



NCSRCC Frana 2019 Tentative Agreement Summary

Tentative Agreements

1. Improved language concerning a diverse workforce, sanitation facilities and lactation facilities.
2. Enabling language to create a Labor Management Fund to defray cost of tools.
3. Pile driving work clarified as part of agreement.
4. Annual negotiated increases will take effect on Monday closest to May 1 each year.
5. Apprentice starting rate increased from 50% to 55%.
6. \$8 Parking for all areas of agreement where free parking isn't available. Effective 5/1/20, parking at \$10.
7. New plan design language created to allow trustees to provide members with choice between a portion of their benefit package to be designated between Health and DC Pension. For example, younger members may want to put more money in their DC Pension to accumulate more investment income while older members may want to load up their HRA/Dollar Bank balance to save pre-tax money for retiree health care coverage.
8. Employer contribution of \$1.05 over the negotiated total package to fund the transition to a variable rate pension plan design. This does NOT adjust benefits at all. It helps fund a new type of plan design that provides better sustainability and creates an ability for members to allocate contributions to increase benefits, which is not possible now. More education to come from trustees. This \$1.05 is contingent on the plan design and would revert to the contractor when the current plan is paid off. The existing contribution rate to the existing plan could be reallocated by members.
9. Increases to the new variable rate pension plan will apply to apprentices at the same percentage as their apprentice schedule percentage.
10. 30 cent foremen increase 5/1/20 and 20 cent foremen increase effective 5/1/21.
11. Enabling language with employer contribution of 1 cent above negotiated total package to pay for recruiting efforts.
12. Frana may change between one of the three work schedules during a project with a week's notice to affected employees.
13. Other housekeeping changes with no economic impact.

Economic Settlements

Three-year agreement expiring 4/30/22. Increases in all areas.

5/1/19: \$2.15

5/1/20: \$2.10

5/1/21: \$2.00

2019 Allocations:	WAGE	SAV	DC	Health	Training
	\$1.05	\$0.20	\$0.60	\$0.20	\$0.10