



National Agreements

Renee Fiorelli, Michael Pleasant,
Anthony Gallagher, Steve Hinshaw,
Valerie Pope

TUESDAY, MARCH 19TH

11:30AM – 12:30PM

Please let us know what you thought of this session



SEMINAR HANDOUTS SPONSORED BY:



NATIONAL AGREEMENTS

National Service and Maintenance
Agreement for MCAA & MSCA
(NSMA)



National Construction Agreement -
NCA/General Presidents Agreement
(NCA)



National Minimum Standard
Agreement for Commercial Pipe
Fabrication Shop
(PFA)



National Maintenance Agreement
(NMA)



Management Methods Association
National Labor Agreement Summary and Comparison





National Agreements Lunch & Learn



Renee Fiorelli



Michael Pleasant



Anthony Gallagher



Steve Hinshaw



Valerie Pope
(Moderator)



National Agreements

- National Service and Maintenance Agreement (NSMA) for MCAA & MSCA
- National Minimum Standard Agreement for Commercial Pipe Fabrication Shop (PFA)
- National Construction Agreement - NCA/General Presidents Agreement (NCA)
- National Maintenance Agreement (NMA)



Thank You!



NMAPC

NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.



United Association NMA in 2023

March, 2024

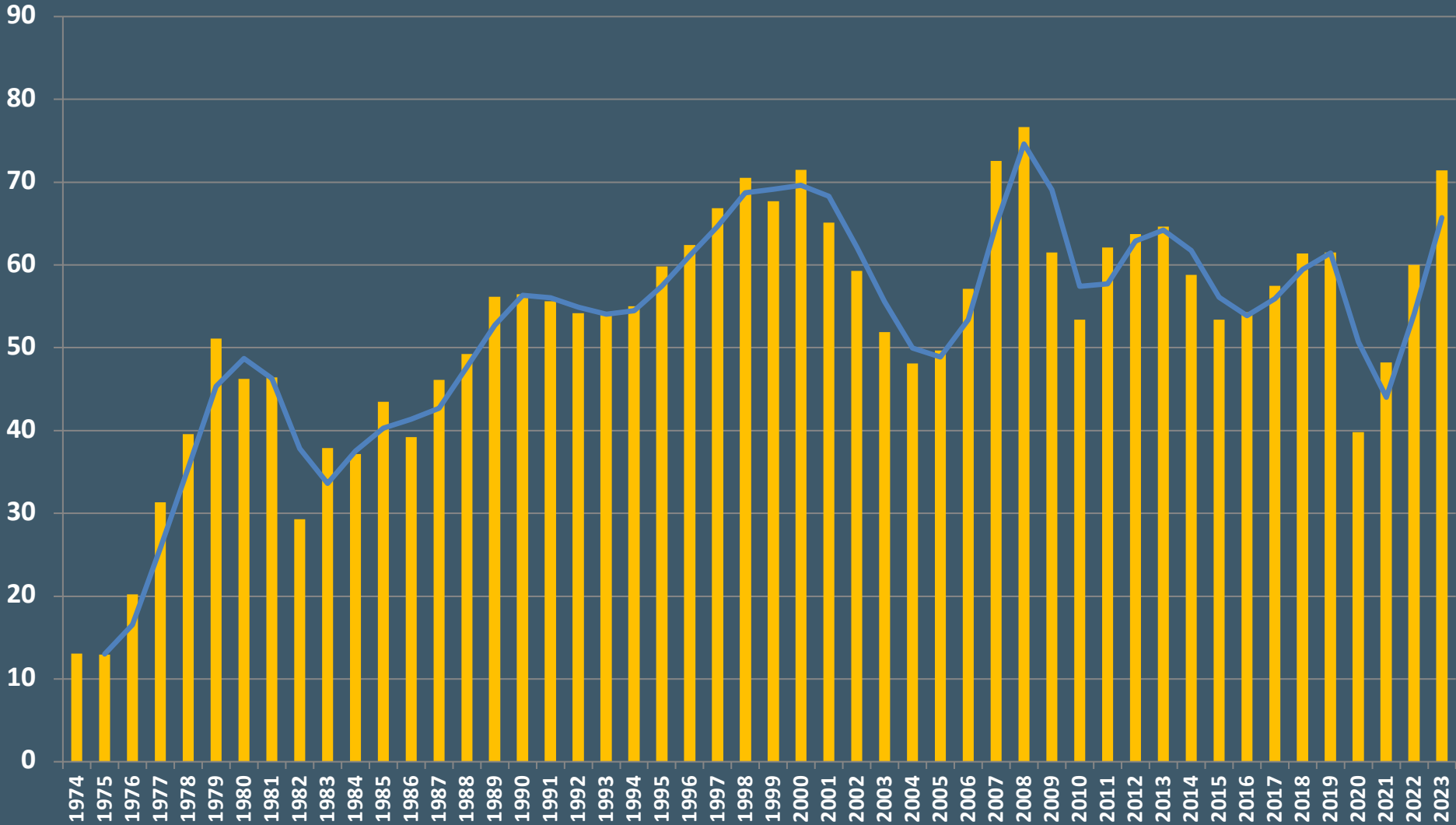
NMAPC at a Glance

- The NMAPC is an incorporated, joint labor-management committee that negotiates, interprets and administers the National Maintenance Agreements (NMAs), with the first NMA signed in **1971**
- The NMAs are **14** individual craft collective bargaining agreements that are **99.9%** similar
- The NMAs are used by more than **1,700** contractors throughout the United States



NMA Usage Based on Work Hours

1973-2023



National Maintenance Agreements 2023 Year in Review



- **71+** million work hours*
- **817** clients and **1,561** plants/facilities serviced throughout the United States
- **1,700+** signatory contractors
- **7,000+** site extension requests; i.e. projects
- **0** job site disruptions

United Association 2023 in Review

- **13,657,332** work hours*
- **400** signatory contractors
- **1,908** site extension requests approved (projects) at more than **940** facilities located in **39** different states



*2023 Hours are Preliminary

Member Hours Worked (2018-2023)

2018 : UA Member hours worked => **11,673,392**

2019 : UA Member hours worked => **13,791,710**

2020 : UA Member hours worked => **7,625,594**

2021 : UA Member hours worked => **9,413,701**

2022 : UA Member hours worked => **10,991,234**

2023: UA Member hours worked => **13,657,332**

Total for six-year period: **67,152,963**

Figuring 1,500 hours for a year worked =
44,769 UA Member years worked since 2018



Top Six Industries (2018-2023)

1. ↔ Petroleum/Natural Gas (18,011,094 hours)
2. ↔ Automotive (14,501,126 hours)
3. ↔ Utility (11,695,932 hours)
4. ↔ Steel/Aluminum (8,600,479 hours)
5. ↔ Chemical (6,553,658 hours)
6. ↔ Wood/Paper (2,659,801 hours)



Modes of NMA Utilization

- **Yellow Card Site**
- **Yellow Card Project**
- **Traditional NMA**

Field Services 2023 GBOP Report

Kevin R. Adkisson
Director of Field Services
January 15-17, 2024
Hollywood, FL



General Presidents' Project Maintenance Agreement (GPPMA)

- **53 GPPMAs approved**
- **16.3 million work hours in 2023**
 - BHI – 2.4 million
 - Day & Zimmermann – 2.2 million
 - Fluor – 750,000
 - Worley/CAM – 501,000
 - Allied Power – 330,000
 - Brand Safeway – 568,000
 - Constellation GPPMA – 4 million
 - Huntington Ingalls – 376,000 (Kesselring Site)
 - PAE – 299,582 (Johnson Space Center - Houston, TX)
 - Orbis Sibro – 128,260 (Orbis GPPMA Shipyards)
 - Hunt Construction – 350,000 (SONGS)

National Construction Agreement (NCA)

- **3 NCA Agreements approved in 2023**

- **1.8 million work hours in 2023**

- Bechtel – 606,000 hours
- Sachs Electric – 451,000
- Kiewit – 200,000

- **Contractor**

- Bechtel
- Bechtel
- Bechtel
- Kiewit

- **Project**

- Thacker Pass - \$3 Billion
- Cardinal – \$20 Billion
- Mobile Launcher 2 – \$400 Million
- A B Brown – \$300 Million

NABTU Assisted PLAs

- Palm Coast BCTC – Charles Cohen 23 story office and retail building (Palm Beach, FL) – \$200 million
- Delaware State BCTC – JP Morgan HQ expansion – \$400 million
- Southwest Idaho BCTC – Micron Semiconductor Fab expansion – \$15 billion
- Other possible PLAs coming up Omaha BCTC – Silicone Heartland Consortium (Semiconductor) - \$4 - 8 billion

Building Trades PLAs

- **351 PLAs approved in 2023**
- **Estimated value \$59.7 Billion**
- Ohio – 196
- California – 56
- New York – 39
- Illinois – 21
- 99 more PLAs in 2023

GBOP Agreements 2023 Work Hours

- GPPMA – 16.3 million hours
- NCA – 1.8 million hours
- Hanford – 2.4 million hours
- Southern – 8.5 million hours
- TVA – 9.1 million hours
- Disney – 10.3 million hours
- **Total – 48.4 million hours**



Building Trades Families

Last year over 35,000 Building Trades families earned a living working under NABTU agreements!

Based on 1,800 hours

**National Minimum Standard
Agreement for a Commercial Pipe
Fabrication Shop**




Steve Hinshaw

PFI Chairman, Board of Directors & Director of
Business Development
Operations Manager, P1 Construction LLC

Bargaining Parties





National Minimum Standard Agreement for a Commercial Pipe Fabrication Shop

Meetings between UA and Fabricating Erectors began in 1942

Original Agreement – 1944

Current Agreement – 1956

Last Revised March 2015

527 Signatory Contractors

619 Fab Shops



Pipe Fabrication Institute

- Contractor Bargaining Group and Partner
- 100% Signatory UA Contractor base
- Established June 1913
- Establish and promote industry standards
- Develop engineering and technical standards:
 - Welding & Fabrication
 - Engineering & Fabrication
 - Cleaning, painting, shipping
 - QC, NDE, NDT



Common Provisions

- Purpose
- Scope of Work
- Management Rights
- Union Security
- Hiring of Personnel
- Union Representation
- Grievance & Arbitration
- Savings & Gender Clause
- Standard for Excellence
- Stand Alone Agreement
- **No Strike – No Lockout**



Wages & Working Conditions

- BT wages and fringes paid in accordance with the local Construction Agreement
- Metal trades wages & fringes bargained between Employer and Local Union
- Items not covered by Agreement can be established on “shop by shop basis”
- Allowed through a Local Shop Agreement



Overtime, Shifts & Shift Pay

- Based on Standard 5 – 8 schedule M – F
- Allows 4 – 10 schedule M-F (common)
- Allows both 5 - 8s & 4 – 10s simultaneously
- Allows 2 shifts on 4 – 10s (5% premium)
- Allows 3, 8 hour shifts
- Allows rotating 4 -10s with A & B shifts
- Overtime & Saturdays = time and one half
- Sundays & Holidays set by Local Shop Agreement



Fringe Benefits

- Employer agrees to be bound by applicable Local and National Trust Fund provisions
- International Training Fund (ITF) - \$.05
- United Association Labor Management Cooperation Fund (UALMC) - \$.05



Agreement For Use of UA Union Label

- **“Yellow Label”** is trademarked property of UA
- Can not be replicated, altered, sold, etc.
- Must be affixed to each fabricated item/spool
- Issued by the UA through the Local Union
- Contractor must be signed to the Minimum Standards Agreement



Application Process

- Written request to UA General President
- Area UA International Representative assigned to tour shop
- Sign National Standards Agreement and Label Agreement
- Complete contractor survey
- Pay Industry Fund and Productivity Fund fees
- UA International Representative completes paperwork and recommendation letter



Mandatory Reporting of Hours

- By trade classification (BTJ, BTA, MT)

- By type of work

Industrial

Process

Comfort heating/cooling & plumbing

Miscellaneous fabrication

Field installation

Online report due monthly



Work Covered

- All worked performed in the shop is covered under the National Minimum Standards Agreement
- All fabricated items must bear the Yellow Label.





Thank You!