



MOST MEETING MINUTES | DAY 1

OCTOBER 5, 2015

TRIPARTITE PARTNERS BRAVE STORM, GET DOWN TO WORK

Despite extremely heavy rains and strong winds pummeling the Carolinas, most of those who signed up for the 30th National Tripartite Conference successfully navigated their way to the Embassy Suites at Myrtle Beach without major incident.

There were reports of some travel delays, especially from those who drove through areas like Columbia, which suffered major damage and road closures.

Unfortunately, the storm also led to the cancellation of several speakers including Charles McConnell, Executive Director, Energy & Environment Initiative at Rice University, and Robbie Hunter, President of the California Building Trades De-

partment. At least one other speaker is questionable. We regret these cancellations but understand the travel difficulties and uncertainties caused by the storm and the severity of the weather forecasts.

While the major storm hampered mobility, it has not dampened the spirit among conference participants, as owners, contractors and union representatives gathered on the occasion of our 30th anniversary to continue the important work of our industry. The first order of business Monday was to meet in our respective caucuses to address challenges and discuss progress on the many issues critical to our mutual advancement.

Caucus notes are presented on the following pages.

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OWNER CAUCUS

MOST Administrator Roger Erickson opened the session by welcoming owners to the “rainforest” at Myrtle Beach and providing an overview of the conference agenda.



Jerry Payton, Senior Program Manager, Industrial Relations, TVA, addressed setting objectives for the caucus meeting, and the group identified suggested topics. Discussions then ensued regarding those topics, as described below.

1. MOST programs and Human Performance Initiative

Discussion focused on how to connect MOST programs and Human Performance Initiative, as they are different. Safety also received attention and was discussed in reference to financials. Other discussion items under this category were:

- Objectives of the Boilermaker Code training
- Whether the Code is MOST’s only answer to Human Performance Initiative
- The deadline to launch the Code training for the general Boilermaker membership
- Implementation of the Code and Creed into BNAP training
- Continuation of safety emphasis in each MOST program
- Actions of NACBE Safety Committee reporting on Human Performance Initiative
- Code implementation and the need for more communications and trust building to reinforce the training.

2. Owner Priorities for Management at Work

The group identified the five priorities listed below and agreed unanimously that Safety and Human Performance is the most important, and all others in the priority chain are reliant upon it.

- Safety and Human Performance Initiative
- Fitness for duty/drug testing
- Quality
- Cost
- Schedule

3. Tube Welders

The group discussed planning for outages, how to get more tube welders and how to increase the percentage of welders certified under Common Arc.

4. Drug Testing

The group discussed an increase in alcohol abuse on some job sites in specified areas.



UNION CAUCUS

Kyle Evenson, Executive Director, Construction Sector Operations, opened the meeting with a review of outstanding issues from 2014 before identifying topics to be discussed in the union caucus.

1. Common Arc

Updating: On large jobs, there is some improvement in updating weld certifications, but there are still issues on short-duration projects. To deal with these issues, business managers have come up with some possible solutions:

- Contractors could indicate on final paychecks that Common Arc has been updated.
- Contractors could indicate on work orders the contact person to update Common Arc certification (provide personal phone number).
- Contractors could provide the job steward with verification that Common Arc for all applicable welders has been updated at lay off. Or the union hall could provide job stewards a list of welders referred to the project, and the contractor rep would update Common Arc certifications.

Managing Welders: The union is still seeing problems with contractors overloading jobs with more welders than required. Contractors need to work more closely with business managers to manage welders and make use of the many qualified mechanics and riggers for non-welding positions.

2. Outage Schedules

Outage schedules continue to be a problem when manning work. While recognizing that scheduling is difficult and there are many things to consider, progress is being made whenever owners and business managers work together on this issue. A number of success stories were discussed, including:

- L-140 and TVA
- L-107 and WE Energy – Verso paper facilities
- L-169 and DTE, Consumers Power, and paper mills in the Upper Peninsula
- L-363 and Phillips Petro 66
- L-374 and AEP
- L-13 and Exelon
- L-85 and TRC, Sun Oil, and BP

3. Apprentice/Helper Ratios

Some contractors are still not abiding by the approved apprentice/helper ratios that have been negotiated. Those ratios that have been established under the CBA and area apprenticeship rules must be followed.

4. Jurisdiction

In the area of craft jurisdictions, the union requests that owners/contractors take a second look at any unusually low bids from non-traditional Boilermaker contractors. These contractors may be bidding work using the incorrect craft, which will result in jurisdictional disputes.

5. NTD Contractors

While not a major issue, the union reminds NTD contractors that they are required to notify the business manager when they are going into their areas to perform work.

CONTRACTOR CAUCUS



A review of the 2015 MOST Programs including accomplishments was presented by Greg Purdon, CEO, Enerfab Power & Industrial. Highlights include:

- Adoption of Boilermaker Code as an official MOST program
- Purchase of a Cyber Liability Policy in case of a data breach
- Re-instatement of annual drug testing program
- Discussion about possible merger of BNAP/MOST to reduce costs
- Implementation of Web-based training programs such as OSHA 10 and OSHA 30

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- Possible change in venue and date for the 2018 and 2019 National Tripartite Conference.

Purdon also presented a review of the 2015 fiscal year budget and operating expenses for MOST.

An update was provided on a proposal from CLMA regarding Boilermaker market share and future opportunities for Boilermakers over the next five years. This topic will be further addressed at the joint IBB/NACBE meeting in December.

Topics discussed during the meeting included the following:

- Safety – Delivering and implementing safest possible project is highest priority.
- Expanding Western States helper program throughout United States. Many areas of country have similar programs but need to do better job communicating and implementing these options to make contractors more competitive as well as identify potential new members to apprenticeship program.
- Obtaining and retaining qualified manpower. Boilermakers are doing good things to recruit members, but apprenticeship levels are down, and there is concern that many Boilermakers will retire in next few years.
- Would like better utilization of retirees in all capacities and need quicker declaration of manpower shortages by locals. Restrictions for retirees could be eased and should be clearly identified and consistent across all locals.

- Work is becoming more seasonal (Spring/Fall). While it is difficult to move outages or extend outage season, request more dialogue and open communication among tripartite parties to ensure project success. A few contractors provided success stories where this has happened.
- Common Arc – Contractor attendance is down in some locals; request National Contractors participate in more testing sites. Common Arc requested that locals perform prequalification process. For those that do, pass rate is improving and contractors thank those locals. All locals should use the process. Important for all new welders who are only certified by one contractor to participate in yearly Common Arc testing program when multiple contractors are participating.
- Contractors discussed what can be done to get more owner participation at the National Tripartite Conference.
- For successes at regional tripartite conferences, would like a report of action items and status update of those items, as it may spur ideas for the other areas.
- Would like to explore possibility of combining safety orientation into one common program. There is a lot being done on the job site. Is there something that can be done off-site to save money but accomplish the same goals? ▲

