In a continuation of national labor agreements, in one case dating back to 1964, the Association of the Wall and Ceiling Industries, International, late in June formalized agreement signings with three international unions.

The signings took place in Washington, D.C., where representatives of AWCI and the association’s National Labor Committee affixed their signatures to national agreements with the Brotherhood of Carpenters and Joiners of America, the Laborers International Union of North America, and the Operative Plasterers and Cements Masons International Association.

None of the three agreement signings represented a new agreement. Each was a continuation and amendment of the old agreements that had been previously negotiated between the association and the unions.

The original Carpenters’ agreement was signed in 1972; the original Laborers agreement was signed April 15, 1964, and the original Plasterers’ agreement was signed in February, 1966.

All three agreements have remained in force continually since those signings.

“The culmination with the signing of these new agreements,” said AWCI Executive Vice President Joe Baker, “represents one more step in a long history of working labor relations between the members of this association and the unions who provide the manpower for our industry. “It demonstrates dramatically that the determination to bargain in good faith can produce a long and commendable record of labor relations harmony.”

Baker emphasized that AWCI also has a national agreement with the International Brotherhood of Painters and Allied Trades which is still in effect for signatory contractors.

Negotiations with the Painters for a new amended agreement have been going on for three years.

It is important to note that none of the three agreements is a “no-strike” agreement in the general context of those words. Economic strikes are not covered by the agreements. AWCI members in areas where an economic strike is proceeding are shut down right along with non-member contractors.

It has been AWCI policy that when one contractor is shut down by a local union in an economic strike, all contractors are shut down. “Only in this way can management have the necessary strength to win against union strikes,” said Baker.

Also, none of the agreements binds or stipulates AWCI to the Impartial
These Are Not NEW Agreements, They Represent a Continuum of Long Standing Duration Between AWCI and The Unions, Dating as Far Back as 1964

Jurisdiction Disputes Board.

Below are listing some of the provisions which are included in the new agreements.

**CARPENTERS**

Establishes: national grievance committee with representatives from UBC and AWCI; procedure for settlement of disputes and grievances without work stoppage, a transfer of men by the contractors from his home area as follows:

1. On jobs not to exceed 5 days, contractor may bring 2 men from home area without securing work permits
2. On jobs over 5 days, not requiring more than 6 men, contractors may man job on 50-50 basis with his own crew
3. For such jobs requiring over 6 men, contractor may bring in 3 men from home and after that a ratio of 2 men from the local union where the work is being performed to one man from his home area.
4. On traditional lathing work, contractor may man jobs on 50-50 basis.

Allows contractor to man job on his own if local union is unable to meet his needs; contractor to have full responsibility for selection of foremen and to determine size of workforce while allowing foreman to work with his tools if the contractor so wishes; that the foreman and not the job steward shall be the first and last man on the job.

Establishes system for shift work:

1. On jobs where work is outside normal hours, contractor may work their crews at regular hourly pay with 7½ hours being worked and men paid for 8 hours. Overtime begins after 7½ hours in such cases.
2. Where more than one shift is worked, first shift shall be at regular rates of pay, second shift to work 7½ hours at regular rates and get paid for 8 hours, and third shift shall work 7 hours at regular rates and get paid for 8 hours.

Sets forth that there shall be no restrictions on use of material, tools, equipment or other labor-saving devices nor on the productive output of employees.

Liberalizes pay day procedures for contractors working in “scattered and remote locations.”

**PLASTERERS**

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Sets forth that there shall be no restrictions on use of material, tools, equipment or other labor-saving devices nor on the productive output of employees.

Liberalizes pay day procedures for contractors working in “scattered and remote locations.”

International agreement supercede conditions of the local agreement where they may be in conflict.

Establishes that wages and working conditions agreed upon in collective bargaining shall not be changed after an employer’s operation has commenced unless they are changed in negotiations between the local union and the recognized bargaining agency of the local contractors.

Signing for AWCI and the Plasterers are, left to right: Robert J. Holton, General Secretary-Treasurer; Ray Boyd, Melvin H. Roots, General President; Patrick J. Daly, chairman of AWCI’s Plasterers section: standing—Joe M. Baker, Jr., James J. Boyle, Executive Vice Presidents.

PLASTERERS

Gives management right to hire, fire for just cause, direct working forces, and manage his business in accordance with his own judgement.

Establishes a 50-50 transfer of men by the contractor from his home area to man jobs outside his home area.

Sets forth that first man on the job shall be the employer’s key man (rather than the job steward).

Gives contractor full right to determine competency of men referred by the union and to hire or not hire accordingly.

Sets forth that conditions of the international agreement supercede conditions of the local agreement where they may be in conflict.

Requires employees to conform to safety regulations and measures as well as the employer.

Provides that contractor working men in an area outside their local union jurisdiction shall not have to pay two sets of fringe benefits, but will pay such fringes to the local having jurisdiction over the job.

Establishes that there shall be no restriction on productivity of the men and prohibits restrictions against any kind of machinery, tools, or labor-saving devices.

Requires that plastering machines will be operated under the same terms...
and conditions of employment that apply to the application, installation or finish of materials by hand.

Establishes a grievance procedure which allows the job to continue while such grievances are being resolved.

Outlaws featherbedding of jobs.

LABORERS

Recognizes AWCI as the exclusive employer of employees in the classification of the agreement.

Recognizes jurisdiction of laborers over the installation, maintenance, and removal of hose, and piping used with plaster machines and pumps; and with starting, stopping, fueling, oiling, cleaning, and maintenance of all mixers, compressors, and all plaster machines and pumps. [This jurisdictional feature has been in the agreement since 1964 and has been successfully utilized to thwart encroachments over this type of work by the Operating Engineers.]

Allows contractor to transfer key men from his home area to jobs outside such area.

Signing for AWCI and the Laborers are, left to right: Arthur E. Coia, General Secretary-Treasurer; Ray Boyd, Angelo Fosco, General President; Joe M. Baker, Jr.

Gives employer right to reject applicants for employment.

Establishes that wages and working conditions agreed upon in collective bargaining shall not be changed after an employer’s operation has commenced unless they are changed in negotiations between the local union and the recognized bargaining agency of the local contractors.

Provides that there shall be no limit or curtailment on productivity of the men and calls for the local union to cooperate with the contractor to promote and enforce increased productivity to enhance best interests of the industry.

Establishes a grievance procedure which allows the job to continue while such grievances are being resolved.