



North America's **Building Trades** Unions

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North America's Building Trades

- National Organization of 14 International Unions that represent over 3 Million Construction Workers.
- 330 Provincial, State, and Local Building Trades Councils throughout the United States and Canada.
- National Building Trades
- State Councils
- Local Councils

International Brotherhood of Electrical Workers (IBEW)

The IBEW represents workers in the electrical industry including construction, gas and electric utilities, telecommunications, railroads and government agencies. Construction and residential electricians work in all phases of the electrical construction and service industry. Their worksites ranges from single-family residences to state-of-the-art industrial plants. Inside wire workers may install and maintain conduits, switches, converters, wire lighting, and complex systems incorporating computerization and high technology. Electricians work in the electric sign industry and increasingly perform work in the installation of fiber optics and voice/data/video equipment.

International Brotherhood of Teamsters (Teamsters)

The Teamsters represent 1.4 million working men and women in virtually every occupation throughout the United States and Canada, including many in the construction industry. Two-thirds of Teamsters members work in one of five divisions: warehouse, parcel, freight, public employees and industrial trades. The public employees sector is the union's fastest-growing division. Teamsters members are also spread out geographically. The largest concentrations of Teamsters are in the regions in the central and eastern states.

International Union of Bricklayers and Allied Craftworkers (BAC)

BAC represents all skilled trowel trades workers, including bricklayers, tile setters, plasterers, cement masons, marble masons, restoration workers, and terrazzo and mosaic workers. Their work can be seen on many buildings, homes, stadiums, monuments and landmarks throughout the United States and Canada. BAC craftworkers routinely demonstrate their talents at trade shows, union industries shows and apprentice contests.

International Union of Elevator Constructors (IUEC)

The IUEC represent the most qualified and trained elevator constructors in the world. Members assemble, install and replace elevators, escalators, dumbwaiters, moving walkways and similar equipment in new and old buildings. Elevator constructors also maintain and repair this equipment and modernize older equipment.

International Union of Painters and Allied Trades (IUPAT)

IUPAT members work in one or more of several crafts: painting, wallpaper hanging, glazing (glass work), drywall and taping, floor covering, and sign and display work. Painters and paperhangers work in industrial, commercial and residential settings, from bridges and ships to interior walls of office buildings and homes. Drywall finishers tape, fill in and smooth seams in sheets of drywall. Glaziers prepare and install various kinds of glass, mirrors, metal framing and doors/entrances to buildings. Floor coverers work with resilient floors, as well as carpet and decorative coverings. Members also perform exterior sign and display work, like standard billboards and lighted billboards. Other types of work are convention display and show decorators.

Laborers' International Union of North America (LIUNA)

LIUNA is the most progressive, aggressive and fastest-growing union of construction workers, and one of the most diverse and effective unions representing public service employees. LIUNA members are on the forefront of the construction industry – a powerhouse sector of 12 million workers producing five percent of our countries' economic output.

Operative Plasterers' and Cement Masons' International Association (OPCMIA)

OPCMIA members represent skilled plasterers, cement masons, shophands and associated members. Plasterers finish interior walls and ceilings of buildings, apply plaster on masonry, metal, wirelath or gypsum. Bridges, canals, dams, reservoirs, roads and many other engineering feats would be impossible without the skills of OPCMIA cement masons. Cement masons are responsible for all concrete construction, including pouring and finishing of slabs, steps, wall tops, curbs and gutters, sidewalks, paving and other concrete construction

International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART)

SMART members work in several industries. Sheet metal workers fabricate, install and service heating, venting and air conditioning systems; blowpipe and industrial systems; metal roofing; coping and flashing; and stainless steel work for restaurants, kitchens and hospitals. They prepare shop and field drawings manually and with computer-aided design.

United Association – Union of Plumbers, Fitters, Welders and Service Techs (UA)

UA is a multicraft union representing plumbers and pipe, sprinkler and refrigerator fitters, and service technicians. These jobs require the installation, remodeling or maintenance of systems that carry water, steam, air and other liquids or gases necessary for sanitation, industrial production, heating and air conditioning, and many other uses. Workers measure, cut and bend pipe, weld, braze, caulk, solder, glue or thread joints at residential and commercial jobsites

United Union of Roofers, Waterproofers and Allied Workers (Roofers)

Members of the Roofers Union install new roofs and remove old roofs using a variety of materials. Roofers install hot built-up and single-ply roofing systems on mostly commercial/industrial structures. Waterproofers install moisture-resistant products on below-grade structures and other surfaces to prevent water intrusion into buildings. The work is performed in all weather conditions. Members also operate a variety of mechanical and electrical equipment associated with the installation of roofing and waterproofing products.

International Union of Operating Engineers (IUOE)

IUOE is a progressive, diversified trade union primarily representing operating engineers, who work as heavy equipment operators, mechanics and surveyors in the construction industry; and stationary engineers, who work in the service industries and in operations and maintenance in building and industrial complexes. IUOE also represents nurses and other health industry workers, a significant number of public employees engaged in a wide variety of occupations, and a number of job classifications in the petrochemical industry.

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (Boilermakers)

The Boilermakers are a diverse union of workers in construction, maintenance, manufacturing, professional emergency medical services, repair and related industries. Boilermakers build and repair ships, fishing boats, ferries, barges, cranes, boilers, tanks, pressure vessels, plate and structural fabrications among other things. These skilled workers often use acetylene torches, power grinders and other equipment for welding, burning, cutting, rigging, layout and bolting. It's hard work, and heavy lifting and dedication to the craft is required.

International Association of Heat and Frost Insulators and Allied Workers (Insulators)

Today's Union Insulator is skilled in the installation of mechanical insulation, fire stopping, asbestos and lead mitigation or abatement, sound attenuation and specialty fabrications required in custom mechanical insulation installations for commercial, industrial, medical, bio-technical, governmental and educational facilities among other customer types. This work is installed by our professional mechanical insulators that have achieved journeyman status in the union through a multi-year classroom and 1,600 hour per year on-the-job training program second to none in North America.

International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (IW)

Members of the IW assemble and erect steel framework and other metal parts in buildings and on bridges, dams, skyscrapers, factories and other steel structures. They raise, place and join steel girders and columns to form structural frameworks, including the welding for metal decking.

What is a Project Labor Agreement

- **Pre-hire agreement negotiated between one or more labor organizations and a project owner or general contractor to establish certain labor standards on a construction project.**

Project Labor Agreements

- Local Agreements
 - Negotiated with the State or Local Councils.
- National Agreements
 - <https://nabtu.org/agreements/>

Frequently Asked Questions About PLAs

Q- Are non-union contractors allowed to bid on construction projects when the PLA is required by the Executive Order?

A- Yes, non-union contractors can choose to bid on the project with a PLA and do so without having to sign any local or national union Collective Bargaining Agreement.

Q- Who represents the union in the negotiation with the contractor? Is there a lead negotiator that represents the various trade unions?

A- For a local building trades council PLA, the council represents the affiliate unions in negotiations.

Process FAQ

Q- How is a PLA Negotiated?

- PLAs are negotiated with the project contractor, whether a general contractor, engineering, procurement and construction (EPC) contractor or construction manager and all subcontractors of any tier are then bound to the PLA as a condition of working on the project.

Q- How can project contractors learn the process for negotiating a PLA?

- The contractor can contact the Building and Construction Trades Council in their area and learn the process for that council.
- A list of area councils is found here: <https://nabtu.org/about-nabtu/official-directory/>
- Or North America's Building Trades Unions by contacting Stephen Courtien, scourtien@nabtu.org (240) 508-2090.

Process FAQ

Q: Is the same process used for union and nonunion contractors to negotiate a PLA?

The process is the same for union and nonunion contractors. Often, a local building and construction trades council has a model template PLA that is used and tailored for a particular project based on discussions with the project contractor. Similarly, at the national level, North America's Building Trades Unions has national agreements that are then tailored through negotiation and discussion.

Process FAQ

Q- What timeframe should be anticipated for negotiating a PLA?

A- Most building and construction trades councils have model templates that are then tailored for projects. Agreements can often be reached quickly when such templates are used.

Q- Are there PLA resources, including PLA samples and templates tailored to particular geographic areas to help streamline the process for negotiating PLAs?

A- Yes, most building and construction trades councils have model templates that are then tailored for projects, and the same holds true for national agreements. The local building trades council or union should be contacted, and/or if the contractor wants to use a North America's Building Trades Union PLA or that of one of its affiliates, contractors can contact Stephen Courtien.

Q- Do unions negotiate the same PLA terms with all offerors, including nonunion contractors and small businesses?

A- Typically, yes.

Hiring Halls FAQ

Q- What is a hiring hall and what is their role in the process?

A- Many unions in the construction industry operate hiring halls, which are simply a means to refer applicants to work in the construction industry. Some hiring halls supply all of the employees for their contractor partners, while others are used by contractors that hire most of their own employees without using a hiring hall, but then use the hiring hall to supplement their workforce. Contractors should contact the local union in their area that represents employees in the applicable trade.

Q- What is the process that hiring halls use to refer workers to projects? Who retains the right to decide whom to hire?

A- Typically, hiring halls refer applicants based on a first-in, first-out approach, but it can vary depending upon whether special skills are required. Also, typically the contractor retains the right to decide whom to hire and often has the ability to hire its own employees directly depending upon the manner in which the local union's hiring hall operates.

Q- What is the process for non-union contractors and small businesses to register their existing non-union workforce with hiring halls for project referrals? Are there resources to help in this process?

A- Non-union contractors should contact the applicable local union regarding their referral halls.

CORE EMPLOYEE FAQ

Q- What are “core employee” provisions, and what is the process for non-union contractors to negotiate core employee provisions in PLAs to allow non-union contractors to use their own employees?

A- Some PLAs contain core employee provisions that set certain terms and conditions of employment for a contractor’s existing workforce. Those provisions are the subject of negotiation.

Q- How may core employee provisions and other PLA provisions differ due to geographic area or due to levels of union density (e.g., a negotiated ratio of core employees)?

A- Core employee provisions are negotiated locally and may depend upon many factors including availability of workers.

Q- How may apprenticeship provisions be addressed in a PLA? What is the process for non-union contractors to negotiate PLA provisions to use their own apprenticeship programs?

Apprenticeship provisions are negotiated, but most PLAs allow contractors to employ apprentices enrolled in a joint labor-management registered apprenticeship program.

Labor Management Relations FAQ

Q- How can non-union contractors proactively build relationships with unions?

A—Non-union subcontractors should be proactive and contact the local union representing employees working in their craft before solicitations, learn about the benefits that union can provide the contractor, and non-union prime contractors should contact unions in their area, including the local building trades council and/or North America's Building Trades Unions.

Q- Do unions have staff to answer questions from non-union contractors and small businesses?

A- Local unions in the building trades have staff and business representatives who can assist non-union contractors. Non-union subcontractors can contact the local union representing employees working in their craft, and non-union prime contractors should contact unions in their area, including the local building trades council.

Q- How can a prime contractor identify potential subcontractors that want to work on a PLA project?

A- Prime contractors can contact unions in their area, including the local building trades council and/or North America's Building Trades Unions who can assist identify subcontractors to work on a PLA project.

Labor Management FAQ

Q- What steps should a contractor take to help ensure negotiations are completed by the proposal due date?

A-Speak to the union or Building Trades Council as soon as possible, long before bids are due. Contractors can familiarize themselves with North America's Building Trades Unions national template agreement and should contact their local Building Trades Council and/or other unions and ask whether they have template agreements that can be shared.

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