

NCSRCC-AGC Highway Heavy NEGOTIATIONS 2020

NCSRCC Summary of Tentative Agreement 4/16/20

1. Foremen increase of \$0.50 in 2020 to \$2.50 per hour and \$0.25 in 2022 to \$2.75.
2. A “Crew Lead” position was created at a premium of \$1.50 per hour to assist the foreman and ensure that adequate supervision is provided on projects with multiple crews.
3. Significant improvement in foremen language ensuring that a carpenter or piledriver will have responsible direction and control over our own work.
4. Premium increases of \$0.25 in 2021 and 2022 for Certified Welder and PPE Levels A, B, and C as follows.

Item	Current Premium Per Hour	2020 Premium Per Hour	2021 Premium per Hour	2022 Premium per Hour
Certified Welder	\$1.00	\$1.00	\$1.25	\$1.50
PPE Level A	\$1.25	\$1.25	\$1.50	\$1.75
PPE Level B	\$0.90	\$0.90	\$1.15	\$1.40
PPE Level C	\$0.60	\$0.60	\$0.85	\$1.10

5. Carpenters and Joiners Participants Only: Adopting a Pension Rehabilitation Plan calling for an employer contribution of \$1.05 above the negotiated total package to fund the transition to the Lifetime Income Benefit pension plan design for sustainability of the pension plan.
6. Northern MN (Wisconsin Pension Participants Only): Opener language was established in case the Wisconsin Pension makes a similar transition for the Northern Minnesota area of the agreement.
7. Enabling language for a new health and defined contribution pension feature allowing members to allocate a portion of their contributions to either the health or the DC Pension. This maximizes the value of the contributions for members.
8. Establishing a uniform negotiated increase implementation date of Monday if May 1 falls on a Sunday, Monday, Tuesday or Wednesday, or the following Monday if May 1 falls on a Thursday, Friday, or Saturday.
9. Language allowing labor and management to adjust apprentice ratios to recruit more apprentices and allow carpenters and piledrivers to count on the same ratio.
10. The union may agree that the employers may add funding for a construction industry recruitment program with money solely from the employers.
11. Parking reimbursed at \$10 per day if not provided by the employer.

NEGOTIATED INCREASES:
5/4/20: \$1.95
5/3/21: \$2.05
5/2/22: \$2.15

First year allocations:
District 1: \$1.60 to DB Pension, \$0.25 to Health, \$0.05 to Training, \$0.05 to wage (per local allocation submittals)
District 2: \$0.09 to DB Pension, \$0.48 to DC Pension, \$0.76 to Health, \$0.05 to Training, \$0.57 to the gross wage, of which \$0.19 goes into savings.

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District 3: \$1.60 to DB Pension, \$0.25 to Health, \$0.05 to Training, \$0.05 to wage (per local allocation submittals)
1348 Millwright: \$0.60 to DC Pension, \$0.70 to Health, \$0.05 to Training, \$0.60 to wage.

Statewide Pile Drivers: \$1.60 to DB Pension, \$0.25 to Health, \$0.05 to Training, \$0.05 to wage.