1. The Union shall be the primary source of all craft employees.

In the event the Union is unable to fill the requirements for specific classifications requested by the Employer within forty-eight (48) hours (Saturdays, Sundays and holidays excepted), the Employer may hire from any source. The Employer shall be the sole judge of the number of employees required to perform the work covered by this Agreement, and the Employer reserves the right to reject any applicants referred by the Union.

Section 2. The Employer and the Union will comply with applicable federal and state laws governing discrimination in employment.

Section 3. Recognizing that the ratio of journeymen to non-journeymen will vary among crafts and different stages of the job, the Employer shall request journeymen and apprentices or trainees, helpers or probationary employees, whichever is the appropriate designation for the craft involved, through the International Union Representatives assigned to the project. Further, the Employer and the Union recognize the need for continuing support of apprenticeship and training programs to supply an adequate level of competent manpower.

Section 4. The Employers shall develop, in cooperation with the Unions, an appropriate program as an introduction to each new employee on a project, and to each supervisor, stressing the importance of the nuclear power project in the national interest, the desire of the parties to this Agreement to provide efficient and cost-effective operations, and specifying the procedures established by this Agreement to resolve any question or dispute.

ARTICLE X

Assignments of Work

Section 1. The Employer shall have the sole responsibility for making work assignments in accordance with the Procedural Rules of the Plan for the Settlement of Jurisdictional Disputes and the Union shall have the responsibility of insuring that their members comply with such assignments.

Section 2. Jurisdictional mark-up meetings of the Committee will constitute the basis for jurisdictional assignments. The Committee shall; 1) conduct mark-up meetings for the different operations on nuclear power plant construction and assemble all written understandings on prior agreements covering nuclear construction; 2) resolve any recurring jurisdictional problems on nuclear construction; and 3) issue consolidated mark-ups and statements of agreed-upon work assignments to all parties concerned.

Section 3. Disputes arising out of work assignments which cannot be resolved at the project level between the Employer and the International Union Representative assigned to the project within five (5) working days after the dispute arises, shall be submitted to the Committee for resolution.

Section 4. The Committee's decision under Section 3 can be processed through an appeals procedure to be developed by the Committee.

Section 5. In the event of a repetitive or significant dispute on nuclear power construction, the Committee and/or a craft may request the Joint Administrative Committee of the Plan for the Settlement of Jurisdictional Disputes Locally and Nationally to refer an issue to a Hearings Panel for a national decision to apply to work on nuclear power plant projects.

ARTICLE XI

Subcontracting

Section 1. The terms and conditions of this Agreement, including its procedural provisions, shall only apply to any contractor or subcontractors performing construction work on a nuclear power construction site to which this Agreement applies; it shall not apply to

any contractor or subcontractors performing work on any other project.

Section 2. The furnishing of materials, supplies or equipment, and the delivery thereof, shall in no case be considered as subcontracting.

ARTICLE XII

Wages and Fringe Benefits

Section 1. The Committee shall establish the basic hourly wage rates for the craft employees under this Agreement to cover the following classifications: general foreman, foreman, journeyman, apprentice, and such classifications as trainee, helpers or probationary employees as appropriate to the craft.

Section 2. In establishing a wage rate and benefit schedule for all crafts and classifications and in the periodic revisions of such schedules, the Committee shall consult with the affected international unions and also consult with the national contractor associations which have collective bargaining agreements in the area of the project as to the appropriate wages and benefits. After such consultation the Committee shall initially establish a wage rate and benefit schedule for all crafts and classifications at the outset of the project based upon the wages and benefits in collective bargaining agreements established in the locality and area. The Committee may take into account the expected expiration of agreements in the locality and area. These initially determined wages and benefits shall run until the end of the calendar year in which wages and benefits are initially established when they will all be reviewed for a specified period, one to three years, into the future.

In establishing a wage rate and fringe benefit schedule the Committee shall take whatever action is appropriate to prevent any spiraling effect on local or regional negotiations. The Committee shall also assure that negotiated wages, benefits and travel and subsistence allowances that discriminate against nuclear power construction are not used in determining the wage rates and benefit schedule for this Agreement.

Section 3. The Committee shall also determine at the outset of a project a wage area, such as a state or region, to be used as a reference base to determine increases in wage rates and benefits on a project. Sixty (60) days before the end of a calendar year in which the wages and benefits on a project are to be reviewed,

the Committee through the Unions and Employers shall assemble data on all wages and benefits in collective bargaining agreements applicable to industrial-type construction work in the designated wage area for the project and such other relevant data as living costs, labor supply and performance. On the basis of these data, the Committee may determine a wage and benefit schedule for a project for a period, one to three years ahead, to begin at the outset of the next calendar year. Notwithstanding the aforementioned, wage rates and benefits in local collective bargaining agreements may be established for the project.

It is agreed that with regard to the establishment of wage rates and benefits for all crafts on a specific project covered by the National Nuclear Agreement that where all crafts have wage rates and benefits established into the future by one or more years and those wage rates and benefits reflect the traditional relationships among the crafts that the Committee will put into effect the wage rates and benefits as established. It is further understood that if any craft exceeds unreasonably the traditional relationship with other crafts, the wage rate and benefits would be adjusted to its proper level with respect to all other crafts.

Section 4. There shall be no strike, walkout, slow-down, picketing, sympathy strike, or no lockout or shut-down of any nature whatsoever, during the life of this Agreement, over wage and benefit disputes on projects covered by this Agreement.

Section 5. On each nuclear power project the Employer will maintain a forward schedule of manpower requirements by craft. In the event of a regional or local economic work stoppage in the area where the Employer is working under the terms of this Nuclear Power Construction Stabilization Agreement, it is specifically agreed that the Employer will not for the duration of the strike, hire or layoff craft employees in the craft or crafts engaged in the local or area stoppage in excess of the planned schedule of manpower requirements.

Section 6. New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving and Christmas Day shall be recognized holidays. Work shall not be performed on any of these days except in cases of emergency involving life and/or property. In the event a holiday falls on Sunday, the following Monday shall be observed as said holiday.

Section 7. The Committee shall periodically review individual projects at the time of a wage and benefit review when the project is located in remote areas to determine whether or not a living expense allowance

and/or travel allowance is warranted. When such allowances are in effect the Committee shall periodically, at the time of a wage and benefit review, consider the changing availability of labor supply and living accommodations to determine whether or not such allowances should be modified.

ARTICLE XIII

Pre-Job Conferences

Six months before the start of construction on a project covered by this Agreement, or at the earliest possible date, the Employer and the Union will meet to review the conditions applicable to the project. This pre-job requirement applies to each Employer and its sub-contractors before the start of their operation.

ARTICLE XIV

Grievance Procedure

There shall be no strike, walkout, slowdown, picketing, or honoring any picket line, sympathy strike or other work stoppage by Unions and no lockout or shutdown by Employers during the duration of a project under this Agreement. It is specifically agreed that in the event any dispute arises out of the interpretation of this Agreement, it shall be settled by means of the grievance procedure contained herein. No grievance shall be recognized unless called to the attention of the Employer by the Union, or to the attention of the Union by the Employer within five (5) working days after the occurrence of the events giving rise to the grievance.

Step 1. The International Union Representative assigned to the project and the Employer's Representative shall attempt to resolve the grievance at the project level.

Step 2. If agreement is not reached at Step 1 within five (5) working days, the grievance shall be referred in writing to the General President of the International Union, or his designee, and the Employer's Labor Relations' Manager, or his designee, for resolution which may include resorting to an established national joint machinery.

Step 3. If agreement is not reached in Step 2 within ten (10) working days, the grievance shall be referred

to the Committee. Each party is responsible for submitting its position, including supporting data, in writing to the Committee.

Step 4. If the grievance is not resolved within a reasonable time, the Committee shall submit the matter to the Panel as established in Article IV.

ARTICLE XV

Savings Clause

If any article, clause or provision of this Agreement shall be declared invalid, inoperative or unenforceable by any competent authority of the executive, legislative, judicial or administrative branch of any federal or state government, the Employer and the Union shall immediately suspend the operation of such article, clause or provision. The Committee will then meet for the purpose of drafting a valid article, clause or provision to fulfill the intent of the parties and to replace the invalid article, clause or provision provided, however, that the remainder of this Agreement shall continue in full force and effect.

ARTICLE XVI

Term of Agreement

This Agreement shall become effective on April 1, 1978, and shall continue in full force and effect through December 31, 1979, and year-to-year thereafter, unless notice is given in writing by the Union or the Employer to the other party, not more than ninety (90) days or not less than sixty (60) days prior to December 31 of any year, of its desire to modify, amend or terminate this Agreement. The parties shall begin negotiations within thirty (30) days after receipt of this notice. It is understood that if the Agreement is reopened and an impasse is reached during negotiations, this Agreement will remain in full force and effect for the duration of those projects started or placed under this Agreement. The impasse in negotiations would only affect future projects.

For projects which receive construction permits after March 1, 1978, this agreement will become effective with the approval of the Committee on the date the Owner assigns the first construction contract to be worked under this Agreement. Any question over the administration of this paragraph shall be resolved by the Committee.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first above written.

H. O. Riemann
by: *Bruce H. ...*
BECHTEL POWER CORPORATION

Two + ...
INTERNATIONAL UNION OF BRICK-
LAYERS AND ALLIED CRAFTSMEN

...
INTERNATIONAL BROTHERHOOD
OF PAINTERS AND ALLIED TRADES

R. Christensen
EBASCO SERVICES, INC.

William Lince
UNITED BROTHERHOOD OF
CARPENTERS AND JOINERS OF
AMERICA

Joseph J. Powell
OPERATIVE PLASTERERS' AND
CEMENT MASONS' INTERNATIONAL
ASSOCIATION

W. F. Allsup
STONE & WEBSTER ENGINEERING
CORPORATION

Charles H. Bellard
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

Ray E. Johnson
UNITED STATE, TILE AND
COMPOSITION ROOFERS, DAMP
AND WATERPROOF WORKERS'
ASSOCIATION

C. J. Reber
UNITED ENGINEERS &
CONSTRUCTORS, INC.

J. C. Turner
INTERNATIONAL UNION OF
OPERATING ENGINEERS

Edward J. Carbaugh
SHEET METAL WORKERS
INTERNATIONAL ASSOCIATION

Robert A. ...
PRESIDENT, BUILDING AND
CONSTRUCTION TRADES DEPARTMENT

John H. Lyons
INTERNATIONAL ASSOCIATION OF
BRIDGE, STRUCTURAL AND
ORNAMENTAL IRON WORKERS

Pascal De Janus
TILE, TERRAZZO, FINISHERS AND
SHOPMEN INTERNATIONAL UNION

AFFILIATED INTERNATIONAL
UNIONS:

Andrew ...
INTERNATIONAL ASSOCIATION OF
HEAT AND FROST INSULATORS
AND ASBESTOS WORKERS

August ...
LABORERS' INTERNATIONAL UNION
OF NORTH AMERICA

Martin Ward
UNITED ASSOCIATION OF JOURNEY-
MEN AND APPRENTICES OF THE
PLUMBING AND PIPE FITTING
INDUSTRY OF THE UNITED STATES
AND CANADA

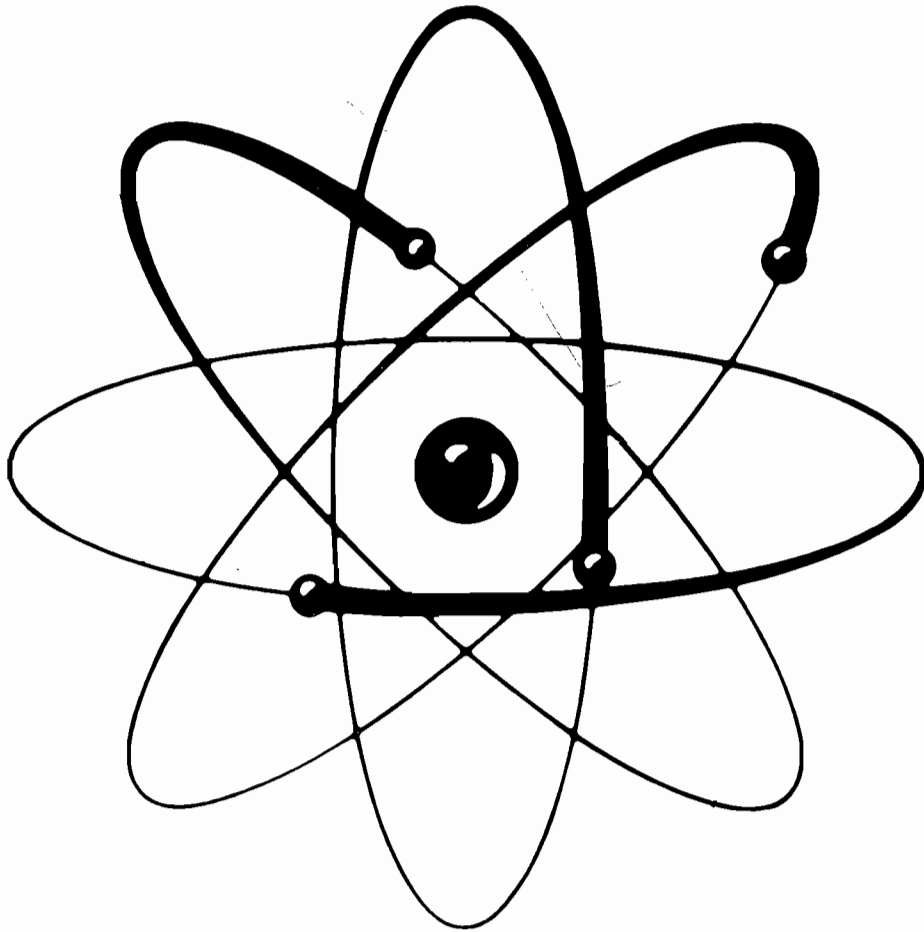
Frank ...
INTERNATIONAL BROTHERHOOD
OF BOILERMAKERS, IRON SHIP-
BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS

Charles L. ...
WOOD, WIRE AND METAL LATHERS
INTERNATIONAL UNION

Jack ...
INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS

Quality Construction • Stabilized Energy Costs

A Way of Slowing Inflation



Reduced Construction Cost

Source of Energy, Free from Foreign Oil Dependency

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