CHICAGO HOUSING AUTHORITY
MULTI-PROJECT LABOR AGREEMENT

This Multi-Project Labor Agreement ("Agreement") is entered into by and between the Chicago Housing Authority ("CHA"), a municipal corporation, and each of the undersigned labor organizations signatory hereto.

Because of the scope, cost and duration of, and important public purpose to be served by the construction or modernization of CHA facilities, the parties to this Agreement have determined that it is in the public interest to have certain projects completed in the most timely, productive, economical and orderly manner possible and without labor disputes or disruptions of any kind that might interfere with or delay the projects.

The parties have determined that it is desirable to eliminate the potential for friction and disruption of these projects by using their best efforts and ensuring that all work is performed by the trade unions that are signatory hereto and which have traditionally performed and have trade and geographic jurisdiction over such work. Experience has proven the value of such cooperation and that such mutual undertakings should be maintained and, if possible, strengthened and that the ultimate beneficiaries remain the CHA residents, taxpayers, and public.

To further these goals and to maintain a spirit of harmony, labor-management cooperation and stability, the parties agree as follows:

1. During the term of this Agreement, except as set forth in Appendix C, the CHA shall not contract or subcontract, nor permit any other person, firm, company or entity to contract or subcontract, any construction, demolition, rehab or renovation of any CHA property, at any of its sites or locations where work in furtherance of the projects is being undertaken, either by the CHA, or its contractor or construction manager, as owner, coordinator, manager, contractor or purchaser relating to construction work covered by this Agreement or within the trade jurisdiction of the signatory unions, to be done at the site of construction, alteration, painting or repair of a building, structure or other work at the site or location covered by this Agreement or owned, leased, or in any manner controlled by the CHA, unless such work is performed only by a person, firm or company signatory or willing to become signatory to an existing collective bargaining agreement with the union or with the appropriate trade/craft union or subordinate body of the Chicago & Cook County Building & Construction Trades Council or the AFL-CIO Building & Construction

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1 For purposes of this Agreement, "CHA property" is property the purpose of which is to provide public housing and the land and units are owned by the CHA or the CHA leases the land to a developer for development and management of the project. However, projects subject to the prevailing wage laws are covered by this Project Labor Agreement. In the event of any dispute regarding this provision, CHA retains the right to make a final determination.
Trades Department. Copies of all such current collective bargaining agreements constitute Appendix "A" of this Agreement, attached hereto and made an integral part hereof and as may be modified from time to time during the term of this Agreement. Said provisions of this Agreement shall be included in all requests for bids and shall apply to all projects except as noted in Appendix C.

2. With respect to a contractor or subcontractor who is the successful bidder, but is not a signatory to the applicable collective bargaining agreement, the collective bargaining agreement executed by said bidder shall be the relevant area agreement regulating the wages, hours and other terms and conditions of employment.

3. During the term of this Agreement, project contractors and subcontractors shall engage in no lockout at any of the project sites.

4. During the term of this Agreement, no labor organization signatory hereto, or any of its members, officers, stewards, agents, representatives or employees, shall instigate, authorize, support, sanction, maintain, or participate in any strike, walkout, work stoppage, work slowdown, work curtailment, cessation or interruption of production, or in any picketing of any project sites for any reason whatsoever, including, but not limited to, the expiration of any of the collective bargaining agreements referred to in Appendix A. In the event of an economic strike or other job action upon the termination of an existing collective bargaining agreement, in no event shall any adverse job action be directed against any covered Project. Rather, all provisions of the subsequently negotiated collective bargaining agreement shall be retroactive for all employees working at a Project site, provided such a provision for retroactivity is contained in the newly negotiated collective bargaining agreement.

5. Each union signatory hereto agrees that it will use its best efforts to prevent any of the acts forbidden in Paragraph 4, and that, in the event any such act takes place or is engaged in by any employee or group of employees, each union signatory further agrees that it will use its best efforts (including its full disciplinary power under its applicable Constitution and By-Laws) to cause an immediate cessation thereof.

6. Any contractor signatory hereto shall have the right to discharge or discipline any employee who violates the provision of this Agreement. Such discharge or discipline by a contractor or subcontractor shall be subject to the grievance arbitration procedure of the applicable collective bargaining agreement only as to the fact of such employee's violation of this Agreement. If such fact is established, the penalty imposed shall not be subject to review and shall not be disturbed. Work at any site covered under this Agreement shall continue without disruption or hindrance of any kind during any grievance/arbitration procedure.
7. The parties expressly authorize a court of competent jurisdiction to order appropriate injunctive relief to restrain any violation of this Agreement, any form of self-help remedy is expressly forbidden. Nothing in the foregoing shall restrict any party to otherwise judicially enforce any provision of its collective bargaining agreement between any labor organization and a contractor with whom it has a collective bargaining relationship.

8. This Agreement shall expire on June 30, 2022 provided either party may give written notice to the other no earlier than March 1, 2019 and no later than April 1, 2019 to terminate this Agreement effective June 1, 2019. If such notice to terminate is given, the Agreement shall extend until the completion of any work initiated pursuant to the Agreement prior to termination or expiration.

9. In the event a dispute shall arise between any contractor or subcontractor of the project and any signatory labor organization or fringe benefit fund established under the appropriate collective bargaining agreement as to the obligation or payment of fringe benefits provided under the collective bargaining agreement, upon proper notice to the contractors or subcontractors by the appropriate labor organization or appropriate fringe benefit fund and to the CHA, an amount sufficient to satisfy the amount claimed shall be withheld from the contractor's or subcontractor's regularly scheduled periodic payment from the CHA or its agents until such time as said claim is resolved.

10. In the event a jurisdictional dispute by and between any labor organization signatory hereto, such labor organizations shall take all steps necessary to promptly resolve the dispute. In the event of a dispute relating to the trade or work jurisdiction, all parties, including the employers, contractors or subcontractors, agree that a final and binding resolution of the dispute shall be achieved, as follows:

a.) Representatives of the affected trades shall meet on the job site within forty-eight (48) hours after receiving notice in an effort to resolve this dispute. (In the event there is a dispute between affiliates of the same International, the decision of the General President or his/her designee, as the internal jurisdictional dispute authority of that International, shall constitute a final and binding decision.) Any agreement reached at this step shall be final and binding upon all parties.

b.) If no settlement is reached during the proceedings contemplated in Paragraph 10(a) above, the matter shall be immediately referred to the leadership of the Chicago & Cook County Building & Construction Trades Council, according to the historic practice, for a meeting between the parties. Any agreement reached at this step shall be final and binding upon all parties.
c.) If no settlement is reached subsequent to the actions contemplated in Paragraph 10(b) above, the matter shall be referred to the Joint Conference CHA established by the Standard Agreement between the Construction Employers' Association and the Chicago & Cook County Building & Construction Trades Council for final and binding resolution of said dispute. A copy of the Standard Agreement is attached hereto and made a part hereof as Appendix "B".

11. This Agreement shall be incorporated into and become part of the collective bargaining agreements between unions signatory hereto and contractors and subcontractors. In the event of any inconsistency between this Agreement and any collective bargaining agreement attached hereto, the terms of this Agreement shall supersede and prevail. except for all work performed under the NTD Articles of Agreement, the National Stack/Chimney Agreement, the National Cooling Tower Agreement, all instrument calibration work and loop checking shall be performed under the terms of the UA/IBEW Joint National Agreement for instrument and Control Systems Technicians, and the National Agreement of the International Union of Elevator Constructors with the exception of the content and subject matter of Articles V, VI and VII of the AFL-CIO's Building & Construction Trades Department model Project Labor Agreement.

12. The parties agree that in the implementation and administration of this Agreement it is vitally necessary to maintain effective and immediate communication so as to minimize the potential of disputes arising out of this Agreement. To that end, each party hereto agrees to designate, in writing, a representative to whom can be directed problems which may arise during the term of this Agreement. Within forty-eight (48) hours after notice of the existence of any problem, representatives of each party shall meet to discuss and, where possible, resolve such problems. The CHA hereby designates the Chief Executive Officer or his designee; the unions hereby designate the President of the Council or his designee.

13. If any provision, section, subsection or other portion of this Agreement shall be determined by any court of competent jurisdiction to be invalid, illegal or unenforceable in whole or in part, and such determination shall become final, such provision or portion shall be deemed to be severed or limited, but only to the extent required to render the remaining provisions and portions of this Agreement enforceable. This Agreement, as thus amended, shall be enforced so as to give effect to the intention of the parties insofar as that is possible.

14. Owner and General Contractor, on behalf of themselves and their contractors and subcontractors agree that the applicable substance abuse policy (i.e., drug, alcohol,
etc.) applicable to the employees working on the Project shall be that as contained, or otherwise provided for, in the area-wide collective bargaining agreements attached at Appendix "A" to this Agreement. Nothing in the foregoing shall limit the Owners or General Contractor, its contractors or subcontractors from instituting its own substance abuse policy governing other employees performing work on the Project not otherwise covered under this Agreement. In the event there is no substance abuse policy in the applicable collective bargaining agreement, the policy adopted by the Owners and/or General Contractor may apply.

15. Complimentary with the purposes of the Trust, the parties recognized desire to facilitate the entry into the building and construction trades of veterans who are interested in careers in the building and construction industry. The parties agree that the Council and unions shall utilize the services of the Center for Military Recruitment, Assessment and Veterans Employment (hereinafter referred to as the "Center") and the Center's "Helmets to Hardhats" program to service as a resource for preliminary orientation, assessment of construction aptitude, referral to apprenticeship programs or hiring halls, counseling and mentoring, support network, employment opportunities and other needs as identified by the parties. The parties also agree that the Council and unions shall coordinate with the Center to create and maintain an integrated database of veterans interested in working on this project and of apprenticeship and employment opportunities for this Project. To the extent permitted by law, the Council and unions will give appropriate credit to such veterans for bona fide, provable past experiences, in the building and construction industry.

16. In addition to the provisions of Paragraph 10(b) for minimizing the potential for disputes the Council agrees to work with all parties to provide and maintain harmonious labor relations during the term of the Project. The parties agree and accept that the Council does not have the legal ability or authority to bind its affiliates, nor does it have the authority to modify the terms and conditions of any collective bargaining agreement.

17. This document with each of the Attachments, including Appendices A through C, constitutes the entire agreement between the parties hereto and may not be modified or changed except by the subsequent written agreement of the parties.

18. All parties represent that they have full legal authority to enter into this Agreement.
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ____________________________

Its: Chief Executive Officer

Attest:

Lee Chuc-Gill

Secretary

CENTRAL ADVISORY COUNCIL

By: ____________________________

Its: Chairperson

Labor Organization: ____________________________

Address: ____________________________

City, State, Zip Code: ____________________________

Telephone Number: ____________________________

By: ____________________________

Its: ____________________________
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ________________

Its: Chief Executive Officer

Attest: ________________

Secretary

Labor Organization: Black United and Allied Craft

Address: 6601 Industrial Dr

City, State, Zip Code: Elmont, NY 11042

Telephone Number: 630-941-2300

By: ________________

Its: James Allen, President
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ___________________________

Its: Chief Executive Officer

Attest: _________________________

Secretary

Labor Organization: International Brotherhood of Boilermakers Local One

Address: 2941 Archer Ave.

City, State, Zip Code: Chicago, IL 60608

Telephone Number: 773-247-5225

By: ___________________________

Its: Business Manager/Secretary Treasurer
Dated this ___ day of ______________, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ____________________________

Its: ____________________________

Attest:

______________________________
Secretary

______________________________

CENTRAL ADVISORY COUNCIL

By: ____________________________

Its: ____________________________

Labor Organization: Chicago Regional Council of Carpenters

Address: 12 E. Erie Street

City, State, Zip Code: Chicago, IL 60611

Telephone Number: 312-787-3076

By: ____________________________

Its: ____________________________
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By:

Its: Chief Executive Officer

Attest:

Secretary

Labor Organization: Cement Mason's and Plasterers

Address: 734 S. 25th Ave.

City, State, Zip Code: Berwyn, IL 60402

Telephone Number:  

By:  

Its:  

1438944.8
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: __________________________

Its: Chief Executive Officer

Attest:

Secretary

Labor Organization: Local 134

Address: 600 W. Washington

City, State, Zip Code: Chicago IL 60661

Telephone Number: 312-533-5101

By: __________________________

Its: BM / FS
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ________________________________

Its: Chief Executive Officer

Attest: ________________________________

Secretary

Labor Organization: IUEC Local 2

Address: 5860 W. 111th St

City, State, Zip Code: Chicago IL 606415

Telephone Number: 708-907-7770

By: ________________________________

Its: John L. Uplone
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ____________________________

Its: Chief Executive Officer

Attest: ____________________________

Secretary

Labor Organization: Heat & Frost Insulators Local #17

Address: 18500 Spring Creek Drive

City, State, Zip Code: Tinley Park, IL 60477

Telephone Number: 708-468-8000

By: ____________________________

Its: Business Manager
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ____________________________

Its: Chief Executive Officer

Attest: __________________________

Secretary

Labor Organization: IBEW

Address: 7720 Industrial Dr

City, State, Zip Code: Forest Park, IL

Telephone Number: ____________

By: ____________________________

Its: ____________________________
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: __________________________

Its: Chief Executive Officer

Attest: ________________________

Secretary

Labor Organization: Ironworkers #63

Address: 2525 W. Lexington

City, State, Zip Code: Broadview, IL 60153

Telephone Number: 708-844-7727

By: _________________________

Its: BUSINESS MANAGER, EST
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: [Signature]

Its: Chief Executive Officer

Attest: [Signature]

Secretary

Labor Organization: PRO-LABORER/PLUMBER LOCAL 136

Address: 1820 BEACH ST

City, State, Zip Code: CHICAGO, IL 60615

Telephone Number: 708-615-9500

By: [Signature]

Its: [Signature]
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: 

Its: Chief Executive Officer

Attest:

Secretary

Labor Organization: LABORERS DISTRICT COUNCIL

Address: 999 MCCLINTOCK DRIVE SUITE 300

City, State, Zip Code: BURB RIDGE IL 60527

Telephone Number: 630 655-8289

By: James A. Conner

Its: Business Manager
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ____________________________

Its: Chief Executive Officer

Attest: ________________________

Secretary

Labor Organization: TAM LOCAL 126

Address: 15 Spinning Wheel Rd., Ste. 424

City, State, Zip Code: Hinsdale, IL 60521

Telephone Number: 630-655-1930

By: ____________________________

Its: ____________________________
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ____________________________

Its: Chief Executive Officer

Attest: ____________________________

Secretary

Labor Organization: IUOE, Local 150, AFL-CIO

Address: 8200 Joliet Road
Countryside, IL 60525

City, State, Zip Code:

Telephone Number: 508-462-8800

By: ____________________________

Its: President Business Mgr.
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: [Signature]

Its: Chief Executive Officer

Attest:

[Signature]

Secretary

Labor Organization: Painters' District Council #14

Address: 14560 West Adams

City, State, Zip Code: Chicago, IL 60607

Telephone Number: (312) 1451-0044

By: [Signature]

Its: Business Manager / Secretary - Treasurer
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: [Signature]

Its: Chief Executive Officer

Attest:

[Signature]

Secretary

Labor Organization: P.O. Officers Assn., L.U. 547

Address: 435 N. Ogden Ave.

City, State, Zip Code: Chicago, IL 60607

Telephone Number: 312-359-4121

By: [Signature]

Its: Business Mgr.
Dated this 21st day of ___June___, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: [Signature]

Its: Chief Executive Officer

Attest: [Signature]

Secretary

Labor Organization: Plumbers Local 130 UA

Address: 1340 W. Washington Blvd.

City, State, Zip Code: Chicago, IL 60607

Telephone Number: (312) 421-1010, ext. 112

By: [Signature]

Its: James F. Coyne, Business Manager
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ____________________________

Its: Chief Executive Officer

Attest: ____________________________

Secretary

Labor Organization: ____________________________

Address: 2021 Swift Drive, Suite A

City, State, Zip Code: Wauk. Brook, IL 60523

Telephone Number: 708-345-0970

By: Roofers & Waterproofers Union Local 11

Its: Gary Manzal, President/Bus. Mgr.
Dated this 21st day of June , 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By:

Its: Chief Executive Officer

Attest:

Secretary

Labor Organization: Sheet Metal Workers' Local 73
Address: 4550 Roosevelt Road
City, State, Zip Code: Hillside, IL 60162
Telephone Number: 708-449-0073

By:

Its: President and Business Manager
Dated this 21st day of ____________, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ____________________________

Its: Chief Executive Officer

Attest: ____________________________

Secretary

Labor Organization: Sprinkler Fitters Union Local 281, U.A.

Address: 11900 S. Laramie Avenue

City, State, Zip Code: Alsip, IL 60803

Telephone Number: 708-597-1800

By: ____________________________

Dennis J. Fleming

Its: Business Manager
Dated this 21st day of June, 2017, in Chicago, Illinois.

CHICAGO HOUSING AUTHORITY

By: ________________________________
   Its: Chief Executive Officer

Attest: ______________________________
   Secretary

Labor Organization: Teamsters Local Union No. 731

Address: 1000 Burr Ridge Parkway Ste. 300

City, State, Zip Code: Burr Ridge, IL 60527

Telephone Number: (630) 887-4100

By: ________________________________
   Terrence J. Hancock

Its: President
APPENDIX "A"

AREA-WIDE COLLECTIVE BARGAINING AGREEMENT(S)
JOINT CONFERENCE BOARD
STANDARD AGREEMENT
6/1/15 – 5/31/20

Construction Employers’ Association
And
Chicago & Cook County Building &
Construction Trades Council
The Standard Agreement
between
The Construction Employers’ Association
and
The Chicago & Cook County
Building & Construction Trades Council
Establishing
The Joint Conference Board
CHRONOLOGY

ADOPTED NOVEMBER 18, 1926
AMENDED AND READOPTED JANUARY 11, 1929
AMENDED AND READOPTED JUNE 24, 1942
READOPTED APRIL 28, 1947
AMENDED AND READOPTED MARCH 19, 1952
READOPTED FEBRUARY 12, 1957
AMENDED AND READOPTED MAY 13, 1958
AMENDED AND READOPTED FEBRUARY 11, 1960
AMENDED AND READOPTED MAY 21, 1963
AMENDED NOVEMBER 16, 1965
AMENDED MARCH 14, 1967
AMENDED AND READOPTED MARCH 4, 1968
AMENDED AND READOPTED NOVEMBER 11, 1971
READOPTED NOVEMBER 20, 1973
READOPTED DECEMBER 12, 1978
READOPTED APRIL 12, 1983
READOPTED MARCH 31, 1988
AMENDED AND READOPTED APRIL 25, 1989
REFORMATTED, AMENDED AND READOPTED JUNE 1, 1994
AMENDED AND READOPTED JUNE 1, 1999
AMENDED APRIL 1, 2003
AMENDED AND READOPTED JUNE 1, 2004
AMENDED AND READOPTED JUNE 1, 2005
AMENDED AND READOPTED JUNE 25, 2008
AMENDED AND READOPTED FEBRUARY 15, 2010
AMENDED AND READOPTED MAY 28, 2015

Expiration Date: MAY 31, 2020
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PREAMBLE

This Agreement is entered into to prevent strikes and lockouts and to facilitate peaceful adjustment of jurisdictional disputes in the building and construction industry and to prevent waste and unnecessary avoidable delays and expense, and for the further purpose of at all times securing for the employer sufficient skilled workers and so far as possible to provide for labor continuous employment, such employment to be in accordance with the conditions and at the wages agreed upon, in the particular trade or craft, that stable conditions may prevail in the construction industry, that costs may be as low as possible consistent with fair wages and conditions and further to establish the necessary procedure by which these ends may be accomplished.

This Standard Agreement shall be considered and shall constitute a part of all agreements between Employers and Labor Unions, members of the Construction Employers' Association, herein call the Association, and the Chicago & Cook County Building & Construction Trades Council, herein called the Council, as containing within its terms the necessary protection of and assuring undisturbed conditions in the industry. In the event of any inconsistency between this Agreement and any collective bargaining agreement, the terms of this Agreement shall supersede and prevail except for all work performed under the NT Articles of Agreement, the National Stack/Chimney Agreement, the National Cooling Tower Agreement, all instrument calibration work and loop checking shall be performed under the terms of the UA/IBEW Joint National Agreement for instrument and Control Systems Technicians, and the National Agreement of the International Union of Elevator Constructors with the exception of the content and subject matter of Articles V, VI and VII of the AFL-CIO's Building & Construction Trades Department model Project Labor Agreement.
DECLARATION OF PRINCIPLES

The Principles contained herein are fundamental, and no articles or section in this Agreement or in the collective bargaining agreement pertaining to a specific trade or craft shall be construed as being in conflict with these principles. In the event any conflict exists between this Agreement and any collective bargaining agreement subject to the Provisions of this Agreement and the dispute resolution provisions contained hereunder, and pertaining to a specific trade or craft concerning the resolution of jurisdictional disputes, the parties specifically agree that the terms of this Agreement are exclusive and supersede any other provisions or procedures relating to the settlement of jurisdictional disputes contained in such collective bargaining agreement.

I. There shall be no limitation as to the amount of work a worker shall perform during the work day.

II. There shall be no restriction on the use of machinery, tools or appliances.

III. There shall be no restriction on the use of any raw or manufactured material, except prison made.

IV. No person shall have the right to interfere with workers during working hours.

V. The use of apprentices shall not be prohibited.

VI. The foreman shall be the agent of the employer.

VII. The worker is at liberty to work for whomever he or she sees fit but such worker shall demand and receive the wages agreed upon in the collective bargaining agreement covering the particular trade or craft under any circumstances.

VIII. The employer is at liberty to employ and discharge for just cause whomsoever the employer sees fit.
ARTICLES OF AGREEMENT

ARTICLE I

Therefore, with the Preamble and Declaration of Principles as part of and fundamental to this Agreement, the parties hereto hereby agree that there shall be no lockout by any employer, or strikes, stoppage, or the abandonment of work either individually or collectively, by concerted or separate action by any union without arbitration of any jurisdictional dispute as hereinafter provided.

ARTICLE II

The parties hereto hereby agree that in the manner herein set forth, they and the parties whom they represent will submit to arbitration all jurisdictional disputes that may arise between them and any misunderstanding as to the meaning or intent of all, or any part, of this Agreement, and they further agree that work will go on undisturbed during such arbitration, and that the decision of the arbitrator shall be final and binding on the parties hereto as provided in Article VI.

ARTICLE III

Paragraph 1. Should a Union affiliated with the Council abandon its work without first submitting any jurisdictional dispute to arbitration as provided herein, or should any employees whom it represents individually or collectively, or by separate or concerted action, leave the work, the employer shall have the right to fill the places of such workers with workers who will agree to work for the employer, and the Union shall not have the right to strike, or abandon the work, because of the employment of such workers.

Paragraph 2. The Union shall have the right to take the employees whom it represents from the work for the purpose of collecting wages and fringe benefits due, but such matter shall immediately be referred to arbitration. Should there be a dispute as to the amount due, the matter shall be first referred to arbitration as herein set forth.

Paragraph 3. The parties recognize the importance of having all work performed in a satisfactory manner by competent craftsmen. Because the unions affiliated with the Council have through apprenticeship and other training programs consistently striven to create an adequate supply of such skilled workers, and because it is desirable that the unions continue to do so, the Association, for itself and for each employer whom it represents agrees, to the extent permitted by law, that it will contract or subcontract any work to be done at the site of the construction, alteration, painting, or repair of a building, structure, or other work, only with or to a contractor who is a party to a collective bargaining agreement with a union affiliated with the Council and, accordingly, is bound by all the terms and provisions of this Standard Agreement.
ARTICLE IV

The parties recognize the importance of having available and furnishing at all times during the life of this Agreement sufficient skilled workers, capable of performing the work of their trade, and to constantly endeavor to improve the ability of such workers and further to have in the making, through apprenticeship training, workers who can enter the trade properly equipped to perform the work, and to the extent possible, the parties agree to do everything within their power to cooperate in carrying out these purposes. Joint apprenticeship committees shall have the right to maintain schools for the training of apprentices registered under the terms of the particular collective bargaining agreement involved and such apprentices shall be considered skilled and qualified journeymen when adjudged competent by a committee composed of the members of the parties to the particular collective bargaining agreement involved. However, this article shall not be construed to disturb present systems wherein the labor organization which is a party to the particular collective bargaining agreement involved compels apprentices to attend trade school.

ARTICLE V

A Joint Conference Board is hereby created by agreement between the Association and the Council, which shall be binding upon the members and affiliates of each, and it is hereby agreed by the parties hereto, together with their members and affiliates, that they will recognize the authority of said Joint Conference Board and that its decisions shall be final and binding upon them as provided in Article VI. The administration of the Joint Conference Board shall be executed by the Secretary of the Board. All normal operating and all extraordinary expenses shall be borne equally.

ARTICLE VI

The Joint Conference Board shall be responsible for the administration of this Agreement. The primary concern of the Joint Conference Board shall be the adjustment of jurisdictional disputes by arbitrators selected by the Board. Decisions rendered by any arbitrator under this Agreement appointed by the Joint Conference Board relating to jurisdictional disputes shall be only for the specific job under consideration and shall become effective immediately and complied with by all parties. In rendering a decision, the Arbitrator shall determine:

a) First whether a previous Agreement of Record or applicable agreement, including a disclaimer agreement, between the National or International Unions to the dispute governs.

b) Only if the Arbitrator finds that the dispute is not covered by an appropriate or applicable Agreement of Record or agreement between the National or International Unions to the dispute, he shall then consider the established trade practice in the industry and prevailing practice in the locality. Where there is a
previous Decision of Record governing the case, the Arbitrator shall give equal weight to such Decision of Record, unless the prevailing practice in the locality in the past ten years favors one craft. In that case, the Arbitrator shall base his decision on the prevailing practice in the locality. Except, that if the Arbitrator finds that a craft has improperly obtained the prevailing practice in the locality through raiding, the undercutting of wages or by the use of vertical agreements, the Arbitrator shall rely on the Decision of Record and established trade practice in the industry rather than the prevailing practice in the locality.

c) In order to determine the established trade practice in the industry and prevailing practice in the locality, the Arbitrator may rely on applicable agreements between the Local Unions involved in the dispute, prior decisions of the Joint Conference Board for specific jobs, decisions of the National Plan and the National Labor Relations Board or other jurisdictional dispute decisions, along with any other relevant evidence or testimony presented by those participating in the hearing.

d) Only if none of the above criteria is found to exist, the Arbitrator shall then consider that because efficiency, cost or continuity and good management are essential to the well being of the industry, the interests of the consumer or the past practices of the employer shall not be ignored.

Agreements of Record are those agreements between National and International Unions that have been “attested” by the predecessor of the National Plan and approved by the AFL-CIO Building and Construction Trades Department and are contained in the Green Book. Such Agreements of Record are binding on employers stipulated to the Plan for the Settlement or Jurisdictional Disputes in the Construction Industry (the “National Plan”), the National Plan’s predecessor joint boards or stipulated to the Joint Conference Board. Agreements of Record are applicable only to the crafts signatory to such agreements. Decisions of Record are decisions by the National Arbitration Panel or its predecessors and recognized under the provisions of the Constitution of the AFL-CIO Building and Construction Trades Department and the National Plan. Decisions of Record are applicable to all crafts.

The Arbitrator shall set forth the basis for his decision and shall explain his findings regarding the applicability of the above criteria. If lower-ranked criteria are relied upon, the Arbitrator shall explain why the higher-ranked criteria were not deemed applicable. The Arbitrator’s decision shall only apply to the job in dispute. Such decisions of the Arbitrator shall be final and binding subject only to an appeal, if such an appeal is available under conditions determined by the Building and Construction Trades Department of the American Federation of Labor and Congress of Industrial Organizations under the National Plan or any successor plan for the settlement of jurisdictional disputes.
ARTICLE VII

This is an arbitration agreement and the intent of this agreement is that all unresolved jurisdictional disputes must be arbitrated under the authority of the Joint Conference Board and that the decisions, subject to the right of appeal provided in Article VI, shall be final and binding upon the parties hereto and upon their affiliates and the members of such affiliates, and that there shall be no abandonment of the work during such arbitration or in violation of the arbitration decision. The Joint Conference Board shall administer the neutral arbitration system of this agreement. Any party bound to this Agreement through a collective bargaining agreement with any Local Union affiliated with the Council shall be bound to this Agreement for all jurisdictional disputes that may arise between any Local Unions affiliated with the Council. Employers bound to this Agreement shall require that this Agreement be a part of all agreements with contractors or subcontractors covering work performed by any trade or craft affiliated with the Council. All parties to this Agreement release the Board from any liability arising from its action or inaction and covenant not to sue the Board. Any damages incurred by the Board for any breach of this covenant shall include, but are not limited to, the Board’s costs, expenses and attorneys fees incurred as a result of said legal proceedings.

Paragraph 1 - The annual meeting of the Joint Conference Board shall be held in June, unless another date is agreed upon by the parties.

Paragraph 2 - The parties hereto shall designate an equal number of members who shall serve upon the Joint Conference Board. The members of the Board shall annually be certified by the Association and the Council in written communications addressed to the Board by the President and Secretary of the respective organizations. Each year the Joint Conference Board shall select a Chairman from among its members. The Joint Conference Board shall also select from among its members a Vice Chairman. The Board shall also select a Secretary. All members shall serve for one year or until their successors have been selected.

Paragraph 3 - At the annual meeting, the Association and Council shall each name at least five and up to ten impartial arbitrators.

Paragraph 4 - In the event the Chairman or Vice-Chairman is unable to serve by reason of resignation, death or otherwise, a successor may be selected for the remainder of the term by the party which made the original selection. Should a member of the Joint Conference Board be unable to serve, because of resignation, death or any other reason, the successor shall be selected by the Association or Council respectively in which such member holds membership.

Paragraph 5 - Should any member of the Board for any reason be unable to attend any meeting of the Board, the President of his respective organization shall be empowered to name a substitute for each absentee for that meeting.
Paragraph 6 - Meetings of the Board may be called at any time by the Chairman, Secretary or three members of the Board. Seventy-two hours written notice of such meeting must be given to each member of the Board.

Paragraph 7 - Twelve members of the Board, six from each of the parties, present at the executive session, shall be a quorum for the transaction of business. The Chairman, or Vice-Chairman, when presiding, shall not be counted for the purpose of determining a quorum. Whenever the number of members present from each party at the executive session are unequal, the party with the fewer members present shall be entitled to cast a total number of votes equal to the number of the present members of the other party with the additional votes of said party being cast in accordance with the vote of the majority of its members who are present.

Paragraph 8 - If it is brought to the attention of the Chairman that any member (other than the Chairman) is not impartial with respect to a particular matter before the Board, the Chairman may excuse such member from the executive session if the Chairman concludes that such member has a conflict of interest with respect to such matter.

Paragraph 9 - Should a jurisdictional dispute arise between the parties hereto, among or between any members or affiliates of the parties hereto, or among or between any members or affiliates of the parties hereto and some other body of employers or employees, the disposition of such dispute shall be as follows:

a) The crafts involved shall meet on the jobsite or a mutually agreed location to resolve the jurisdictional dispute.

b) If the said dispute is not settled it shall be submitted immediately in writing to the Secretary of the Joint Conference Board. Unless agreed to in writing (correspondence, email, etc.) by the trades involved in the dispute, the trades and contractors shall make themselves available to meet within 72 hours at a neutral site with representatives of the Chicago & Cook County Building & Construction Trades Council and the Construction Employers’ Association to resolve this jurisdictional issue.

c) Failure to meet within seventy-two (72) hours of receiving written notice or e-mail to the meetings contemplated in “a” or “b” above will automatically advance the case to the next level of adjudication.

d) Should this jurisdictional issue be unresolved, the matter shall, within 72 hours not counting Saturday, Sunday and Holidays, hereafter, be referred to an Arbitrator for adjudication if requested in writing by any party. The Arbitrator shall hear the evidence and render a prompt decision within forty-eight (48 hours) of the conclusion of the hearing based on the criteria in Article VI. The arbitrator chosen shall be randomly selected based on availability from the list
submitted in Article VII Paragraph 3. The decision of the Arbitrator shall be subject to appeal only under the terms of Article VI. The written decision shall be final and binding upon all parties to the dispute and may be a short form decision. The fees and costs of the arbitrator shall be divided evenly between the contesting parties except that any party wishing a full opinion and decision beyond the short form decision shall bear the reasonable fees and costs of such full opinion.

e) Should said dispute not be so referred by either or both of the parties, the Joint Conference Board may, upon its own initiative, or at the request of others interested, take up and decide such dispute, and its decision shall be final and binding upon the parties hereto and upon their members and affiliates as provided for in Article VI.

In either circumstance all of the parties are committed to a case until it is finalized, even if there is an appeal. However, in cases of jurisdictional or other disputes between a union and another union, which is a member of the same international Union, the matter in dispute shall be settled in the manner set forth by their International Constitution, but there shall be no abandonment of the work pending such settlement.

Paragraph 10 - All interested parties shall be entitled to make presentations to the Arbitrator. Any interested party present at the hearing, whether making a presentation or not, by such presence shall be deemed to accept the jurisdiction of the arbitrator and to agree to be bound by its decision and further agrees to be bound by the Standard Agreement, for that case only if not otherwise so bound.

Paragraph 11 - Upon approval of the Arbitrator other parties not directly involved in the dispute may be invited to be present during the presentation and discussion portions of an arbitration hearing. Attorneys shall not be permitted to attend or participate in any portion of a hearing.

Paragraph 12 – At no time shall any party to a pending dispute unilaterally or independently contact the Arbitrator assigned to hear the case. All inquiries must be submitted to the Secretary of the Joint Conference Board.

Paragraph 13 - The Joint Conference Board may also serve as a board of arbitration in other disputes, including wages, but only when requested to do so by all parties involved in the particular dispute or controversy. It is not the intention of this Agreement that the Joint Conference Board shall take part in such disputes except by mutual consent of all parties involved.

ARTICLE VIII

Paragraph 1 - The duly authorized representatives of members of affiliates of either party hereto, if having in their possession proper credentials, shall be permitted to visit jobs
during working hours, to interview the contractor or the workers, but they shall in no way interfere with the progress of the work.

Paragraph 2 - The handling of tools, machinery and appliances necessary in the performance of the work covered by a particular collective bargaining agreement, shall be done by journeymen covered by such agreement and by helpers and apprentices in that trade, but similar tools, machinery and appliances used by other trades in the performance of their work shall be handled in accordance with the particular collective bargaining agreement of that trade.

Paragraph 3 - In the interest of the public economy and at the discretion of the employer or foreman, all small tasks covered by a particular collective bargaining agreement may be done by workers or laborers of other trades, if mechanics or laborers of this trade are not on the building or job, but same are not to be of longer duration than one-half hour in any one day. The Joint Conference Board may render a decision involving a composite crew.

Paragraph 4 - It is fundamental to the Standard Agreement that all members and affiliates of the parties to this Agreement be stipulated to the Standard Agreement and the Joint Conference Board. All current members of the Chicago and Cook County Building and Construction Trades Council, and their affiliates, by this Agreement are stipulated to the Standard Agreement and Joint Conference Board for the term of the current Standard Agreement. The area labor agreements of the members and affiliates of the parties setting forth language stipulating those parties to the Standard Agreement and Joint Conference Board shall be filed with the Secretary of the Joint Conference Board annually, at the time of the Joint Conference Board appointments. Current trade or craft agreements will prevail as interim agreements in the event labor negotiations are incomplete or in process at the time of the annual meeting.

Paragraph 5 - All members and affiliates of the parties with labor agreements containing language stipulating those parties to the Standard Agreement and Joint Conference Board shall remain stipulated for the term of the current Standard Agreement. Any members or affiliates of the parties who negotiate language stipulating the parties to the Standard Agreement and/or the Joint Conference Board in their area labor agreement shall remain stipulated for the term of the current Standard Agreement. Any Association that incorporates Standard Agreement and/or Joint Conference Board stipulation language into their collective bargaining agreement will automatically have representation on the Joint Conference Board.

Paragraph 6 - Only those crafts with stipulation language in their area labor agreements will be allowed to bring jurisdictional dispute cases to the Joint Conference Board. Those crafts without stipulation language in their area labor agreements will be allowed to participate if a jurisdictional dispute case is brought against their craft and will have the right to appeal any decision, if such an appeal is available, as provided in Article VI of this Agreement.
Paragraph 7 - This agreement applies only to work performed within Cook County, Illinois.

Paragraph 8 - As herein before provided in Article VII, decisions or awards as to jurisdictional claims and decisions determining whether or not said decisions or awards have been violated rendered by the Joint Conference Board shall be final, binding and conclusive on all the parties hereto, on all of their members and affiliates, and on all employers subject only to the right of appeal herein provided for in Article VI.

Paragraph 9 - To further implement the decision of the Joint Conference Board, it is agreed that any party hereto, any of their members or affiliates, and any employer may at any time file a Verified Complaint in writing with the Joint Conference Board alleging a violation of a decision or award previously made. The Board shall thereupon set a hearing, to be held within three days of receipt of the Verified Complaint with respect to the alleged violation, and shall notify all interested parties of the time and place thereof. An Arbitrator selected pursuant to Article VII, Paragraph 9(c) shall conduct a hearing at the time and place specified in its notice. All parties shall be given an opportunity to testify and to present documentary evidence relating to the subject matter of the hearing within forty-eight (48) hours after the conclusion thereof, the Arbitrator shall render a written decision in the matter and shall state whether or not there has been a violation of its prior decision or award. Copies of the decision shall be served, by certified mail or by personal service, upon all parties hereto.

Paragraph 10 - Should the Arbitrator determine that there has been a violation of the Board’s prior decision or award, the Arbitrator shall order immediate compliance by the offending party or parties. The Arbitrator may take one or more of the following courses of action in order to enforce compliance with the Board’s decision:

a) The Arbitrator may assess liquidated damages not to exceed $5,000 for each violation by individual members of, or employees represented by the parties hereto, and may assess liquidated damages not to exceed $10,000 for each violation by either party hereto, or any of its officers or representatives. If a fine is rendered by the Arbitrator, it should be commensurate with the seriousness of the violation having a relationship to lost hours for the Unions and lost efficiency for the employer. Each of the parties hereto hereby agrees for itself, and its members, to pay to the other party within thirty days any sum, or sums, so assessed because of violations of a decision or award by itself, its officers, or representatives, or its member or members. Should either party to this agreement, or any of its members fail to pay the amount so assessed within thirty days of its assessment, the party or member so failing to pay shall be deprived of all the benefits of this agreement until such time as the matter is adjusted to the satisfaction of the Arbitrator.
b) It may order cessation of all work by the employers and the employees on the job or project involved.

Paragraph 11 - All Notices under this Agreement shall be in writing and sent by the Administrator of the Joint Conference Board via facsimile or email. For all notifications to affiliates of the Chicago & Cook County Building and Construction Trades Council, the Administrator may rely up the facsimile numbers, addresses and email addresses in the current directory of the Council. For notifications to all contractors and subcontractors, the Administrator may rely on corporate information on the Illinois Secretary of State website or other appropriate databases. Original Notices of all Joint Conference Board decisions will be sent to each of the parties involved via certified mail. The notice provisions shall not include Saturday, Sunday or legal holidays.

Paragraph 12 - The following days shall be recognized as legal holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

Paragraph 13 - The Board shall have no authority to undertake any action to enforce its decision after a hearing beyond informing the affected parties of its decision. Rather, it shall be the responsibility of the prevailing party to seek appropriate enforcement of a decision, including findings, orders or awards of the Board determining non-compliance with a prior award or decision. The prevailing party in any enforcement proceeding shall be entitled to recover its costs and attorneys fees from the non-prevailing party. In the event the Board is made a party to, or is otherwise required to participate in any such enforcement proceeding for whatever reason, the non-prevailing party shall bear all costs, attorneys fees, and any other expenses incurred by the Board in those proceedings.

Paragraph 14 - In establishing the jurisdiction of the Joint Conference Board over all parties to the dispute, the primary responsibility for the judicial determination of the arbitrability of a dispute and the jurisdiction of the Joint Conference Board shall be borne by the party requesting the Board to hear the underlying jurisdictional dispute. If all of the parties to the dispute do not attend the arbitration hearing or otherwise agree in writing that the parties are stipulated to the Joint Conference Board and Standard Agreement, the affected party or parties may proceed at the Joint Conference Board even in the absence of one or more parties to the dispute. In such instances, the issue of jurisdiction is an additional item that must be determined in the first instance by the Arbitrator who shall set forth basis of his determination in his decision. The Joint Conference Board may participate in any proceedings seeking a declaration or determination that the underlying dispute is subject to the jurisdiction and process of the Joint Conference Board. In any such proceedings, the non-prevailing party and/or the party challenging the jurisdiction of the Joint Conference Board shall bear all the costs, expenses and attorneys fees incurred by the Board in establishing its jurisdiction. The provision of Paragraph 13 regarding obtaining attorney fees shall apply.
Paragraph 15 - It is agreed by the parties hereto that this agreement shall remain in full force and effect until June 1, 2020 unless otherwise amended by agreement of parties.

IN WITNESS WHEREOF, the parties have caused this document to be executed at Chicago, Illinois this 28th day of May, 2015.

CONSTRUCTION EMPLOYERS’ ASSOCIATION

BY Charles M. Usher

CHICAGO & COOK COUNTY BUILDING & CONSTRUCTION TRADES COUNCIL

BY Thomas Villanova
APPENDIX “C”

MODIFICATIONS

Chicago Housing Authority and the signatory labor organizations to the Project Labor Agreement hereby agree as follows:

1. Projects subject to this Project Labor Agreement and all work performed in furtherance to those projects are subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, (hereinafter, “Section 3”) and the governing regulations found at 24 CFR 135. Section 3 requires, to the greatest extent feasible, that at least thirty percent (30%) of all new hires and training opportunities be directed to Section 3 residents, and that at least ten percent (10%) of the total dollar amount of the construction contracts and at least three percent (3%) of the total dollar value of non-construction contracts be awarded to Section 3 business concerns. Each contractor or subcontractor performing work on a project subject to the Project Labor Agreement will be required to prepare and submit a Section 3 Utilization Plan, which will demonstrate the contractor’s or subcontractor’s commitment and plan to ensure that employment, training, contracting, and other economic opportunities created or generated by projects subject to this Agreement shall, to the greatest extent feasible, be directed to Section 3 residents, and to Section 3 business concerns by the tier preference required by applicable law and regulations. Each signatory union agrees to work cooperatively with CHA and contractors and to commit good faith effort to allow CHA and contractors to meet Section 3 requirements.

2. All covered projects are subject to the Section 3 clause found at 24 CFR 135.38.

3. Projects subject to this Project Labor Agreement and all work performed in furtherance to those projects are subject to the requirements of CHA’s MBE/WBE/DBE policy.

4. Projects subject to this Project Labor Agreement and all work performed in furtherance to those projects are subject to the requirements of the Davis Bacon Act, 40 U.S.C. Section 27ba-5.

5. The following programs are excluded from the Project Labor Agreement:
   a. In keeping with the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, and the governing regulations found at 24 CFR 135, the CHA has established a Section 3 Job Order Contracting (JOC) program. All projects awarded directly by CHA or its designated agents to a Section 3 JOC program are excluded from coverage of the Project Labor Agreement.
b. In addition, the CHA has established a Task Order Competitive Contracting (TOCC) program. All projects awarded directly by CHA or its designated agents to a Section 3 TOCC program are excluded from coverage of the Project Labor Agreement. This includes TOCC Section 3 prime contractors and subcontractors.

c. Section 3 qualified and certified contractors hired as prime contractors or subcontractors may be excluded from the requirements of the Project Labor Agreement, provided that the aggregate value of the contract or the subcontract does not exceed $5,000,000. The parties agree that this exclusion will be evidenced by the execution of a Letter of Assent, amongst the parties. The Section 3 contractor may, but shall not be required to 1) sign a collective bargaining agreement or 2) sub-contract to union labor.

If a Section 3 qualified and certified contractor is hired as a prime contractor or subcontractor to a general contractor covered by the Project Labor Agreement, and does not fall within subsections a. – c. above, then that firm will be subject to the terms of the Project Labor Agreement.

6. In no event will work performed under the JOC Program and the TOCC Program be performed at the same times and same locations as work performed under the Project Labor Agreement.

7. Each signatory union will establish a goal that at least thirty percent (30%) of its apprenticeships, interns or other construction-related work opportunities annually will be composed of CHA residents. Each signatory union agrees to identify and guarantee a minimum number of apprentice and journeyman opportunities for CHA and Section 3 residents. Further each signatory union agrees to cooperate with successful contractors to ensure that CHA and Section 3 residents have opportunities to fulfill the requirements of Appendix C of the Project Labor Agreement. The Chicago and Cook County Building Trades Council will regularly update its website (www.CBTC.org) with information regarding apprenticeship programs and links to the Unions’ apprenticeship program websites. The CHA shall require contractors to maximize the number of apprentices working on jobs subject to this Agreement (the number of apprentices is subject to the terms of the appropriate trade agreement) and shall include such requirements in its bid solicitation for contractors and subcontractors. Each Joint Apprenticeship Training Committee will provide a yearly report to the CHA with the following:

- Total number of apprenticeship applications received;
- Total number of CHA resident apprenticeship applications received;
- Total number of individuals accepted into the apprenticeship program;
- Total number of CHA residents accepted into the apprenticeship program;
- Total number of graduates of the apprenticeship program; and,
- Total number of CHA resident graduates of the apprenticeship program.
8. It is the policy of CHA to implement actions and policies to enhance the participation of CHA residents in the labor force of its contractors and to create training and skill improvement opportunities for such persons. In order to facilitate this policy, the Unions have agreed to work cooperatively with CHA to improve the skills of CHA residents, to foster job training and employment opportunities of such persons, and to enable greater local participation in projects covered by the Project Labor Agreement.

9. In order to expand employment opportunities on projects covered by the Project Labor Agreement for CHA residents, CHA has determined to require that the contractors and subcontractors on covered projects achieve a goal that 10% of the total billed labor hours for construction craft labor billed by all contractors and subcontractors while any project be filled by qualified CHA residents who participate in the training and skill development programs administered by the Unions. The signatory unions agree to cooperate with CHA, as well as with the contractors and subcontractors hired for covered projects, to maximize the utilization of CHA residents for construction craft employment by the contractors working on the covered projects.

10. CHA will work with each Union to develop recruitment mechanisms to identify qualified CHA residents and to assist them in gaining entry into appropriate training programs administered by that Union so that the goals which CHA has established hereunder can be achieved. Upon agreement of the Unions, such efforts may include the development of pre-apprenticeship training curricula to be administered by an appropriate educational institution to enhancing the successful participation and retention of CHA residents in apprenticeship programs. In addition, the CHA shall work with the BTC-LMCC to conduct an agreed upon number of apprenticeship application seminars at which individuals identified by the CHA can be referred to the appropriate JATC to complete the required application.

11. The CHA will require each signatory general contractor who is employed on covered projects to take whatever steps are required to reach the labor hour goals for the hiring and retention of qualified CHA residents on each covered project. Each Union agrees to cooperate with the contractors in order to facilitate the contractors' ability to recruit and hire CHA residents.

12. CHA will identify an individual who will be responsible to facilitate implementation of the efforts identified in this addendum and to monitor the success in achieving the mutually agreed upon goals for participation of CHA residents on covered projects. Each Union shall provide such information as it may have on request by CHA's designated representative within thirty days or such other time as the parties may mutually agree, regarding the utilization and participation of CHA residents on covered projects, to the extent that the Union has such information.

13. In addition, CHA will organize, sponsor and host opportunities for CHA and CBTC to implement building trades outreach programs and opportunities for CHA residents
and other City of Chicago residents. CBTC will coordinate with and participate in
these programs and opportunities by providing union personnel, in particular CHA
residents or Section 3 participants, as speakers or advocates on behalf of CBTC.

14. The parties to this addendum recognize that this agreement is an integral part of the
Project Labor Agreement. The parties further agree that the initiatives described
herein require the good faith efforts of all parties to accomplish the goals discussed
above. The parties agree to commit themselves to such efforts.