

AMENDMENT to ARTICLE 17 – WAGE RATES

By and Between

**IRONWORKERS LOCAL No. 387 of the
INTERNATIONAL ASSOCIATION of BRIDGE, STRUCTURAL, ORNAMENTAL &
REINFORCING IRONWORKERS, AFL-CIO**

And the

**ASSOCIATION of STEEL ERECTORS
AND HEAVY EQUIPMENT OPERATORS, INC.**

effective date

January 1, 2023

PREAMBLE

This **Amendment** is intended by the parties to be applicable to the Employer's work limited to that performed in connection with all facets of the work within the jurisdiction of Local 387. This Amendment to Article 17 is supplementary to and dependent upon the Collective Bargaining Agreement covering the employment of Ironworkers exclusively in the jurisdictions of Ironworkers Union Local No. 387. It is agreed that this Amendment shall at all times run concurrent with, and shall only be effective so long as the Collective Bargaining Agreement is in effect.

RESOLUTION TO AMEND CBA

To adjust the Collective Bargaining Agreement to reduce the wage compensation for Apprentices from 8 periods to four periods as provided for by the **ATLANTA IRONWORKERS JOINT APPRENTICESHIP COMMITTEE** as outlined in Section 5 of this Article, the Employers & Union seek to amend the following highlighted areas:

**ARTICLE 17
WAGE RATES**

Wage and benefit rates are amended as follows, effective first full pay periods on or after dates indicated. All figures are expressed in rates per compensated hour:

**SECTION 1
JOURNEYMAN IRON WORKERS**

	1/1/2021	1/1/2022	1/1/2023	1/1/2024
Inc.				
Base Wage	27.84	28.64 (.80)	29.44 (.80)	30.24 (.80)
Contributions				
Health & Welfare	5.75	5.75	6.00 (.25)*	6.00
Pension Cont.	6.44	6.50 (.06)	6.50	6.50
387 Welfare	0.43	0.43	0.43	0.43
Training Fund	0.75	0.78 (.03)	0.78	0.78
Impact	0.18	0.19 (.01)	0.19	0.19
Annuity	0.55	0.75 (.20)	0.80 (.05)*	1.10 (.30)*
* Benefit increases allocated but may be redirected by Union as Trusts require				
Deductions				
Build Trades	0.03	0.03	0.03	0.03
Dist. Council	0.02	0.02	0.02	0.02
I.P.A.L.	0.03	0.03	0.03	0.03
Intl. Org.	0.11	0.12 (.01)	0.12	0.13 (.01)
Work Assess	1.40	1.45 (.05)	1.50 (.05)	1.55 (.05)
Total Package	41.94	43.04 (1.10)	44.14 (1.10)	45.24 (1.10)

All Journeyman must maintain the following listed upgrades:

- OSHA 30
- SUBPART R
- Forklift certification
- Aerial lift certifications
- First Aid / CPR certification
- International Iron Workers Rigging and Crane Signaling certification
- Current IMPACT drug test

Any Journeyman not current on all upgrades will be dispatched as a Group E – Non-Upgraded Journeyman. Except that any Journeyman that has not work more than 400 hours in this jurisdiction during the previous 12 months will be entitled to a four-month extension from the date of referral to obtain all of the above listed upgrades.

SECTION 2 **SUPERVISION**

FOREMAN IRON WORKER - 10% over Journeyman Scale for appropriate shift.
GENERAL FORMAN IRON WORKER - 15% over Journeyman Scale for appropriate shift.

SECTION 3 APPRENTICE IRON WORKERS

Apprentice wages are set by the apprenticeship committee and are not an exact percentage of the negotiated hourly journeyman wage.

First / Second period – 60%

Contributions: 387 Welfare, Training Fund, and IMPACT and H&W for all Second Period Apprentices

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 60% Standard Work Assessment.

Third / Fourth period – 67%

Contributions: 387 Welfare, Training Fund, IMPACT, and H&W

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 67% Standard Work Assessment.

Fifth / Sixth period – 74%

Contributions: 387 Welfare, Training Fund, IMPACT, and H&W

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 74% Standard Work Assessment.

Seventh / Eighth period – 81%

Contributions: 387 Welfare, Training Fund, IMPACT, Pension, Annuity and H&W

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 81% Standard Work Assessment.

SECTION 4 ORGANIZED IRON WORKERS

Local 387 has adopted the following procedure to bring in to the membership; unrepresented iron workers in an effort to recapture all phases of our work through a comprehensive and fair procedure will benefit all members by increasing market share and result in higher compensation and benefits for those who belong to this association.

- Newly organized iron workers will first undergo a skill assessment
- Based on this assessment, organized iron workers will be referred as follows:
 - Prior to referral, wage rate will be approved by the contractor.
 - Base Wage – Not to exceed JIW wage rate,
 - **Contributions:** 387 Welfare and IMPACT
 - **Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and Standard Work Assessment.
 - All organized iron workers will be given the opportunity to upgrade their skills in order to increase their wage.

SECTION 5

GROUP E NON-UPGRADED JOURNEYMAN

Failure to comply with adopted mandates will result in all GROUP E Non-Upgraded Journeyman referred out at 80% of Journeyman wage.

- **Apprentice Wages and Benefits** are set by the Joint Apprenticeship Committee and may not be an exact percentage of negotiated Journeyman wage and benefits. These rates are controlled by the Joint Apprenticeship Committee and are subject to change with minimal notice.
- **Pension Contribution** – Journeyman Ironworkers and 7th/8th Period Apprentices at current rate established through negotiations.
- **Health & Welfare** contribution to be paid at contract rate. Apprentice wages and benefits are set by the Apprentice Committee and are not an exact percentage of negotiated hourly Journeyman wage. These rates are controlled by the Apprentice Committee and are subject to change with minimal notice.
- **387 Welfare** contribution to be paid at contract rate.
- **Work Assessments** will be deducted from all wages. This will be deducted and paid by each member in accordance with Local #387 By-Laws Art. 2 Section 1. Paragraph (c). Apprentice Work Assessment will be set by the Apprentice Committee.
- In accordance with the terms of an individual signed authorization from the Employee, deductions from gross wages of Employees may be made by the Employer and remitted to the Union Trusts as follows:
 - Work Assessment
 - Building Trades
 - District Council
 - IPAL
 - Intl. Organizing
- Reporting, collection, and administration of Fringe Benefits, Work Assessments, and Check-Off shall be mandated in Article 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, and 28 of the Agreement.

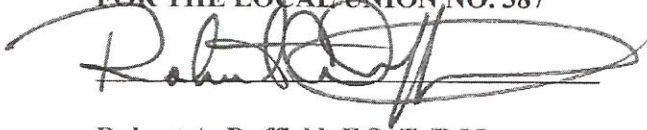
EXPIRATION OF AMENDMENT

Effective 12/31/2023, this Amendment to the 2022-2024 Collective Bargaining Agreement shall expire reverting to the original language of this Agreement.

IN WITNESS WHERE OF, this Addendum has been executed by the parties hereto as of the herein above.

AGREED:

FOR THE LOCAL UNION NO. 387

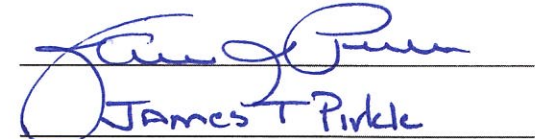


Robert A. Duffield, F.S.-T./B.M.

Iron Workers Local No. 387

Atlanta, GA

FOR THE CONTRACTORS ASSOCIATION



James T. Pirkle
Pres. Association of Steel Erectors

Atlanta Ga.