

Contractor Considerations When Entering into National Agreements

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National Agreements

- History
- Types / Specialty / Most Well Known
- Usage in Industrial Market
- Conditions under NLRA 8(f)
- Checklist
- Summary & Q&A

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History of National Agreements

- 1950's, 60's construction market – union
- Regional & national contractors emerging
- Large & complex projects
- Contractors seek common labor conditions across the USA
- Form National Agreements with construction union that bind the company to union work coast-to-coast

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Most Well-Known

- National Agreement between a International Union & Large Contractor
- General Presidents' Project Maintenance Agreement (GPPMA)
- National Maintenance Agreement (NMA)
- National Construction Agreement (NCA)
- Heavy & Highway Agreement (H&H)
- Standard PLA (aka, Boston Harbor type)

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National Agreement – Web Sites

- **General Presidents' Project Maintenance Agreement (GPPMA) & National Construction Agreement (NCA)**
 - Google "bctd.org" go to "field service" page
 - Administrator: BCTD Giz Kaczorowski
- **National Maintenance Agreement (NMA)**
 - Google "nmapc.org" create profile/password
 - Administrator: NMA Policy Committee Steve Lindauer
- **Heavy & Highway Agreement**
 - Google "niabuild.org" got to "forms / agreement"
 - Administrator: NIA Ray Poupore

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Common Features

- National Agreement are Pre-Hire Agreements NLRA 8(f)
- "Stand Alone" cba's with a separate bargaining unit
- No continuing bargaining rights
- Pay locally negotiated wages & benefits
- Bound to local hiring halls & apprenticeship programs

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National Agreement Review Checklist

1. Is it a "stand alone" labor agreement?
2. Must you sign local agreements, or benefit participation agreements?
3. Must you be stipulated to "The Plan"?
4. Is there No Work Stoppage / No Lockout?
5. Where is the hiring hall – key people?

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National Agreement Review Checklist

6. What is the status of the pension funds?
7. Management Rights – strong or weak?
8. Drug testing & work rules – get a copy
9. Pre-Job Conf, Labor/Mgt committee
10. Side letters re parking, work boots, etc. interpretations, bulletins

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Summary

- National Agreements (or PLA's) are used on large & complex projects.
- Large contractors use National Agreements and require subcontractors
- Pre-Hire 8(f) Agreements – no lasting cba
- Checklist the Agreement & rate it.
- Work with the National Contractors Labor Relations Subject Matter Expert

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