

## NCSRCC Highway/Heavy Bargaining 2023

NCSRCC Proposal to Settle  
4/13/23 4pm

### **Tentative Agreements**

1. Housekeeping changes including adopting the pension for Northern MN into CBA and changing terminology in the CBA to reflect "Job Safety Analysis" rather than outdated terms previously used.
2. Clarification that the apprentice ratio of 1:1 is placed in the agreement and the intent is that it applies to carpenters and piledrivers on each job.
3. Company to reimburse members for tool theft from jobsite, with a maximum of \$1,000, increased from \$600.
4. Employers are required to have adequate, safe and secure facilities on each job to accommodate nursing mothers.
5. Union Proposal #2 (Nightwork and Shifts)
  - a. Add to Section 1, Paragraph A. "Where work is only allowed to be performed during off-peak traffic hours (evenings and nights), a \$1.50 premium shall apply 6:00 p.m. to 6:00 a.m. District 1 only. This provision should be interpreted to mean that employers must pay employees the Night Shift premium on all District 1 night jobs (a shift of 6:00 p.m. to 6:00 p.m., or, if a shift begins after 3:00 p.m., then the hours after 6:00 p.m.). There shall be an 8 hour rest period between shifts."
6. Labor and Management have agreed to work through the Joint Apprenticeship Training Committee to establish targeted recruitment and retention goals to ensure that we have the future workforce we need AND that assisting piledriver work and carpenter work is done by apprentices rather than another trade. Memorandum of Understanding on this topic is being worked on.
7. Allowing contractors to increase their industry fund contribution to 6 cents/hr. This is in addition to the total package.
8. Highway Heavy Agreement for North Dakota and South Dakota was discussed and a Tentative Agreement reached for those states.
9. A council-wide Dive Work Addendum was discussed and a subcommittee is established to negotiate that agreement.
10. Language was agreed upon to negotiate a "placeholder" increase for the year after the agreement expires for prevailing wage purposes. This will help union contractors compete on public jobs by raising the prevailing wage rate before the next agreement is negotiated.

### **Total Package Increase and Term of Agreement**

Union proposes a three year agreement with increases as follows to all areas for journeypersons, subject to other conditions below:

5/1/23 \$3.25 to all areas

5/1/24 \$3.50 to all areas (additional \$1.00 to Districts 2 and 3)

5/1/25 \$3.75 to all areas (additional \$1.45 to District 2 and 3) Dist. 2 = Dist 1

Foremen Premium

5/1/23 \$3.50

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This proposal is subject to ratification.

### Allocations

	Wage	Savings	FlexChoice	DB Pension	App/Ed	CITF	Total
District 1	\$2.23	\$0.16	\$0.32	\$0.48	\$0.05	\$0.01	\$3.25
District 2	\$2.39	\$0.16	\$0.48	\$0.16	\$0.05	\$0.01	\$3.25
District 3	\$2.23	\$0.16	\$0.32	\$0.48	\$0.05	\$0.01	\$3.25
1847 Piledriver	\$2.23	\$0.16	\$0.32	\$0.48	\$0.05	\$0.01	\$3.25
1348 Millwright	\$1.60		\$1.11	\$0.48	\$0.05	\$0.01	\$3.25