

NMAPC Owner Advisory Committee Meeting

Kingsmill Resort
Williamsburg, Virginia
August 23, 2007

Agenda

- I. NMAPC Work Stoppage Report
- II. NMAPC Work Assignment Disputes Report
- III. NMAPC Work Hours Report
- IV. Report of Owner Advisory Committee from Meeting of May 23, 2007
- V. National Substance Abuse Testing Presentations
 - a) William Palmisano – MOST
 - b) Wayne Rice – AFL-CIA Building Trades Department
- VI. Old Business
- VII. New Business
- VIII. Adjournment

NMAPC Work Stoppages Report: May 15, 2007 - August 21, 2007

Date	Owner	City	Number of Workers	Hours Down	Lost Hours	Number of Shifts	Reason for the Stoppage
Contractor	Plant	State					Affected Craft and local No.
08/01/2007	Ford Motor Company	Louisville	1	8	8	1	United Association L.U.No. 502
Abel Construction Company, Inc.	Louisville Assembly Plant	KY					
08/01/2007	Ford Motor Company	Louisville	1	8	8	1	United Association L.U.No. 502
Abel Construction Company, Inc.	Kentucky Truck Plant	KY					

Totals

Number of Workers Involved	5,908	Total as of last meeting	5,906	Increase	2
Hours Down	1,819	Total as of last meeting	1,803	Increase	16
Lost Hours	91,564	Total as of last meeting	91,548	Increase	16
Number of Shifts	236	Total as of last meeting	234	Increase	2

WORK ASSIGNMENT DISPUTES UNDER NMAPC *

	<u>No. Disputes NMAPC Recorded</u>	<u>No. Formally Filed</u>	<u>No. Heard by Umpire</u>
1996	14	7	2
1997	58	21	6
1998	62	15	3
1999	64	9	4
2000	48	10	3
2001	57	21	9
2002	26	13	6
2003	49	23	6
2004	27	5	4
2005	25	12	8
2006	23	10	5
2007	11	11	6
Totals	464	157	62

* NMAPC office started tracking disputes in July of 1996

Updated 8-8-07

NMAPC Work Disputes (Under Article I)

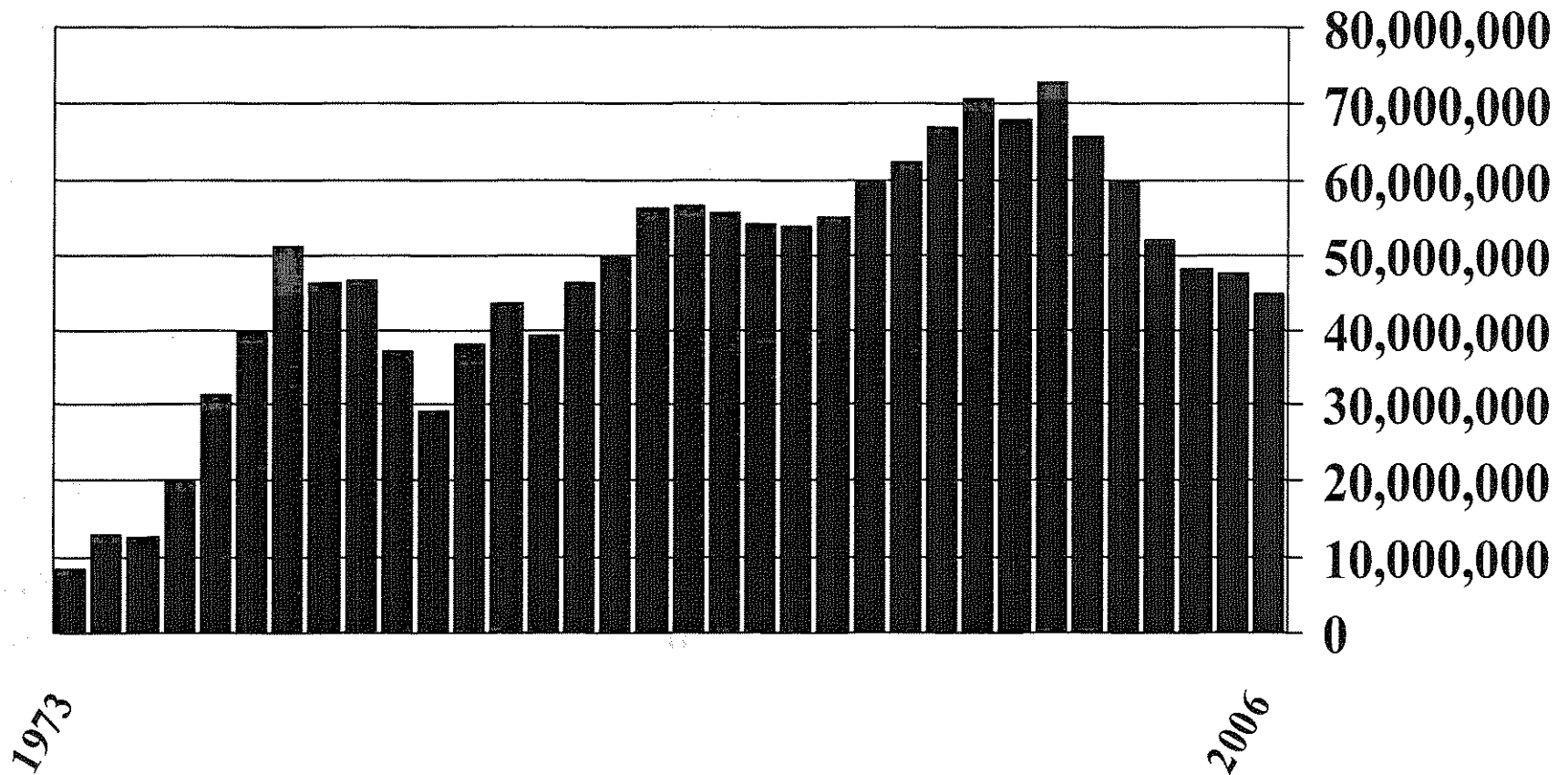
1/19/2007	OPCMIA vs LAB** (AI-140-07)	Reno, NV (Sierra Pacific Power) (Bush hammering & finishing grout)	HARDER MECHANICAL
1/19/2007	TEAM vs IBEW* (AI-141-07)	Newburgh, IN (ALCOA Generating) (Transporting men & materials)	THE STATE GROUP
4/9/2007	OPCMIA vs LAB** (AI-142-07)	Newburgh, IN (ALCOA Generating) (Bush hammering)	STERLING BOILER
4/13/2007	OPCMIA vs LAB** (AI-143-07)	Cayuga, IN (Duke Energy) (Bush hammering)	STERLING BOILER
4/23/2007	OPCMIA vs LAB++ (AI-144-07)	Masontown, PA (Allegheny Energy) (Bush hammering & grouting)	BABCOCK & WILCOX
6/15/2007	OPCMIA vs UBC++++ (AI-145-07)	Coffeen, IL (Ameren UE) (Setting of concrete screeds)	ALBERICI CONSTRUCTORS
6/15/2007	OPCMIA vs LAB++++ (AI-146-07)	Fenton, MO (DaimlerChrysler) (Patching/repair of concrete floors)	NORTH AMERICAN DISMANTLING CORP
7/20/2007	OPCMIA vs UBC** (AI-147-07)	Indianapolis, IN (Indianapolis Power & Light) (Grouting of steel supports)	RMF NOOTER
7/23/2007	TEAM vs OE**** (AI-148-07)	St. Genevieve, MO (Holcim Cement) (Operation of articulated dump trucks)	KCI CONSTRUCTION
7/23/2007	TEAM vs OE** (AI-149-07)	St. Genevieve, MO (Holcim Cement) (Operation of articulated dump trucks)	CASTLE CONTRACTING
7/23/2007	TEAM vs OE** (AI-150-07)	St. Genevieve, MO (Holcim Cement) (Operation of articulated dump trucks)	HOOKE CONSTRUCTION

FOOT NOTES

- * Hearing scheduled but issue dropped/resolved before hearing
- ** Umpire heard dispute and rendered decision
- *** Hearing scheduled but work was completed before hearing took place
- **** Work completed no hearing/dropped by requesting craft prior to hearing scheduled
- ++ Crafts worked it out no hearing required
- +++ No hearing scheduled but Umpire retains jurisdiction over dispute
- ++++ Disputing craft requested a postponement

Total NMAPC Workhours 1973-2006

NMAPC OAC Meeting
Agenda Item III.
August 23, 2007



OAC Report

NMAPC OAC Meeting
Agenda Item IV.
August 23, 2007

The owner representatives on this committee are under pressure from the senior management of their companies to explain why we are insistent on remaining within the union contractor arena. They cite examples of other companies doing work under a "merit shop" basis that report lower costs for construction and supplemental maintenance. We, your best supporters, need progressive changes if we are to counter their claims and remain ardent participants of the program. For this reason, we are looking for significant cost reduction through productivity improvement in the current year.

There are several areas where we see potential for improvement. However, we realize you may have additional points and we welcome a frank and open discussion of the issues.

Some of our points are as follows:

Contractor Enforcement of NMA Principles

The contractors have no reason to enforce the NMA rules. There are no penalties for poor project management or for non-compliance to NMA principles, as there is for the labor side of the agreement. For example, the owners believe there should be some financial penalty for contractors that do not hold a comprehensive pre-job meeting with all parties or do not observe craft jurisdictional boundaries or otherwise commits infractions that do not promote the best interests of the agreement. Such penalties should be on a sliding scale with greater penalties, including expulsion, for repeated offenses.

Multi-Crafting

We want to see a move towards combining skill sets for "like crafts" or, at a minimum, enhancement of the concept of composite crews. This is especially important when performing supplemental maintenance work with in-house maintenance forces that are already multi-crafted. The marketplace can no longer support the single purpose craft structure and must move toward a more consolidated organization.

Language Reviews

The owners would like to see a review of certain sections of the language in the NMA with an eye towards productivity improvement. Selected sections such as: Co-mingling, hours of work, or multiple "like craft" stewards on the same project. While not a complete listing, these items serve to illustrate the need for adjustment in order to promote the spirit of the agreement. The NMA was meant to promote the use of building trades craftsmen and contractors by maximizing their strength, "Productivity." However, today, that productivity is no longer the distinct advantage it once was and it must return if the NMA program is to return to a premier position in the marketplace.

Drug Testing

Simply put, we are tired of debating this issue. We want a standardized program that includes ten (10) panels, random testing, and access to a data base that allows the contractor to insure compliance by his employees before he brings them to our job site. This is not our issue!

Craft Availability

From the owner's viewpoint, there seems to be very little progress in dealing with projected craft shortages. We want a report from the committees detailing recruitment efforts and their success; apprentice and continuing education programs and their effect on projected shortfalls; and alternative strategies for dealing with the expected craft shortages until these other programs can field adequate members of qualified craftsmen.

A Strong Policy Committee

Finally, we want and deserve, a strong policy committee that accepts responsibility for the direction of the group and the enforcement of the agreement. We, the owners, are not responsible for the program, we are your customers! If the National Maintenance Agreement is truly national in scope, the owners should not be required to police contractor compliance to NMA concepts, be dragged into jurisdictional disputes, be required to check drug and alcohol compliance or be concerned about possible manpower shortages. We expect you to do that! As owners, our job is to manage our businesses in the most cost effective manner to maximize shareholder value. That used to mean we relied on the NMA program, its signatory contractors, and the member unions for

maintenance and construction expertise. Either we recapture that reliance and reduce our costs or we will be forced to seek other, more cost effective means to manage our maintenance and construction needs.