The CBA has been realigned, below is a list of the changes of the new CBA as well as Article realignment.

Iron Workers Local 387 – Summary of Changes – 2018 – 2021 CBA

Effective 8/1/2018

- Shift Differential
  - Second shift differential $0.50 above appropriate scale
  - Third shift differential $1.00 above appropriate scale
- Probationary Wages
  - Top probationary wage increased to JIW scale not to include Pension and H&W
- Required Upgrades
  - Scaffold Erector/Dismantler no long a required upgrade to maintain wage
- Reporting time
  - Employees required to be at workstation not less than ten minutes prior to start of shift
  - Employees released from workstation not less than ten minutes prior to end of shift
  - When required to report earlier, Employee shall be given equal time to exit the project
  - Regardless of time, Employee shall report on their time and leave on company time
- Labor Management Committee
  - Committee established to work through issues related to the CBA
  - Not empowered to renegotiate
  - Open session for contractors not on Committee
  - Used for pre-jobs
- Grievance Committee
  - Reduced from six to four
  - Alternates reduced from four to two

- Appeals Committee
  - Increased from two to four
  - Appeals Committee will attempt to handle disciplinary issues before involving neutral member
- Separate Agreements
  - Agreed to break out aspects of the contract that are not competitive
- Apprentice Benefits
  - 3-6 Period Apprentice will no longer receive Pension Contributions
  - 7-8 Period Apprentice will receive full JIW Pension Contributions
  - 2 Period Apprentice will receive full H&W Contributions
- Pay Day
  - Pay must be received not later than the end of shift on Friday
- Pay Form
  - Contractor may require Employees to be paid through EFT (Direct Deposit)
  - If Contractor requires EFT, they must have an alternate form of pay (i.e. check, cash, Bank Card)
- Subcontractor language
  - If any contractor can show, prior to bidding work, that without concessions, they will be unable to gain the award of a project, the Union can grant concessions.
  - The Steel Erectors Association will be notified of any concessions made prior to the bidding of the project.
  - All Employers may check with the Steel Erectors Association regarding any possible concessions that may have been granted on projects.

Iron Workers Local 387 – Summary of Changes – 2018 – 2021 CBA

Effective 1/1/2019 – Journeyman Iron Worker Rates

Contributions		**Deductions**	
Wage	$26.69	Working Assessment	$1.28
Pension	$6.19	International Organizing	$0.10
H&W	$5.75	I.P.A.L.	$0.03
387 Welfare	$0.08	District Council	$0.02
IMPACT	$0.17	B.C.T.C.	$0.02
Training	$0.71		
Annuity	$0.15		
TOTAL	**$39.74**	**TOTAL**	**$1.45**

Effective 1/1/2020 – Journeyman Iron Worker Rates

Contributions		**Deductions**	
Wage	$27.29	Working Assessment	$1.36
Pension	$6.44	International Organizing	$0.11
H&W	$5.75	I.P.A.L.	$0.03
387 Welfare	$0.14	District Council	$0.02
IMPACT	$0.17	B.C.T.C.	$0.03
Training	$0.75		
Annuity	$0.30		
TOTAL	**$40.84**	**TOTAL**	**$1.55**

Effective 1/1/2021 – Journeyman Iron Worker Rates

Contributions		**Deductions**	
Wage	$27.84	Working Assessment	$1.41
Pension	$6.44	International Organizing	$0.11
H&W	$6.00	I.P.A.L.	$0.03
387 Welfare	$0.18	District Council	$0.02
IMPACT	$0.18	B.C.T.C.	$0.03
Training	$0.75		
Annuity	$0.55		
TOTAL	**$41.94**	**TOTAL**	**$1.60**

***Apprentice Wage Rates and Assessments are set by the JAC and are reflected as a percentage of Journeyman Wages and Assessments.**

Realignment-

Article 1 – Subcontractors separated out and realigned as Article 2
Article 2 – "Settlement of Disputes" realigned as Article 4 – Renamed as "Dispute Resolution"
Article 2 – New "Subcontractors"
Article 3 – "Strikes and Lockouts" realigned as Article 5
Article 3 – New "Labor Management Committee"
Article 4 – "Referral Clause" realigned as Article 6
Article 5 – "Craft Jurisdiction" realigned as Article 8
Article 6 – "Work Hours" realigned as Article 9
Article 7 – "Shifts" realigned as Article 10
Article 8 – "Overtime and Holidays" realigned as Article 11
Article 9 – "Reporting Time" realigned as Article 12

Article 10 – “Refreshment Breaks” realigned as Article 13 – Renamed as “Lunch & Refreshment Breaks”
Article 11 – “Piecework” realigned as Article 14
Article 12 – “Work Limitation” realigned as Article 15
Article 13 – “Pay Day” realigned as Article 16
Article 14 – “Wage Rates” realigned as Article 17
Article 15 – “Territory” realigned as Article 7 – Renamed as “Geographical Jurisdiction”
Article 16 – “Welfare Plan” realigned as Article 18 – Renamed “Health & Welfare Trust”
Article 17 – “Pension Plan” realigned as Article 19 – Renamed “Pension Trust”
Article 18 – “Apprenticeship Training” realigned as Article 22 – Renamed “Apprenticeship & Training Trust”
Article 18-A – “IMPACT” realigned as Article 23
Article 18-B – “Drug Testing” realigned as Article 24 – Renamed “IMPACT Drug Testing”
Article 18-C – “International Organizing” realigned as Article 25
Article 19 – “I.P.A.L. Fund” realigned as Article 26
Article 20 – “Working Assessment Checkoff” realigned as Article 27
Article 20 – New “Annuity Trust”
Article 21 – “Fringe Benefit Payments” realigned as Article 28
Article 21 – New “387 Welfare Trust”
Article 22 – “Foreman” realigned as Article 29 – Renamed “Project Supervision”
Article 23 – “Iron Workers Required on Power Equipment” realigned as Article 30 – Renamed “Power Equipment”
Article 24 – “Safety Provisions” realigned as Article 31
Article 25 – “Tools” realigned as Article 32
Article 26 – “Finisher’s Tools” realigned as Article 33 – Renamed “Tool Replacement”
Article 26-A – “Tools” merged into Article 26 now Article 33
Article 27 – “Shipping Workers” realigned as Article 34
Article 28 – “Drinking Water” realigned as Article 35
Article 29 – “Clothes Room” realigned as Article 36 – Renamed “Changing Room”
Article 30 – “Welder’s Test” realigned as Article 37
Article 31 – “Workers Compensation Insurance” realigned as Article 38
Article 32 – “Business Representative” realigned as Article 39 – Renamed “Project Access”
Article 33 – “Job Steward” realigned as Article 40 – Renamed “Steward”
Article 34 – “Apprenticeship” realigned as Article 41

Article 35 – “Pre-job Conference” realigned as Article 42
Article 36 – “Letters of Evidence” realigned as Article 43
Article 37 – “Scope of Agreement” realigned as Article 44
Article 38 – “Savings Clause” realigned as Article 45
Article 39 – “Employer Wage and Benefit Bond” realigned as Article 46
Article 40 – “Duration and Termination” realigned as Article 47