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**Characteristics of  
Construction Agreements,  
1972-73**

Bulletin 1819

U. S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

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# **Characteristics of Construction Agreements, 1972-73**

**Bulletin 1819**

**U. S. DEPARTMENT OF LABOR  
Peter J. Brennan, Secretary**

**BUREAU OF LABOR STATISTICS  
Julius Shiskin, Commissioner**

**1974**



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## Preface

This is the first of a two-part study of provisions in construction industry collective bargaining agreements. For this study, agreements were selected to represent a variety of construction crafts in large metropolitan areas. In this first bulletin, the prevalences of selected provisions are presented in the form of tabulations; analytical comments and illustrative clauses will follow in the second bulletin. The agreements were selected in part from the files of the Bureau's Division of Industrial Relations and were supplemented by agreements on file with the Construction Industry Wage Stabilization Committee, whose cooperation and assistance in this study are gratefully acknowledged.

This bulletin was prepared in the Bureau's Division of Industrial Relations by Winston L. Tillery, Carl A. Batlin, and Edward F. Hanley, Jr.

# Contents

	<i>Page</i>
Introduction .....	1
Tables: Construction agreements, 1972-73	
Part I. Identifying characteristics of agreements studied .....	2
1. Expiration, by year and month .....	3
2. Expiration, by union .....	3
3. Duration .....	4
4. Region .....	4
5. Size of bargaining unit, by union .....	4
6. By union and major activity .....	5
7. By SMSA .....	6
8. By SMSA, multiple area coverage .....	7
9. By employer unit .....	8
10. By geographical scope .....	8
11. By craft .....	8
Part II. Union security, management rights, and other noneconomic provisions .....	9
12. Union security and checkoff provisions, by union .....	10
13. Checkoff provisions, by type of union security .....	10
14. Selection, paid time, and "superseniority" for stewards, by union .....	11
15. Antidiscrimination and special minority program provisions .....	11
16. Management rights and "favored nations" provisions, by union .....	12
17. Unrestricted work practices provisions, by union .....	12
18. Selected foreman provisions, by union .....	13
19. Ratio of foremen to workmen .....	13
20. Minimum number of workmen requiring a foreman .....	13
Part III. Apprenticeship and training provisions .....	14
21. Selected apprenticeship and training provisions, by union .....	15
22. Apprenticeship ratios .....	15
23. Prerequisites for entry into apprenticeship programs .....	16
24. Length of apprenticeship programs, by union .....	16
Part IV. Hiring and referral provisions .....	17
25. Selected hiring provisions, by union .....	18
26. Advance notice of project start .....	18
27. Pre-job conference provisions .....	18
28. Source of hiring .....	19
29. Order of referral for new employment, by union .....	19
30. Selected referral systems rules, by union .....	20

# Contents—Continued

	<i>Page</i>
Tables—Continued	
Part IV. Hiring and referral provisions—Continued	
31. Penalty for violation of referral rules .....	20
32. Pre-hiring examination provisions .....	21
33. Provisions for employment of older workers .....	21
Part V. Seasonality, safety, and related provisions .....	
34. Inclement weather provisions, by union .....	23
35. Employer obligations for employees safety, by union .....	23
36. Rights and obligations of employees on safe working conditions, by union .....	24
37. Labor-management safety committee provisions .....	24
Part VI. Provisions governing working conditions .....	
38. Provisions for advance notice of layoff, by union .....	26
39. Rules limiting use of specified materials, tools, or equipment, by union .....	27
40. Selected rules on repairs, by union .....	27
41. Jurisdiction of equipment repairs .....	28
42. Penalty provisions for poor workmanship .....	28
43. Rules governing crew size, height, and weight, by union .....	28
44. Construction standards and limitations on subcontracting, by union .....	29
45. Restrictions on working employers, non-bargaining unit personnel, and employee transfers, by union .....	29
46. Employee transfer restrictions .....	30
47. Provisions for furnishing, replacing and storing tools, by union .....	30
48. Selected employee facilities, by union .....	31
49. Work clothing furnished by employer .....	31
Part VII. Hours, overtime, and premium pay provisions .....	
50. Overtime provisions, by union .....	33
51. Scheduled daily work hours, by union .....	33
52. Daily overtime rates, by daily overtime hours .....	34
53. Scheduled weekly hours, by union .....	34
54. Weekly overtime rates, by weekly overtime hours .....	35
55. Overtime rates for work outside regularly scheduled hours, by union .....	35
56. Graduated overtime provisions .....	36
57. Premium pay rates for Saturday and Sunday work .....	36
58. Graduated Saturday premiums .....	36
59. Restrictions on working hours, by union .....	37
60. Limitations on schedule changes .....	37
61. Overtime restrictions .....	38
62. Restrictions on shift work .....	38
63. Restrictions on weekend work .....	38
Part VIII. Wages and wage-related provisions .....	
64. Basic rate structure, by union .....	40
65. Wage adjustment provisions, by union .....	40
66. Wage and fund security provisions, by union .....	41
67. Penalty for wage and fund payment default .....	41

# Contents—Continued

Page

## Tables—Continued

### Part VIII. Wages and wage-related provisions—Continued

68. Provisions for maintenance of higher rate in temporary change of classification, by major activity .....	41
69. Travel and transportation allowances, by major activity .....	42
70. Transportation allowance provisions .....	42
71. Type of shift differentials, by union .....	43
72. Money differentials for shiftwork .....	43
73. Variations in shiftwork hours .....	43
74. Pay differentials for hazardous and abnormal conditions, by union .....	44
75. Cents-per-hour pay differentials for hazardous or abnormal conditions .....	44
76. Percentage pay differentials for hazardous or abnormal conditions .....	44

### Part IX. Paid and unpaid leave .....

45

77. Selected payments for time not worked, by union .....	46
78. Paid meal during overtime hours and premium pay for work during regular meal period, by union .....	46
79. Number of guaranteed hours of pay or work in call-in or call-back, by wage rate .....	47
80. Reporting pay guarantees .....	47
81. Reporting pay for newly hired employees .....	47
82. Waiver of reporting pay provisions .....	47
83. Paid vacation plans .....	47
84. Number of holidays, by union .....	48
85. Premium pay rates for work on paid holidays, by union .....	49
86. Premium pay rates for work on unpaid holidays, by union .....	49

### Part X. Dispute settlement procedures .....

50

87. Dispute settlement procedures, by union .....	51
88. Type of jurisdictional dispute procedure provisions .....	51
89. No strikes, no lockouts, by union .....	51

### Part XI. Employee benefits .....

52

90. Employee benefit funds, by union .....	53
91. Industry advancement funds and workmen's compensation insurance, by union .....	53

### Appendix. Subject index of agreement provisions .....

54

# Characteristics of Construction Agreements, 1972-73

## Introduction

Traditionally, the construction industry has held an important position in the national economy, accounting for relatively large proportions of total employment as well as gross investment. The industry is characterized by several factors which distinguish it from other industries: workmen generally are highly skilled; they are highly mobile between employers and geographical areas; unions are single craft rather than industrial, and exercise considerable control over the labor supply; many contracting firms are small and highly specialized; and employment is subject to seasonal factors and rapidly changing construction technologies.

Collective bargaining in the industry has become a subject of increasing interest as exemplified by the establishment of the Construction Industry Stabilization Committee in 1971. But (with the exception of wage rates) relatively little research on the subject has been carried on. In the past, the Bureau has included construction among the other major industries in its studies of agreement provisions. This bulletin and its companion are the Bureau's first devoted exclusively to the construction industry and to the extensive analysis of its collective bargaining agreements.

The 769 agreements chosen for this study covered 1,213,317 workers, represented by 16 unions, and were

in effect on or after April 1, 1972. This coverage compares with an annual average of 3,521,000 workers employed in the construction industry in 1972. Agreements were selected, to the extent they were available, for 26 standard construction crafts for each of the 66 largest Standard Metropolitan Statistical Areas—that is, those SMSA's having 1970 Census populations of 500,000 or more. When two or more agreements covered the same craft and SMSA, the largest in terms of worker coverage was used.

In this bulletin, tabulations are presented on a wide variety of provisions; some are peculiar to construction, others are common to all industries. Of the latter, some prevalences do not differ greatly from those of other industries; others indicate a distinct construction industry pattern. A caveat should be inserted—these tabulations reflect only our understanding of the language of the agreements, which is open to alternative interpretations. It is also possible that the terms of the agreements do not necessarily reflect the actual practices on the job site.

In addition to preparing this bulletin, the Bureau's Office of Wages and Industrial Relations is expanding its research in the construction industry with three other studies. These include a study of work stoppages, an analysis of health and retirement plans, and a survey of wage rates and selected fringe benefits.



## **Part I. Identifying Characteristics of Agreements Studied**

**Expiration  
Duration  
Region  
Size of unit  
Major activity  
SMSA  
Employer unit  
Geographical scope  
Craft**

**Table 1. Expiration of construction agreements, by year and month, 1972-73**

Expiration			Expiration		
Agreements			Agreements		
Workers			Workers		
All agreements -----	769	1,213,317	1974—Continued	-	-
1972 -----	206	410,695	March -----	17	11,815
April -----	47	118,550	April -----	22	22,047
May -----	60	185,085	May -----	26	37,280
June -----	49	55,480	June -----	35	164,625
July -----	18	15,990	July -----	9	11,615
August -----	12	15,775	August -----	2	325
September -----	7	12,365	September -----	2	975
October -----	4	875	October -----	1	300
November -----	3	840	November -----	1	190
December -----	6	5,735	December -----	-	-
1973 -----	385	470,195	1975 -----	59	62,175
January -----	2	235	January -----	-	-
February -----	1	4,100	February -----	1	900
March -----	33	71,730	March -----	12	28,130
April -----	103	128,165	April -----	14	9,525
May -----	97	95,650	May -----	13	13,760
June -----	78	114,260	June -----	10	5,440
July -----	22	15,490	July -----	4	3,180
August -----	28	24,295	August -----	2	340
September -----	8	2,875	September -----	1	50
October -----	5	4,730	October -----	1	100
November -----	2	665	November -----	-	-
December -----	6	8,000	December -----	1	750
1974 -----	117	254,222	1976 -----	1	30
January -----	1	50	June -----	1	30
February -----	1	5,000	1977 -----	1	16,000
			March -----	1	16,000

**Table 2. Expiration of construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Expiration							
			1972		1973		1974		1975 and later <sup>2</sup>	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	206	410,695	385	470,195	117	254,222	61	78,205
Asbestos Workers (HFLA) -----	28	6,580	7	2,210	15	3,465	5	805	1	100
Boilermakers (BBF) -----	11	21,850	3	10,650	8	11,200	-	-	-	-
Bricklayers (BMP) -----	101	70,840	22	17,640	55	39,440	17	7,460	7	6,300
Ironworkers (BSOIW) -----	39	52,710	15	18,700	17	16,335	5	14,875	2	2,800
Carpenters (CJA) -----	56	290,695	22	85,550	23	131,620	7	51,550	4	21,975
Electrical Workers (IBEW) -----	61	77,270	18	36,325	33	25,570	10	15,375	-	-
Elevator Constructors (IUOC) -----	2	18,800	1	2,800	-	-	-	-	1	16,000
Operating Engineers (IUOE) -----	41	115,150	11	33,715	18	44,715	5	25,200	7	11,520
Laborers (LIUNA) -----	51	271,300	16	109,250	23	76,400	10	79,150	2	6,500
Lathers (WWML) -----	47	10,610	13	5,680	24	3,810	5	685	5	435
Painters (PAT) -----	73	70,420	12	11,900	32	22,810	19	31,905	10	3,805
Plasterers (OPCM) -----	60	30,936	13	6,035	32	16,025	8	6,561	7	2,315
Plumbers (PPF) -----	60	68,245	18	35,485	34	27,130	4	1,780	4	3,850
Roofers (RDWW) -----	51	13,231	10	2,465	30	7,335	5	1,846	6	1,585
Sheet Metal Workers (SMW) -----	46	42,290	14	19,360	22	16,200	9	6,030	1	700
Teamsters (IBT) -----	42	52,390	11	12,930	19	28,140	8	11,000	4	320

<sup>1</sup> All unions, with the exception of the Teamsters, are affiliated with the AFL-CIO. Their complete names are as follows: International Association of Heat and Frost Insulators and Asbestos Workers (HFLA); International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers (BBF); Bricklayers, Masons, and Plasterers' International Union of America (BMP); International Association of Bridge, Structural and Ornamental Ironworkers (BSOIW); United Brotherhood of Carpenters and Joiners of America (CJA); International Brotherhood of Electrical Workers (IBEW); International Union of Elevator Constructors (IUOC); International Union of Operating Engineers (IUOE); Laborers International Union of North America (LIUNA); The Wood, Wire and Metal Lathers' International Union (WWML); International Brotherhood of Painters and Allied Trades (PAT); Operative Plasterers' and Cement Masons' International Association of the United States and Canada (OPCM); United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (PPF); United Slate, Tile and Composition Roofers, Damp and Waterproof Workers Association (RDWW); Sheet Metal Workers International Association (SMW); International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (IBT).

<sup>2</sup> Includes one agreement expiring in 1976 and one agreement expiring in 1977.

**Table 3. Duration of construction agreements, 1972-73**

Duration	Agreements	Workers
All agreements -----	769	1,213,317
Less than 12 months -----	3	725
12 months -----	169	111,295
13-23 months -----	39	57,090
24 months -----	146	172,671
25-35 months -----	35	91,360
36 months -----	320	523,361
37-47 months -----	17	54,480
48 months -----	11	25,175
Over 48 months <sup>1</sup> -----	29	177,160

<sup>1</sup> Includes 24 agreements for 60 months and 5 agreements for 61 months.

**Table 4. Construction agreements, by region, 1972-73**

Region	Agreements	Workers
All agreements -----	769	1,213,317
New England -----	50	92,235
Middle Atlantic -----	132	200,755
East North Central -----	141	255,330
West North Central -----	59	80,416
South Atlantic -----	114	103,045
East South Central -----	44	23,700
West South Central -----	71	60,581
Mountain -----	31	29,460
Pacific -----	85	285,590
Interregion -----	42	82,205

4

**Table 5. Size of bargaining unit in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Less than 100		100 to 499		500 to 999	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	77	3,890	278	64,917	146	99,795
Asbestos Workers (HFIA) -----	28	6,580	4	255	22	4,900	2	1,425
Boilermakers (BBF) -----	11	21,850	-	-	4	650	3	2,200
Bricklayers (BMP) -----	101	70,840	19	1,050	40	9,925	23	15,565
Ironworkers (BSOIW) -----	39	52,710	-	-	6	2,125	16	10,485
Carpenters (CJA) -----	56	290,695	-	-	3	450	3	2,025
Electrical Workers (IBEW) -----	61	77,270	2	40	12	3,140	21	14,030
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	3	135	5	1,400	4	2,665
Laborers (LIUNA) -----	51	271,300	-	-	2	350	4	3,200
Lathers (WWML) -----	47	10,610	19	905	24	3,850	1	555
Painters (PAT) -----	73	70,420	7	380	37	8,385	15	10,055
Plasterers (OPCM) -----	60	30,936	8	365	36	7,296	10	6,975
Plumbers (PPF) -----	60	68,245	-	-	20	6,450	17	12,715
Roofers (RDWW) -----	51	13,231	3	205	41	8,976	7	4,050
Sheet Metal Workers (SMW) -----	46	42,290	2	130	13	3,755	17	11,850
Teamsters (IBT) -----	42	52,390	10	425	13	3,265	3	2,000

See footnote at end of table.

**Table 5. Size of bargaining unit in construction agreements, by union, 1972-73—Continued**

Union <sup>1</sup>	1,000 to 1,999		2,000 to 4,999		5,000 to 9,999		10,000 or more	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	125	167,965	83	250,500	37	246,850	23	379,400
Asbestos Workers (HFLA) -----	-	-	-	-	-	-	-	-
Boilermakers (BBF) -----	-	-	2	8,500	2	10,500	-	-
Bricklayers (BMP) -----	13	19,150	4	11,150	2	14,000	-	-
Ironworkers (BSOIW) -----	11	13,750	4	9,350	1	5,000	1	12,000
Carpenters (CJA) -----	17	24,120	17	57,700	8	53,900	8	152,500
Electrical Workers (IBEW) -----	17	22,610	6	14,850	2	12,600	1	10,000
Elevator Constructors (IU EC) -----	-	-	1	2,800	-	-	1	16,000
Operating Engineers (IUOE) -----	12	14,150	11	31,800	4	26,000	2	39,000
Laborers (LIUNA) -----	10	12,900	16	48,300	11	76,650	8	129,900
Lathers (WWML) -----	2	2,500	1	2,800	-	-	-	-
Painters (PAT) -----	5	6,800	6	16,800	1	8,000	2	20,000
Plasterers (OPCM) -----	3	4,500	2	6,800	1	5,000	-	-
Plumbers (PPF) -----	15	19,680	6	15,400	2	14,000	-	-
Roofers (RDWW) -----	-	-	-	-	-	-	-	-
Sheet Metal Workers (SMW) -----	11	14,155	2	7,200	1	5,200	-	-
Teamsters (IBT) -----	9	13,650	5	17,050	2	16,000	-	-

<sup>1</sup> For full names of unions, see footnote 1, table 2.

9

**Table 6. Construction agreement by union and major activity, 1972-73**

Union <sup>1</sup>	All agreements		Major activity					
			General building construction		Heavy construction		Special trades	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	228	568,751	68	168,175	473	476,391
Asbestos Workers (HFLA) -----	28	6,580	-	-	-	-	28	6,580
Boilermakers (BBF) -----	11	21,850	3	1,800	3	14,000	5	6,050
Bricklayers (BMP) -----	101	70,840	27	23,600	4	1,070	70	46,170
Ironworkers (BSOIW) -----	39	52,710	20	19,730	3	5,500	16	27,480
Carpenters (CJA) -----	56	290,695	44	231,445	5	18,400	7	40,850
Electrical Workers (IBEW) -----	61	77,270	-	-	1	125	60	77,145
Elevator Constructors (IU EC) -----	2	18,800	-	-	-	-	2	18,800
Operating Engineers (IUOE) -----	41	115,150	26	79,935	12	31,865	3	3,350
Laborers (LIUNA) -----	51	271,300	36	169,950	10	63,500	5	37,850
Lathers (WWML) -----	47	10,610	6	290	-	-	41	10,320
Painters (PAT) -----	73	70,420	2	450	-	-	71	69,970
Plasterers (OPCM) -----	60	30,936	37	15,776	5	1,490	18	13,670
Plumbers (PPF) -----	60	68,245	1	400	1	400	58	67,445
Roofers (RDWW) -----	51	13,231	5	1,445	1	100	45	11,686
Sheet Metal Workers (SMW) -----	46	42,290	3	3,100	1	250	42	38,940
Teamsters (IBT) -----	42	52,390	18	20,830	22	31,475	2	85

<sup>1</sup> For full names of unions, see footnote 1, table 2.

**Table 7. Construction agreements, by standard metropolitan statistical area, 1972-73**

Standard metropolitan statistical areas	Agreements	Workers	Standard metropolitan statistical areas	Agreements	Workers
All agreements-----	769	1,213,317	Baltimore, Md -----	15	10,815
Single-SMSA Agreements-----	698	815,432	Washington, D. C -----	11	21,440
Boston, Mass -----	14	37,545	Norfolk-Portsmouth, Va -----	9	2,120
Springfield-Chicopee-Holyoke, Mass -----	9	2,785	Richmond, Va -----	9	1,780
Providence-Pawtucket-Warwick, R.I -----	7	4,820	Greensboro-Winston Salem-High Point, N.C.-----	6	3,210
Hartford, Conn-----	16	32,005	Atlanta, Ga -----	12	12,460
New York, N. Y.-----	20	64,105	Miami, Fla -----	10	6,930
Buffalo, N. Y.-----	15	11,890	Tampa-St. Petersburg, Fla -----	12	6,950
Rochester, N. Y.-----	11	8,225	Ft. Lauderdale-Hollywood, Fla -----	7	5,230
Albany-Schenectady-Troy, N. Y.-----	9	9,725	Jacksonville, Fla -----	13	4,760
Syracuse, N. Y.-----	12	4,735	Louisville, Ky -----	8	5,300
Newark, N. J.-----	5	3,205	Memphis, Tenn -----	10	6,625
Paterson-Clifton-Passaic, N.J.-----	5	2,370	Nashville, Tenn -----	13	5,070
Jersey City, N.J.-----	5	1,700	Birmingham, Ala -----	15	8,755
Philadelphia, Pa -----	14	26,830	New Orleans, La -----	14	11,241
Pittsburgh, Pa -----	14	30,925	Oklahoma City, Okla -----	13	6,070
Allentown-Bethlehem, Easton-Pa -----	15	8,975	Houston, Tex -----	14	22,575
Cleveland, Ohio -----	10	18,690	Dallas, Tex -----	8	4,360
Cincinnati, Ohio -----	15	10,775	San Antonio, Tex -----	10	2,420
Columbus, Ohio -----	11	4,310	Ft. Worth, Tex -----	4	2,765
Dayton, Ohio -----	14	6,610	Denver, Colo -----	12	19,080
Toledo, Ohio -----	9	6,225	Phoenix, Ariz -----	11	6,990
Akron, Ohio -----	8	4,530	Salt Lake City, Utah -----	9	3,890
Youngstown-Warren, Ohio -----	11	2,020	Seattle-Everett, Wash -----	13	35,875
Indianapolis, Ind -----	14	8,440	Portland, Oreg -----	16	15,935
Gary-Hammond-East Chicago, Ind -----	10	6,140	Los Angeles-Long Beach, Calif -----	3	10,900
Chicago, Ill -----	15	69,115	San Francisco-Oakland, Calif -----	8	5,755
Detroit, Mich -----	14	54,630	Anaheim-Santa-Ana-Garden Grove, Calif -----	1	2,000
Grand Rapids, Mich -----	9	2,620	San Diego, Calif -----	9	12,940
Milwaukee, Wis -----	10	13,420	San Bernardino-Riverside, Calif -----	4	1,785
Minneapolis-St. Paul, Minn -----	16	39,190	San Jose, Calif -----	5	5,670
St. Louis, Mo -----	15	17,841	Sacramento, Calif -----	6	2,550
Kansas City, Mo.-Kans -----	12	17,030	Honolulu, Hawaii -----	1	1,000
Omaha, Nebr -----	16	6,355	Multi-SMSA Agreements <sup>1</sup> -----	71	397,885
Wilmington, Del -----	7	2,405			

<sup>1</sup> For a detailed breakdown, see table 8 p.

**Table 8. Construction agreements, by standard metropolitan statistical area, multiple area coverage, 1972-73**

Standard metropolitan statistical areas	Agreements	Workers	Standard metropolitan statistical areas	Agreements	Workers
All agreements covering more than one SMSA -----	71	397,885	Miami-Tampa-Ft. Lauderdale-Jacksonville, Fla -----		100
Boston-Springfield, Mass -----	2	13,500	Miami-Tampa-Ft. Lauderdale-Jacksonville, Fla.-Greensboro, N.C.-Atlanta, Ga.-Memphis,-Nashville, Tenn.-Birmingham, Ala -----	1	3,700
Boston, Mass.-Providence, R.I -----	2	2,130	Houston-San Antonio, Tex -----	1	1,300
Boston-Springfield, Mass.-Providence, R.I.-Hartford, Conn -----	1	450	Dallas-Ft. Worth, Tex -----	7	9,850
Newark-Paterson, N.J -----	1	700	Houston-Dallas-San Antonio-Ft. Worth, Tex.-New Orleans, La.-Oklahoma City, Okla -----	1	5,500
Newark-Jersey City, N.J -----	1	15,500	Los Angeles-Anaheim, Calif -----	4	6,350
Newark-Paterson-Jersey City, N.J -----	7	11,600	Los Angeles-San Bernardino Calif -----	1	8,000
Newark-Paterson-Jersey City, N.J.-New York, N.Y -----	1	2,800	Los Angeles-Anaheim-San Bernardino Calif -----	8	102,530
Philadelphia-Allentown, Pa -----	1	500	Los Angeles-Anaheim-San Diego-San Bernardino, Calif -----	3	10,400
Philadelphia, Pa.-Wilmington, Del -----	1	5,000	Los Angeles-San Francisco-San Diego-Sacramento, Calif -----	1	12,000
Philadelphia-Allentown, Pa.-Wilmington, Del -----	1	6,000	San Francisco-San Jose-Sacramento, Calif -----	5	69,400
Cleveland-Akron, Ohio -----	1	2,500	Los Angeles-San Francisco-Anaheim-San Diego-San Bernardino-San Jose-Sacramento, Calif -----	1	500
Cleveland-Cincinnati-Columbus-Dayton-Toledo-Akron-Youngstown, Ohio -----	2	26,000	National agreement <sup>2</sup> -----	2	21,000
Gary-Indianapolis, Ind -----	2	12,900			
Gary, Ind.-Chicago, Ill -----	1	8,000			
Detroit-Grand Rapids, Mich -----	3	9,400			
Milwaukee, Wis.-Minneapolis, Minn.-St. Louis,-Kansas City, Mo.-Omaha, Neb.-Denver, Colo -----	1	4,800			
Norfolk-Richmond, Va -----	3	3,825			
Miami-Ft. Lauderdale, Fla -----	4	21,650			

<sup>1</sup> Multiple area agreement covers more than one SMSA.

<sup>2</sup> One agreement covers all SMSA's except New York, N.Y.; one agreement covers all except Phoenix, Ariz., Seattle, Wash., Portland, Ore., Los Angeles, Calif.; San Francisco, Calif.; Anaheim, Calif.; San Diego, Calif.; San Bernardino, Calif.; San Jose, Calif.; Sacramento, Calif.; and Honolulu, Hawaii.

**Table 9. Construction agreements by employer unit, 1972-73**

Employer Unit	Agreements	Workers
All agreements -----	769	1,213,317
Single employer -----	7	225
Multiemployer -----	762	1,213,092
Single association -----	655	867,862
Multi-association -----	74	309,590
Industry areas <sup>1</sup> -----	33	35,640

<sup>1</sup> An Industry-Area agreement is a "master" agreement drawn up by a union in a particular industry or area, to which individual firms, not banded together as an association, sign and become parties.

**Table 10. Construction agreements by geographical scope, 1972-73**

Geographical scope	Agreements	Workers
All agreements -----	769	1,213,317
City only -----	22	29,075
City and vicinity -----	39	56,875
Single county -----	33	59,305
Multicounty -----	498	793,426
Single State -----	46	128,425
More than one State -----	131	136,211

**Table 11. Construction agreements, by craft, 1972-73**

Craft	Agreements	Workers	Union <sup>1</sup>
All agreements -----	769	1,213,317	
Single craft agreements -----	493	951,410	
Asbestos Workers -----	28	6,580	Asbestos Workers (HFIA)
Boilermakers -----	11	21,850	Boilermakers (BBF)
Bricklayers -----	5	2,560	Bricklayers (BMP)
Carpenters -----	56	290,695	Carpenters (CJA)
Cement Masons -----	25	13,000	Bricklayers (BMP), Plasterers (OPCM)
Electrical Workers -----	61	77,270	Electrical Workers (IBEW)
Elevator Constructors -----	2	18,800	Elevator Constructors (IUEC)
Glaziers -----	29	7,360	Painters (PAT)
Laborers -----	51	271,300	Laborers (LIUNA)
Lathers -----	47	10,610	Lathers (WWML)
Marble Masons -----	3	130	Bricklayers (BMP)
Mosaic and Terrazzo Workers -----	5	265	Bricklayers (BMP)
Operating Engineers -----	41	115,150	Operating Engineers (IUOE)
Pipefitters -----	9	9,855	Plumbers (PPF)
Plasterers -----	16	4,795	Bricklayers (BMP), Plasterers (OPCM)
Plumbers -----	1	930	Plumbers (PPF)
Sheet Metal Workers -----	46	42,290	Sheet Metal Workers (SMW)
Stonemasons -----	1	200	Bricklayers (BMP)
Tile Layers -----	14	5,380	Bricklayers (BMP), Painters (PAT)
Truck Drivers -----	42	52,390	Teamsters (IBT)
Multicraft agreements -----	276	261,907	
Composition and Slate and Tile Roofers -----	51	13,231	Roofers (RDWW)
Glaziers, Painters and Paperhangers -----	2	4,800	Painters (PAT)
Ironworkers and Rodmen -----	39	52,710	Ironworkers (BSOIW)
Painters and Paperhangers -----	39	55,460	Painters (PAT)
Plumbers and Pipefitters -----	50	57,460	Plumbers (PPF)
Various combinations of Bricklayers, Stonemasons, Plasterers, Cement Masons, Marble Masons, Tile Layers, and Mosaic and Terrazzo Workers -----	95	78,246	Bricklayers (BMP), Plasterers (OPCM)

<sup>1</sup> For full names of unions, see footnote 1, table 2.

## **Part II. Union Security, Management Rights, and Other Noneconomic Provisions**

Union security  
Checkoff  
Steward provisions  
Antidiscrimination  
Favored nations  
Management rights  
Unrestricted work practices provisions  
Foremen provisions



**Table 12. Union security and checkoff provisions in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Union security		Checkoff	
	All agreements	Workers	All agreements	Workers	All agreements	Workers
All unions -----	769	1,213,317	524	1,027,107	268	324,366
Asbestos Workers (HFLA) -----	28	6,580	15	3,485	13	3,450
Boilermakers (BBF) -----	11	21,850	8	20,700	7	14,850
Bricklayers (BMP) -----	101	70,840	65	57,340	19	12,105
Ironworkers (BSOIW) -----	39	52,710	18	35,155	9	10,680
Carpenters (CJA) -----	56	290,695	44	251,850	15	72,100
Electrical Workers (IBEW) -----	61	77,270	40	58,750	24	19,055
Elevator Constructors (IUEC) -----	2	18,800	1	16,000	-	-
Operating Engineers (IUOE) -----	41	115,150	24	91,890	11	31,950
Laborers (LIUNA) -----	51	271,300	38	244,550	19	72,500
Lathers (WWML) -----	47	10,610	30	7,555	16	2,370
Painters (PAT) -----	73	70,420	52	61,400	38	39,150
Plasterers (OPCM) -----	60	30,936	41	27,701	20	6,805
Plumbers (PPF) -----	60	68,245	41	51,185	16	15,875
Roofers (RDWW) -----	51	13,231	38	10,686	39	9,461
Sheet Metal Workers (SMW) -----	46	42,290	38	38,010	7	3,925
Teamsters (IBT) -----	42	52,390	31	50,850	15	10,090

<sup>1</sup> For full names of unions, see footnote 1, table 2.

NOTE: Nonadditive. Some agreements contain more than one kind of provision.

**Table 13. Checkoff provisions in construction agreements, by type of union security, 1972-73**

Type of union security	All agreements		Type of checkoff										No reference to checkoff	
			Total		Dues checkoff		Dues and assessments		Dues and initiation fees		Dues, assessments, and initiation fees			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements -----	769	1,213,317	268	324,366	217	265,856	4	3,120	36	34,340	11	21,050	501	888,951
Union security -----	524	1,027,107	201	257,646	168	211,651	2	2,300	21	23,145	10	20,550	323	769,461
Union shop <sup>1</sup> -----	455	949,887	168	231,436	137	185,901	2	2,300	19	22,685	10	20,550	287	718,451
Modified union shop <sup>2</sup> -----	50	26,750	28	16,575	27	16,150	-	-	1	425	-	-	22	10,175
Agency shop <sup>3</sup> -----	8	28,490	2	7,650	2	7,650	-	-	-	-	-	-	6	20,840
Maintenance of membership <sup>4</sup> -----	9	19,160	3	1,985	2	1,950	-	-	1	35	-	-	6	17,175
Both agency shop and main- tenance of membership -----	2	2,820	-	-	-	-	-	-	-	-	-	-	2	2,820
Sole bargaining -----	245	186,210	67	66,720	49	54,205	2	820	15	11,195	1	500	178	119,490

<sup>1</sup> A union shop requires all employees to become members of the union within a specified time after hiring, or after a new provision is negotiated and to remain members of the union as a condition of continued employment.

<sup>2</sup> A modified union shop is the same as a union shop except that certain employee groups may be exempted—for example, those already employed at the time that the provision was negotiated who had not as yet joined the union.

<sup>3</sup> An agency shop requires all employees in the bargaining unit who do not join the union to pay a fixed amount monthly, usually the equivalent of union dues, as a condition of employment, to help defray the union's expenses in acting as a bargaining agent. The agency shop may appear in combination with other forms of union security.

<sup>4</sup> Maintenance of membership describes an arrangement whereby employees who are members of the union at the time the agreement is negotiated, or who voluntarily join subsequently, must maintain their membership, usually for the duration of the agreement, as a condition of continued employment.

<sup>5</sup> Sole bargaining describes the arrangement whereby the union is recognized as the exclusive bargaining agent for all employees, union and nonunion, in the bargaining unit, but union membership is not required as a condition of employment.

**Table 14. Selection, paid time, and "superseniority" for stewards in construction agreements, by union, 1972-73**

	All agreements		Steward <sup>2</sup> selection provision		Paid time for stewards		"Superseniority" for stewards <sup>3</sup>	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	663	1,125,751	370	803,566	267	537,131
Asbestos Workers (HFIA) -----	28	6,580	13	3,665	5	1,605	6	2,025
Boilermakers (BBF) -----	11	21,850	11	21,850	11	21,850	5	1,900
Bricklayers (BMP) -----	101	70,840	73	65,035	29	26,090	31	32,665
Ironworkers (BSOIW) -----	39	52,710	36	47,510	29	41,160	29	41,535
Carpenters (CJA) -----	56	290,695	56	290,695	41	245,925	31	165,520
Electrical Workers (IBEW) -----	61	77,270	55	70,460	29	33,790	13	26,065
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	36	101,900	26	93,330	15	47,305
Laborers (LIUNA) -----	51	271,300	51	271,300	34	189,450	25	116,450
Lathers (WWML) -----	47	10,610	41	10,185	34	4,765	7	1,740
Painters (PAT) -----	73	70,420	64	67,620	25	40,565	30	33,070
Plasters (OPCM) -----	60	30,936	56	30,311	31	22,496	12	9,786
Plumbers (PPF) -----	60	68,245	54	57,120	37	40,985	18	23,000
Roofers (RDWW) -----	51	13,231	37	10,260	4	1,325	6	1,505
Sheet Metal Workers (SMW) -----	46	42,290	44	41,760	18	18,330	21	16,760
Teamsters (IBT) -----	42	52,390	36	36,080	17	21,900	18	17,805

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> A steward selection provision denotes any provision referring to the method used to select stewards, typically by appointment or election. In some instances, provisions establish a ratio of stewards to the work force.

<sup>3</sup> "Superseniority" indicates that, in the event of a layoff, the steward is the last qualified worker to be laid off. A few provisions also indicate that the steward will be recalled first in the event the layoff is temporary.

Note: Nonadditive.

**Table 15. Antidiscrimination and special minority program provisions in construction industry agreements, 1972-73**

	Agreements	Workers
All agreements -----	769	1,213,317
Total with antidiscrimination provisions -----	539	846,462
Prohibition on discrimination on the basis of:		
Race or color -----	379	834,467
Religion or creed -----	367	751,497
National origin -----	330	704,567
Age -----	157	406,420
Sex -----	225	520,601
Membership or nonmembership in the union -----	398	757,997
Unspecified or general prohibition -----	45	40,735
No provision -----	230	366,855
Total with special provisions for minority hiring and apprenticeship opportunities -----	48	156,800

Note: Nonadditive. Agreements usually contain more than one kind of prohibition.

**Table 16. Management rights and "favored nations" provisions in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Management rights provisions		"Favored nations" provisions <sup>2</sup>	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	130	213,275	296	631,396
Asbestos Workers (HFLA) -----	28	6,580	4	1,245	6	2,075
Boilermakers (BBF) -----	11	21,850	9	12,650	2	5,150
Bricklayers (BMP) -----	101	70,840	15	10,885	29	25,260
Ironworkers (BSOIW) -----	39	52,710	5	6,630	9	9,155
Carpenters (CJA) -----	56	290,695	9	49,250	22	171,020
Electrical Workers (IBEW) -----	61	77,270	9	12,125	53	62,055
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	10	34,120	16	58,735
Laborers (LIUNA) -----	51	271,300	12	48,000	28	152,650
Lathers (WWML) -----	47	10,610	6	1,575	12	2,905
Painters (PAT) -----	73	70,420	10	6,645	23	41,690
Plasterers (OPCM) -----	60	30,936	9	3,990	30	48,385
Plumbers (PPF) -----	60	68,245	11	15,555	35	48,385
Roofers (RDWW) -----	51	13,231	7	1,360	9	1,955
Sheet Metal Workers (SMW) -----	46	42,290	2	855	10	13,105
Teamsters (IBT) -----	42	52,390	12	8,390	12	15,470

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Provisions indicating that one party to the agreement (employer or union) shall have the opportunity to share in more favorable terms negotiated by the other party with another employer or union.

NOTE: Nonadditive.

12

**Table 17. Unrestricted work practices provisions in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Unrestricted <sup>2</sup> work performance		Unrestricted <sup>3</sup> technological change	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	309	595,771	249	590,542
Asbestos Workers (HFLA) -----	28	6,580	25	5,820	-	-
Boilermakers (BBF) -----	11	21,850	9	20,650	5	6,350
Bricklayers (BMP) -----	101	70,840	38	28,870	32	18,020
Ironworkers (BSOIW) -----	39	52,710	37	49,860	11	15,775
Carpenters (CJA) -----	56	290,695	25	150,850	29	189,075
Electrical Workers (IBEW) -----	61	77,270	8	18,850	12	20,900
Elevator Constructors (IUEC) -----	2	18,800	-	-	1	16,000
Operating Engineers (IUOE) -----	41	115,150	18	71,535	18	65,535
Laborers (LIUNA) -----	51	271,300	24	134,450	27	155,150
Lathers (WWML) -----	47	10,610	25	4,440	18	7,810
Painters (PAT) -----	73	70,420	7	13,000	7	11,000
Plasterers (OPCM) -----	60	30,936	26	20,106	29	20,851
Plumbers (PPF) -----	60	68,245	29	39,525	23	27,255
Roofers (RDWW) -----	51	13,231	20	5,495	19	4,576
Sheet Metal Workers (SMW) -----	46	42,290	3	9,050	5	10,675
Teamsters (IBT) -----	42	52,390	15	23,270	13	21,570

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Provisions which bar limitations on the amount of work performed during the workday.

<sup>3</sup> Provisions which bar resistance to technological improvements or labor-saving devices on the work site.

NOTE: Nonadditive.

**Table 18. Selected foreman provisions in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Foreman minimum <sup>2</sup>		Foreman ratio <sup>3</sup>		General foreman provision <sup>4</sup>	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	497	721,866	189	321,730	282	437,480
Asbestos Workers (HFIA) -----	28	6,580	7	1,370	3	485	3	850
Boilermakers (BBF) -----	11	21,850	10	16,850	4	5,550	10	16,850
Bricklayers (BMP) -----	101	70,840	63	40,605	12	22,260	16	8,865
Ironworkers (BSOIW) -----	39	52,710	35	46,760	9	8,210	34	46,860
Carpenters (CJA) -----	56	290,695	41	189,320	16	44,450	29	105,175
Electrical Workers (IBEW) -----	61	77,270	54	61,630	41	49,595	54	66,535
Elevator Constructors (IUOC) -----	2	18,800	-	-	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	26	86,120	10	18,125	6	8,650
Laborers (LIUNA) -----	51	271,300	28	117,150	15	77,300	22	82,400
Lathers (WWML) -----	47	10,610	35	6,670	2	215	1	235
Painters (PAT) -----	73	70,420	29	25,665	9	32,590	9	7,295
Plasterers (OPCM) -----	60	30,936	53	29,786	7	2,155	15	6,065
Plumbers (PPF) -----	60	68,245	50	50,765	40	48,740	46	48,700
Roofers (RDWW) -----	51	13,231	27	7,260	5	1,220	3	710
Sheet Metal Workers (SMW) -----	46	42,290	31	24,635	16	10,835	28	24,890
Teamsters (IBT) -----	42	52,390	8	17,280	-	-	6	13,400

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Provisions which require employment of a foreman after a specified number of journeymen are employed.

<sup>3</sup> Provisions which require foremen to be employed at a given ratio to the number of journeymen working.

<sup>4</sup> Provisions which call for the appointment of a supervisory or general foremen to coordinate the efforts of several foremen on the job site.

NOTE: Nonadditive.

**Table 19. Ratio of foremen to workmen in construction agreements, 1972-73**

Ratio of foremen to workmen	Agreements	Workers
All agreements -----	769	1,213,317
Total with ratio of foremen to workmen-----	189	321,730
Less than 5 workmen <sup>1</sup> -----	5	1,940
5 to 9 workmen -----	31	37,480
10 to 14 workmen -----	81	116,290
15 to 19 workmen -----	17	43,625
20 or more workmen <sup>2</sup> -----	17	33,940
Ratio varies -----	17	18,350
Reference to ratio; no details given -----	21	70,105
No provisions-----	580	891,587

<sup>1</sup> Includes 1 agreement providing 1 foreman to 3 workmen and 4 agreements providing 1 foreman to 4 workmen.

<sup>2</sup> Includes 9 agreements providing 1 foreman to 20 workmen; 1 agreement to 21, 1 agreement to 23, 1 agreement to 24, 2 agreements to 25, and 3 agreements to 30 workmen.

**Table 20. Minimum number of workmen requiring a foreman in construction agreements, 1972-73**

Minimum number of workmen	Agreements	Workers
All agreements -----	769	1,213,317
Total requiring a foreman after a specified number of workmen -----	497	721,866
1 to 2 workmen -----	239	263,851
3 workmen -----	122	152,670
4 workmen -----	65	83,775
5 workmen -----	24	43,180
6 workmen -----	16	45,725
7 workmen -----	9	55,610
8 workmen -----	9	26,150
9 or more workmen -----	13	50,905
No provision -----	272	491,451

## **Part III. Apprenticeship and Training Provisions**

Apprenticeship provisions  
Ratio  
Prerequisites  
Length

**Table 21. Selected apprenticeship and training provisions in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Apprenticeship provisions												On-the-job training	
			Total		Fund		Committee		Prerequisites for entry		Duration		Ratio			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	638	853,707	485	730,982	459	668,267	89	115,190	565	683,662	404	553,902	163	437,520
Asbestos Workers (HFLA) -----	28	6,580	28	6,580	21	4,730	18	4,315	2	635	26	6,080	28	6,580	5	1,270
Boilermakers (BBF) -----	11	21,850	11	21,850	11	21,850	7	15,700	-	-	9	16,700	5	16,700	-	-
Ericklayers (BMP) -----	101	70,840	93	69,020	49	42,470	61	55,535	7	11,825	76	59,080	35	27,110	9	9,365
Ironworkers (BSOIW) -----	39	52,710	39	52,710	36	51,060	28	37,180	1	1,150	36	48,410	18	30,355	5	6,350
Carpenters (CJA) -----	56	290,695	56	290,695	49	280,570	43	244,445	5	33,300	49	213,745	35	174,420	13	53,600
Electrical Workers (IBEW) -----	61	77,270	61	77,270	51	63,635	52	64,660	2	3,400	61	77,270	54	73,745	28	32,835
Elevator Constructors (IUOE) -----	2	18,800	1	16,000	1	16,000	-	-	-	-	1	16,000	1	16,000	1	16,000
Operating Engineers (IUOE) -----	41	115,150	28	94,240	27	94,190	9	55,490	-	-	12	37,000	8	40,015	12	62,815
Laborers (LIUNA) -----	51	271,300	-	-	-	-	-	-	-	-	-	-	-	-	28	185,400
Lathers (WWML) -----	47	10,610	47	10,610	41	9,800	21	3,795	-	-	43	6,185	27	4,400	1	30
Painters (PAT) -----	73	70,420	71	70,225	48	32,785	57	65,720	16	20,250	63	66,320	59	60,700	21	18,850
Plasterers (OPCM) -----	60	30,936	58	30,761	37	19,841	35	17,311	1	265	51	25,711	26	15,271	3	1,980
Plumbers (PPF) -----	60	68,245	58	59,845	51	52,385	53	52,625	9	8,025	54	57,825	36	41,985	22	36,570
Roofers (RDWW) -----	51	13,231	41	11,611	22	6,726	29	9,201	3	720	38	11,046	28	7,831	-	-
Sheet Metal Workers (SMW) -----	46	42,290	46	42,290	41	34,940	46	42,290	43	35,620	46	42,290	44	38,790	14	10,855
Teamsters (IBT) -----	42	52,390	-	-	-	-	-	-	-	-	-	-	-	-	1	1,600

<sup>1</sup> For full names of unions, see footnote 1, table 2.

NOTE: Nonadditive.

**Table 22. Apprenticeship ratios in construction agreements, 1972-73**

Ratio of journeymen to apprentices	Agreements	Workers
All agreements -----	769	1,213,317
Total with ratio of journeymen to apprentices -----	404	553,902
1 to 1 -----	2	250
2 to 1 -----	11	2,175
3 to 1 -----	68	56,521
4 to 1 -----	94	89,670
5 to 1 -----	108	141,515
6 to 1 -----	11	32,930
7 to 1 -----	9	32,425
8 to 1 -----	9	20,100
10 to 1 -----	16	31,455
Greater than 10 to 1 <sup>1</sup> -----	5	27,140
Ratio varies by shift, occupation, or location -----	9	6,330
Ratio varies with number of workmen -----	27	42,726
One apprentice after specified number of journeymen -----	27	57,940
Other <sup>2</sup> -----	8	6,725
No provision -----	365	659,415

<sup>1</sup> Includes 1 agreement which establishes a ratio of 11 to 1; 1 agreement with 12 to 1; 2 agreements with 20 to 1; and 1 agreement with 50 to 1.

<sup>2</sup> Includes 2 agreements in which the ratio is subject to negotiation; 4 agreements in which a ratio was mentioned but not defined; and 2 agreements which set a maximum and a minimum number of apprentices.

**Table 23. Prerequisites for entry into apprenticeship programs in construction agreements, 1972-73**

Prerequisites for entry	Agreements	Workers
All agreements -----	769	1, 213, 317
Total establishing prerequisites -----	89	115, 190
Education -----	1	285
Age -----	82	106, 655
Education and age -----	6	8, 250
No provision -----	680	1, 098, 127

**Table 24. Length of apprenticeship programs in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Length of apprenticeship												No reference	
			Total		2 years		3 years		4 years		5 years		Other <sup>2</sup>			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	796	1, 213, 317	565	683, 662	16	20, 105	244	198, 107	235	377, 600	61	68, 715	9	19, 135	204	529, 655
Asbestos Workers (HFIA) -----	28	6, 580	26	6, 080	-	-	-	-	25	5, 880	11	200	-	-	2	500
Boilermakers (BBF) -----	11	21, 850	9	16, 700	-	-	1	4, 800	8	11, 900	-	-	-	-	2	5, 150
Bricklayers (BMP) -----	101	70, 840	76	59, 080	3	1, 100	47	34, 380	24	21, 600	-	-	2	2, 000	25	11, 760
Ironworkers (BSOIW) -----	39	52, 710	36	48, 410	1	600	34	42, 810	1	5, 000	-	-	-	-	3	4, 300
Carpenters (CJA) -----	56	290, 695	49	213, 745	-	-	1	15, 500	47	192, 245	-	-	1	6, 000	7	76, 950
Electrical Workers (IBEW) -----	61	77, 270	61	77, 270	-	-	2	380	55	68, 560	3	7, 800	1	530	-	-
Elevator Constructors (IUOC) -----	2	18, 800	1	16, 000	1	16, 000	-	-	-	-	-	-	-	-	1	2, 800
Operating Engineers (IUOE) -----	41	115, 150	12	37, 000	-	-	4	10, 650	8	26, 350	-	-	-	-	29	78, 150
Laborers (LIUNA) -----	51	271, 300	-	-	-	-	-	-	-	-	-	-	-	-	51	271, 300
Lathers (WWML) -----	47	10, 610	43	6, 185	5	645	37	5, 290	1	250	-	-	-	-	4	4, 425
Painters (PAT) -----	73	70, 420	63	66, 320	-	-	54	52, 800	6	3, 280	1	190	2	10, 050	10	4, 100
Plasters (OPCM) -----	60	30, 936	51	25, 711	1	270	38	23, 436	11	1, 825	-	-	1	180	9	5, 225
Plumbers (PPF) -----	60	68, 245	54	57, 825	-	-	-	-	-	-	54	57, 825	-	-	6	10, 420
Roofers (RDWW) -----	51	13, 231	38	11, 046	5	1, 490	26	8, 061	5	1, 120	-	-	2	375	13	2, 185
Sheet Metal Workers (SMW) -----	46	42, 290	46	42, 290	-	-	-	-	44	39, 590	2	2, 700	-	-	-	-
Teamsters (IBT) -----	42	52, 390	-	-	-	-	-	-	-	-	-	-	-	-	42	52, 390

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Includes 1 agreement establishing a 1 year apprenticeship; 1 agreement with 1-1/2 years; and 7 agreements with 3-1/2 years.

## **Part IV. Hiring and Referral Provisions**

Hiring provisions  
Advance notice of project start  
Pre-job conference  
Source of hiring  
Order of referral  
Referral systems  
Penalty for referral violation  
Pre-hiring examinations  
Older workers



**Table 25. Selected hiring provisions in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Advance notice of project start		Pre-job conference		Source of hiring		Right of employer to			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Reject referred workmen		Retain key men	
									Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	218	514,505	114	385,150	492	867,211	388	743,187	171	431,800
Asbestos Workers (HFIA) -----	28	6,580	1	50	-	-	16	3,180	14	3,145	11	2,550
Boilermakers (BBF) -----	11	21,850	8	21,300	1	5,000	9	21,600	9	16,700	4	5,700
Ericklayers (BMP) -----	101	70,840	28	36,470	6	9,800	43	41,315	30	29,255	12	5,690
Ironworkers (BSOIW) -----	39	52,710	9	20,750	10	21,055	18	27,650	12	22,180	9	17,750
Carpenters (CJA) -----	56	290,695	18	135,150	15	131,420	29	178,600	24	153,995	14	125,200
Electrical Workers (IBEW) -----	61	77,270	15	25,965	5	4,660	55	62,010	53	53,410	28	43,225
Elevator Constructors (IUEC) -----	2	18,800	1	2,800	-	-	2	18,800	1	16,000	1	16,000
Operating Engineers (IUOE) -----	41	115,150	16	36,325	21	63,390	30	103,625	23	84,125	9	53,060
Laborers (LIUNA) -----	51	271,300	17	99,550	13	89,700	36	187,100	29	173,800	9	83,800
Lathers (WVML) -----	47	10,610	14	7,070	1	100	32	8,405	25	7,840	3	1,240
Painters (PAT) -----	73	70,420	20	38,100	3	815	37	46,385	29	51,005	8	6,115
Plasterers (OPCM) -----	60	30,936	15	18,300	9	11,930	38	24,776	29	22,321	8	8,350
Plumbers (PPF) -----	60	68,245	30	37,485	9	11,340	48	58,160	40	46,155	24	21,770
Roofers (RDWW) -----	51	13,231	9	2,560	3	840	41	11,040	28	7,121	7	2,255
Sheet Metal Workers (SMW) -----	46	42,290	10	17,880	2	600	38	37,695	27	22,565	17	17,010
Teamsters (IBT) -----	42	52,390	7	14,750	16	34,500	20	36,870	15	33,570	7	22,085

<sup>1</sup> For full names of union, see footnote 1, table 2.

NOTE: Nonadditive.

18

**Table 26. Advance notice of project start in construction agreements, 1972-73**

Advance notice to union	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to advance notice -----	218	514,505
Of employees needed -----	164	405,980
Of tools and equipments needed -----	1	250
Of employees, tools, and equipment needed -----	5	9,800
Reference to advance notice, no details given -----	48	98,475
No reference to advance notice -----	551	698,812

**Table 27. Pre-job conference provisions in construction agreements, 1972-73**

Pre-job conference provisions	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to pre-job conference -----	114	385,150
May be called by either party -----	39	175,275
May be called by union only -----	14	27,745
Mandatory if project costs exceed a certain amount -----	21	100,515
Reference to pre-job conference; no reference to details -----	39	62,615
Other <sup>1</sup> -----	1	19,000
No reference to pre-job conference -----	655	828,167

<sup>1</sup> One agreement requires a conference when the employer enters a locality in which he has no permanent place of business.

**Table 28. Source of hiring provisions in construction agreements, 1972-73**

Source of hiring	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to source of hiring -----	492	867,211
All hiring through union referral service <sup>1</sup> -----	412	752,651
Union given equal opportunity with other sources of workmen -----	80	114,560
No reference to source of hiring -----	277	346,106

<sup>1</sup> Includes 102 agreements which required all hiring through the local hiring hall, and 310 agreements which stipulated further that the employer was free to hire from outside sources if the union was unable to supply the required number of workmen within a specified period. Many of the 310 clauses required the employer to replace such "outside" workmen with workmen referred by the union as soon as the latter became available.

19

**Table 29. Order of referral for new employment in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Order of referral of workmen											No provisions		
			Total		First in-first out		Group ranking <sup>2</sup>		Individual ranking <sup>3</sup>		Employer may request specific workmen		Other <sup>4</sup>			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	267	603,671	154	310,130	179	427,025	18	30,680	203	515,111	15	36,585	502	609,646
Asbestos Workers (HFIA) -----	28	6,580	12	2,645	9	2,395	11	2,360	-	-	6	1,295	1	285	16	3,935
Boilermakers (BBF) -----	11	21,850	8	17,900	8	17,900	2	5,800	-	-	8	17,900	-	-	3	3,950
Bricklayers (BMP) -----	101	70,840	10	19,800	4	11,975	6	16,175	1	850	5	2,800	1	550	91	51,040
Ironworkers (BSOIW) -----	39	52,710	8	17,550	4	14,300	8	17,550	-	-	4	14,300	-	-	31	35,160
Carpenters (CJA) -----	56	290,695	15	113,550	3	49,500	5	73,850	-	-	13	106,500	3	12,900	41	177,145
Electrical Workers (IBEW) -----	61	77,270	54	61,060	51	51,660	53	59,460	3	8,800	35	37,000	-	-	7	16,210
Elevator Constructors (IUOC) -----	2	18,800	1	16,000	-	-	-	-	-	-	1	16,000	-	-	1	2,800
Operating Engineers (IUOE) -----	41	115,150	20	83,155	7	30,455	16	77,255	2	2,600	19	81,655	-	-	21	31,995
Laborers (LIUNA) -----	51	271,300	23	127,400	7	68,400	10	75,900	-	-	21	125,300	3	18,000	28	143,900
Lathers (WWML) -----	47	10,610	7	6,215	3	1,395	4	2,895	2	3,200	6	5,815	-	-	40	4,395
Painters (PAT) -----	73	70,420	15	34,370	5	6,150	13	33,195	-	-	13	24,250	-	-	58	36,050
Plasters (OPCM) -----	60	30,936	16	18,051	7	9,775	6	6,715	1	200	14	15,051	-	-	44	12,885
Plumbers (PPF) -----	60	68,245	36	44,345	27	27,950	22	25,275	5	10,950	32	35,145	3	3,050	24	23,900
Roofers (RDWW) -----	51	13,231	14	3,675	5	1,450	7	2,145	-	-	7	1,800	2	250	37	9,556
Sheet Metal Workers (SMW) -----	46	42,290	15	13,155	10	6,055	10	9,880	-	-	10	9,580	1	650	31	29,135
Teamsters (IBT) -----	42	52,390	13	24,800	4	10,770	6	18,570	4	4,080	9	20,720	1	900	29	27,590

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> "Group ranking" refers to a system whereby workmen are divided into two or more groups based upon number of years' experience in the trade, or local residency, and all workmen within each group are ranked equally.

<sup>3</sup> "Individual ranking" refers to a system whereby each workman is ranked competitively against every other workman with regard to specific length of service with the firm, in the industry, in the area, etc. (Usually, it is referred to as a seniority system.)

<sup>4</sup> Includes 9 agreements in which the workmen may request a specific employer, and 6 agreements in which referral order is based upon length of unemployment.

Note: Nonadditive.

**Table 30. Selected referral systems rules in construction agreements by union, 1972-73**

Union <sup>1</sup>	All agreements		Preference to local residents		Retention of position on referral list <sup>2</sup>		Pre-hiring examination provision <sup>3</sup>		Employment of older workers		Employee penalty for violation of referral system rules	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	210	282,460	66	195,610	242	356,146	167	271,055	77	294,965
Asbestos Workers (HFIA) -----	28	6,580	1	200	2	560	10	2,720	1	100	1	160
Boilermakers (BBF) -----	11	21,850	2	10,500	2	5,800	10	21,700	-	-	4	10,300
Bricklayers (BMP) -----	101	70,840	27	25,740	2	2,050	21	23,925	26	26,310	3	9,515
Ironworkers (BSOIW) -----	39	52,710	7	16,750	5	15,150	26	37,680	5	10,950	8	18,000
Carpenters (CJA) -----	56	290,695	13	65,350	4	28,000	9	42,100	13	60,000	6	74,850
Electrical Workers (IBEW) -----	61	77,270	14	12,400	23	32,220	55	62,595	47	60,360	12	21,095
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	1	16,000	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	3	19,465	12	52,700	8	8,835	2	23,540	13	53,340
Laborers (LIUNA) -----	51	271,300	2	14,650	2	35,900	8	27,200	4	30,500	8	74,300
Lathers (WWML) -----	47	10,610	26	3,455	2	395	3	390	20	3,690	1	100
Painters (PAT) -----	73	70,420	46	61,780	-	-	13	26,850	13	23,730	3	730
Plasterers (OPCM) -----	60	30,936	23	12,515	2	7,800	7	1,916	9	5,385	4	11,900
Plumbers (PPF) -----	60	68,245	7	7,130	5	11,085	42	50,900	19	18,440	3	3,420
Roofers (RDWW) -----	51	13,231	18	5,200	-	-	9	2,590	-	-	5	1,255
Sheet Metal Workers (SMW) -----	46	42,290	18	13,025	3	2,200	12	16,255	8	8,050	2	1,750
Teamsters (IRT) -----	42	52,390	3	14,300	2	1,750	8	14,490	-	-	4	14,250

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Refers to a workman's right to retain his position on the referral list following a referral under certain conditions. Most common are "short-term job clauses," which permit the workman to retain his name at the top of the list following referral to a job lasting less than a specified period. Other clauses permit the workman to decline one or more short-term or other jobs without losing his position on the list.

<sup>3</sup> Pre-hiring examinations may be required to determine the potential employee's competence (skill and ability), physical fitness, or both. Of the 242 agreements, 38 banned a physical examination.

NOTE: Nonadditive.

**Table 31. Penalty for violation of referral rules in construction agreements, 1972-73**

Penalty for violation of referral rules <sup>1</sup>	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to penalty for violation of referral rules -----	77	294,965
For failure to report to work -----	59	200,575
For inability to do work -----	7	57,080
For both failure to report and inability to work -----	4	22,250
For unspecified violations -----	7	15,060
No reference to penalty for violation of referral rules -----	692	918,352

<sup>1</sup> In general, violation of the referral rules results in the employee's name being dropped to the bottom of the referral list.

**Table 32. Pre-hiring examination provisions in construction agreements, 1972-73**

Provision for pre-hiring examination	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to pre-hiring examination -----	242	356,146
Competency examination required <sup>1</sup> -----	74	138,325
Competency examination required under certain conditions <sup>2</sup> -----	110	113,260
Physical examination required -----	12	14,000
Physical examination required under certain conditions -----	31	81,595
Physical examination not required -----	38	48,476
No reference to pre-hiring examination -----	527	857,171

<sup>1</sup> A "competency examination" is a test designed to determine if a workman is capable of performing journeyman-level work.

<sup>2</sup> The conditions referred to involve workmen who have not undergone a formal apprenticeship program, whose qualifications are in doubt, or who are recent arrivals in the area.

**Table 33. Provisions for employment of older workers in construction agreements, 1972-73**

Employment of older workers	Agreements	Workers
All agreements -----	769	1,213,317
Total requiring employment of older workers -----	167	271,055
Total establishing ratio of total workers to older workers -----	145	203,870
2 to 1 -----	1	8,000
3 to 1 -----	10	21,095
4 to 1 -----	33	29,450
5 to 1 -----	53	41,195
6 to 1 -----	13	16,260
7 to 1 -----	5	5,455
8 to 1 -----	4	1,950
9 to 1 -----	7	7,850
10 to 1 -----	13	39,665
Greater than 10 to 1 <sup>2</sup> -----	4	20,600
Other <sup>3</sup> -----	2	12,350
Minimum of one older worker required after specified number of workers are hired -----	12	25,720
Reference to employment of older workers; no details given -----	10	41,465
No provision -----	602	942,262

<sup>1</sup> "Employment of older workers" includes provisions for the hiring and/or retention of older workers; specified age varies from contract to contract.

<sup>2</sup> Includes 3 agreements which set an 11 to 1 ratio and 1 agreement which sets a 12 to 1 ratio.

<sup>3</sup> One agreement sets a 5 to 1 ratio for workers over 50 years of age and a 10 to 1 ratio for workers over 60 years of age; the other agreement varies the ratio with type of work performed.

## **Part V. Seasonality, Safety, and Related Provisions**

**Inclement weather**  
**Rain gear**  
**Safety rights and obligations**  
**Safety committees**

**Table 34. Inclement weather provisions in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Rain gear provision <sup>2</sup>		Right to refuse work in inclement weather	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	125	388,591	17	44,255
Asbestos Workers (HFIA) -----	28	6,580	-	-	1	350
Boilermakers (BBF) -----	11	21,850	-	-	2	9,200
Bricklayers (BMP) -----	101	70,840	2	400	-	-
Ironworkers (BSOIW) -----	39	52,710	2	1,775	1	1,200
Carpenters (CJA) -----	56	290,695	19	79,450	6	30,300
Electrical Workers (IBEW) -----	61	77,270	10	6,790	2	1,005
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	8	39,150	-	-
Laborers (LIUNA) -----	51	271,300	38	208,000	-	-
Lathers (WWML) -----	47	10,610	1	1,000	-	-
Painters (PAT) -----	73	70,420	-	-	-	-
Plasters (OPCM) -----	60	30,936	15	11,651	2	900
Plumbers (PPF) -----	60	68,245	20	26,195	1	300
Roofers (RDWW) -----	51	13,231	-	-	-	-
Sheet Metal Workers (SMW) -----	46	42,290	2	1,045	-	-
Teamsters (IBT) -----	42	52,390	8	13,135	2	1,000

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> A provision for rain gear is a statement of the employer's obligation to provide protective gear such as raincoats, rainhats, and rubber boots, for employees who continue to work outside in inclement weather. The 125 agreements include 3 in which the employer was not permitted to provide rain gear.

NOTE: Nonadditive.

**Table 35. Employer obligations for employee safety in construction agreements by union, 1972-73**

Union <sup>1</sup>	All agreements		Referring to employer safety obligation												No reference	
			Total		Safe conditions <sup>2</sup>		Lighting and ventilation		Accident procedure		First aid kits		Safety equipment <sup>3</sup>			
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All unions -----	769	1,213,317	622	1,036,177	490	826,887	85	63,865	179	378,897	94	183,072	397	683,576	147	177,140
Asbestos Workers (HFIA) -----	28	6,580	26	6,030	17	4,385	6	1,775	3	520	1	120	23	5,295	2	550
Boilermakers (BBF) -----	11	21,850	11	21,850	10	21,550	3	700	5	6,400	1	5,000	9	16,550	-	-
Bricklayers (BMP) -----	101	70,840	67	60,320	58	55,360	22	16,255	12	8,275	6	3,020	44	44,725	34	10,520
Ironworkers (BSOIW) -----	39	52,710	37	49,910	35	49,010	4	5,700	18	19,830	7	11,575	24	39,610	2	2,800
Carpenters (CJA) -----	56	290,695	49	232,025	36	172,775	1	3,500	28	144,600	9	66,000	30	134,600	7	58,670
Electrical Workers (IBEW) -----	61	77,270	54	64,840	36	41,350	4	2,585	18	23,160	20	22,815	37	42,485	7	12,430
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	-	-	-	-	-	-	-	-	2	18,800
Operating Engineers (IUOE) -----	41	115,150	34	107,800	31	101,300	5	10,440	9	23,205	3	5,300	20	71,080	7	7,350
Laborers (LIUNA) -----	51	271,300	47	256,300	34	215,250	-	-	15	78,400	4	42,400	32	172,650	4	15,000
Lathers (WWML) -----	47	10,610	35	4,120	34	4,020	2	610	5	705	4	370	20	1,945	12	6,490
Painters (PAT) -----	73	70,420	63	66,445	58	53,520	8	6,940	14	27,555	13	13,330	36	58,570	10	3,975
Plasters (OPCM) -----	60	30,936	50	28,026	39	19,946	23	9,915	15	8,816	4	566	26	18,311	10	2,910
Plumbers (PPF) -----	60	68,245	50	60,515	27	26,415	-	-	10	17,350	5	4,600	40	42,140	10	7,730
Roofers (RDWW) -----	51	13,231	39	10,931	33	9,356	2	425	10	3,251	11	3,506	24	6,585	12	2,300
Sheet Metal Workers (SMW) -----	46	42,290	32	27,640	18	15,260	4	3,220	10	11,200	4	2,450	16	9,105	14	14,650
Teamsters (IBT) -----	42	52,390	28	39,425	24	37,390	1	1,800	7	5,630	2	2,020	16	19,925	14	12,965

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> "Safe conditions" include references to safe transportation, an employee safety program, rules against unsafe conditions and equipment, and compliance with laws, ordinances, and safety codes.

<sup>3</sup> "Safety equipment" includes such items as safety glasses, gloves for handling hazardous materials, goggles, hard hats, etc. which the employer is obliged to provide for employees engaged in dangerous work. Not included is respiratory equipment which is contained in the "lighting and ventilation" totals.

NOTE: Nonadditive.

**Table 36. Rights and obligations of employees on safe working conditions in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Referring to rights and obligations										No reference	
			Total <sup>2</sup>		Right to refuse work in unsafe conditions		Employee compliance with safety rules		Employee discipline for violation of safety rules		Employee duty to report unsafe conditions			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	396	717,886	223	470,366	225	408,570	76	128,390	35	79,785	373	496,431
Asbestos Workers (HFIA) -----	28	6,580	9	1,815	6	1,470	5	705	1	160	1	160	19	4,765
Boilermakers (BBF) -----	11	21,850	9	16,050	1	800	8	15,900	-	-	3	1,050	2	5,800
Bricklayers (BMP) -----	101	70,840	44	38,015	24	19,430	26	29,395	11	9,450	2	4,400	57	32,825
Ironworkers (BSOIW) -----	39	52,710	29	44,160	13	26,625	20	36,885	4	2,830	2	1,450	10	8,550
Carpenters (CJA) -----	56	290,695	26	146,900	16	106,200	16	69,450	4	18,900	5	24,950	30	143,795
Electrical Workers (IBEW) -----	61	77,270	32	47,130	15	15,225	25	40,245	4	7,180	5	8,360	29	30,140
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	-	-	-	-	-	-	2	18,800
Operating Engineers (IUOE) -----	41	115,150	28	95,300	18	71,105	18	53,685	4	20,520	3	7,300	13	19,850
Laborers (LIUNA) -----	51	271,300	31	163,400	14	101,100	17	98,900	11	48,800	4	13,700	20	107,900
Lathers (WWML) -----	47	10,610	27	4,425	20	3,280	8	1,005	3	490	-	-	20	6,185
Painters (PAT) -----	73	70,420	44	53,885	28	46,065	23	26,600	5	1,635	-	-	29	16,535
Plasters (OPCM) -----	60	30,936	31	19,416	19	10,591	20	10,710	8	2,905	-	-	29	11,520
Plumbers (PPF) -----	60	68,245	19	26,095	10	20,170	9	7,225	3	3,300	-	-	41	42,150
Roofers (RDWW) -----	51	13,231	30	8,350	14	3,255	17	5,180	8	1,955	2	355	21	4,881
Sheet Metal Workers (SMW) -----	46	42,290	9	6,960	3	3,000	5	5,380	2	1,180	2	2,000	37	35,330
Teamsters (IBT) -----	42	52,390	28	44,985	22	42,050	8	7,305	8	9,085	6	16,060	14	7,330

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Includes 6 agreements covering 3,205 workers, not shown elsewhere, which permit employees to grieve unsafe conditions.

NOTE: Nonadditive.

**Table 37. Labor-management safety committee provisions in construction agreements, 1972-73**

Labor-management safety committees	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to safety committees ----	66	114,091
No reference -----	703	1,099,226

## **Part VI. Provisions Governing Working Conditions**

Advance notice of layoff  
Materials, tools, & equipment rules  
Repairs  
Poor workmanship penalty  
Crew size, height & weight rules  
Construction standards  
Subcontracting  
Working employers  
Non-bargaining unit personnel  
Employee transfer restrictions  
Tools provisions  
Employee facilities  
Work clothing



Table 38. Provisions for advance notice of layoff in construction agreements, by union, 1972-73

Union <sup>1</sup>	All agreements		Referring to number of hours of advance notice of layoff							
			Total		Less than 1 hour		2 hours		4 hours	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	253	476,625	174	376,700	21	37,305	12	15,425
Asbestos Workers (HFLA) -----	28	6,580	11	2,570	3	600	-	-	3	1,070
Boilermakers (BBF) -----	11	21,850	4	1,700	4	1,700	-	-	-	-
Bricklayers (BMP) -----	101	70,840	44	36,635	36	29,460	2	570	2	1,255
Ironworkers (BSOIW) -----	39	52,710	4	2,425	4	2,425	-	-	-	-
Carpenters (CJA) -----	56	290,695	43	238,270	35	214,000	4	18,450	-	-
Electrical Workers (IBEW) -----	61	77,270	39	54,920	18	33,345	5	4,315	3	5,670
Elevator Constructors (IUOC) -----	2	18,800	-	-	-	-	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	2	11,100	1	4,100	-	-	1	7,000
Laborers (LIUNA) -----	51	271,300	12	62,800	9	49,900	1	8,000	-	-
Lathers (WWML) -----	47	10,610	11	4,240	10	4,190	-	-	-	-
Painters (PAT) -----	73	70,420	15	17,875	9	8,475	1	100	1	75
Plasters (OPCM) -----	60	30,936	22	5,435	20	4,270	1	265	-	-
Plumbers (PPF) -----	60	68,245	24	26,215	16	20,495	4	2,500	-	-
Roofers (RDWW) -----	51	13,231	9	1,915	4	790	1	325	1	230
Sheet Metal Workers (SMW) -----	46	42,290	9	5,980	4	2,700	2	2,780	1	125
Teamsters (IBT) -----	42	52,390	4	4,545	1	250	-	-	-	-
	More than 4 hours; less than 24 hours <sup>2</sup>		24 hours (1 day)		48 hours (2 days)		Other <sup>3</sup>		No reference	
All unions -----	7	6,510	11	4,360	12	6,950	16	29,375	516	736,692
Asbestos Workers (HFLA) -----	1	350	2	250	-	-	2	300	17	4,010
Boilermakers (BBF) -----	-	-	-	-	-	-	-	-	7	20,150
Bricklayers (BMP) -----	1	450	-	-	1	325	2	4,575	57	34,205
Ironworkers (BSOIW) -----	-	-	-	-	-	-	-	-	35	50,285
Carpenters (CJA) -----	2	2,020	-	-	-	-	2	3,800	13	52,425
Electrical Workers (IBEW) -----	1	1,600	3	3,330	5	2,660	4	4,000	22	22,350
Elevator Constructors (IUOC) -----	-	-	-	-	-	-	-	-	2	18,800
Operating Engineers (IUOE) -----	-	-	-	-	-	-	-	-	39	104,050
Laborers (LIUNA) -----	-	-	-	-	-	-	2	4,900	39	208,500
Lathers (WWML) -----	-	-	1	50	-	-	-	-	36	6,370
Painters (PAT) -----	-	-	2	325	-	-	2	8,900	58	52,545
Plasters (OPCM) -----	-	-	-	-	-	-	1	900	38	25,501
Plumbers (PPF) -----	-	-	-	-	3	1,220	-	-	36	42,030
Roofers (RDWW) -----	1	290	2	280	-	-	1	2,000	42	11,316
Sheet Metal Workers (SMW) -----	-	-	1	125	1	250	-	-	37	36,310
Teamsters (IBT) -----	1	1,800	-	-	2	2,495	-	-	38	47,845

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Includes 1 agreement requiring 5 hours notice; 1 agreement for 16 hours; 3 agreements for 8 hours, and 2 agreements for 20 hours.

<sup>3</sup> Includes 3 agreements requiring 40 hours notice; 1 agreement stipulating more than 90 hours; 1 agreement in which amount of notice varied, and 11 agreements which referred to advance notice but gave no details on the amount of advance notice.

**Table 39. Rules limiting use of specified materials, tools, or equipment in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Limitations on specified materials								Limitations on tools and equipment <sup>2</sup>	
			Prefabricated		Prison-made		Foreign-made		Union-made materials required			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	115	142,415	52	86,300	4	9,405	29	139,910	63	141,985
Asbestos Workers (HFIA) -----	28	6,580	3	800	-	-	-	-	-	-	1	160
Boilermakers (BBF) -----	11	21,850	-	-	-	-	1	4,800	-	-	-	-
Bricklayers (BMP) -----	101	70,840	3	690	9	5,435	1	105	6	9,840	4	2,325
Ironworkers (BSOIW) -----	39	52,710	4	3,875	3	9,150	-	-	-	-	-	-
Carpenters (CJA) -----	56	290,695	5	24,800	3	6,600	2	4,500	6	95,300	3	32,000
Electrical Workers (IBEW) -----	61	77,270	12	14,940	1	7,000	-	-	6	11,955	7	-
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	-	-	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	1	70	2	9,500	-	-	-	-	2	11,000
Laborers (LIUNA) -----	51	271,300	1	8,000	10	37,400	-	-	-	-	4	26,000
Lathers (WWML) -----	47	10,610	7	1,300	2	655	-	-	-	-	-	-
Painters (PAT) -----	73	70,420	8	7,200	-	-	-	-	1	10,000	36	58,600
Plasterers (OPCM) -----	60	30,936	1	265	7	1,430	-	-	-	-	3	3,625
Plumbers (PPF) -----	60	68,245	36	47,830	6	4,865	-	-	4	3,415	6	6,450
Roofers (RDWW) -----	51	13,231	-	-	5	1,015	-	-	1	220	4	1,825
Sheet Metal Workers (SMW) -----	46	42,290	34	32,645	-	-	-	-	3	5,480	-	-
Teamsters (IT) -----	42	52,390	-	-	4	3,250	-	-	2	3,700	-	-

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Includes limitations on size of paintbrushes, prohibitions on paint rollers, restrictions on size of mortar trowels, etc.

NOTE: Nonadditive.

**Table 40. Selected rules on repairs in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Jurisdiction of equipment repairs <sup>2</sup>		Penalty for poor workmanship	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	29	140,710	98	98,720
Asbestos Workers (HFIA) -----	28	6,580	-	-	6	1,535
Boilermakers (BBF) -----	11	21,850	-	-	-	-
Bricklayers (BMP) -----	101	70,840	2	945	2	7,025
Ironworkers (BSOIW) -----	39	52,710	-	-	-	-
Carpenters (CJA) -----	56	290,695	3	56,200	-	-
Electrical Workers (IBEW) -----	61	77,270	-	-	44	60,620
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	16	45,565	-	-
Laborers (LIUNA) -----	51	271,300	2	23,700	-	-
Lathers (WWML) -----	47	10,610	-	-	3	340
Painters (PAT) -----	73	70,420	-	-	4	3,150
Plasterers (OPCM) -----	60	30,936	3	4,900	4	1,500
Plumbers (PPF) -----	60	68,245	-	-	14	24,225
Roofers (RDWW) -----	51	13,231	-	-	1	325
Sheet Metal Workers (SMW) -----	46	42,290	-	-	-	-
Teamsters (IT) -----	42	52,390	3	9,400	-	-

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Covers provisions which designate responsibility for repair of materials and equipment which arrive at the work-site damaged or which prove to be of poor quality when used.

NOTE: Nonadditive.

**Table 41. Jurisdiction of equipment repairs in construction agreements, 1972-73**

Jurisdiction	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to jurisdiction -----	29	140,710
Manufacturer's jurisdiction -----	18	124,515
Contractor's jurisdiction -----	11	16,195
No reference -----	740	1,072,607

**Table 42. Penalty provisions for poor workmanship in construction agreements, 1972-73**

Type of penalty	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to penalty for poor workmanship -----	98	98,720
Repair at worker's expense -----	75	85,535
Repair on worker's time -----	12	7,680
Repair at worker's expense and on worker's time -----	1	1,000
Subject to negotiation -----	6	2,730
Reference to penalty; no reference to type of penalty -----	2	375
Employee subject to discipline -----	2	1,400
No reference -----	671	1,114,597

28

**Table 43. Rules governing crew size, height and weight agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Crew size		Height <sup>2</sup>		Weight <sup>3</sup>	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	296	453,256	69	106,406	73	106,170
Asbestos Workers (HFLA) -----	28	6,580	7	2,095	3	1,070	3	670
Boilermakers (BBF) -----	11	21,850	6	2,750	-	-	-	-
Bricklayers (BMP) -----	101	70,840	43	47,210	37	45,350	42	48,140
Ironworkers (BSOIW) -----	39	52,710	37	49,560	4	6,150	1	1,650
Carpenters (CJA) -----	56	290,695	12	66,650	1	2,600	-	-
Electrical Workers (IBEW) -----	61	77,270	56	72,045	4	8,300	2	1,130
Elevator Constructors (IUOC) -----	2	18,800	1	2,800	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	30	97,250	-	-	2	17,300
Laborers (LIUNA) -----	51	271,300	9	45,150	4	22,650	1	6,650
Lathers (WWML) -----	47	10,610	3	1,810	7	13,490	7	18,085
Painters (PAT) -----	73	70,420	27	14,750	-	-	-	-
Plasterers (OPCM) -----	60	30,936	15	10,345	2	350	-	-
Plumbers (PPF) -----	60	68,245	17	21,300	2	5,100	6	9,120
Roofers (RDWW) -----	51	13,231	29	9,341	5	1,346	9	3,425
Sheet Metal Workers (SMW) -----	46	42,290	1	3,400	-	-	-	-
Teamsters (IBT) -----	42	52,390	3	6,800	-	-	-	-

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Refers to contractual limits on the distance above the ground an employee may work.

<sup>3</sup> Refers to contractual limits on the amount of weight an employee may lift.

NOTE: Nonadditive.

**Table 44. Construction standards and limitations on subcontracting in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Construction standards <sup>2</sup>		Subcontracting limitations <sup>3</sup>	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	170	125,795	572	1,075,291
Asbestos Workers (HFLA) -----	28	6,580	19	4,035	27	6,480
Boilermakers (BBF) -----	11	21,850	-	-	8	20,500
Bricklayers (BMP) -----	101	70,840	21	7,720	53	49,270
Ironworkers (BSOIW) -----	39	52,710	-	-	31	44,410
Carpenters (CJA) -----	56	290,695	1	100	45	269,100
Electrical Workers (IBEW) -----	61	77,270	49	70,210	57	75,110
Elevator Constructors (IUEC) -----	2	18,800	-	-	1	16,000
Operating Engineers (IUOE) -----	41	115,150	-	-	33	107,875
Laborers (LIUNA) -----	51	271,300	2	1,100	40	235,750
Lathers (WWML) -----	47	10,610	25	4,360	35	9,015
Painters (PAT) -----	73	70,420	7	4,075	58	64,045
Plasterers (OPCM) -----	60	30,936	20	8,075	35	24,846
Plumbers (PPF) -----	60	68,245	18	22,155	42	57,260
Roofers (RDWW) -----	51	13,231	4	975	28	6,730
Sheet Metal Workers (SMW) -----	46	42,290	3	2,980	46	42,290
Teamsters (IBT) -----	42	52,390	1	10	33	46,610

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> "Construction standards" are a set of specifications or a statement which establishes that the work performed will be of a specified quality.

<sup>3</sup> "Subcontracting" is a procedure in which the original employer contracts out all or part of the work to another contracting firm.

Note: Nonadditive.

**Table 45. Restrictions on working employers, non-bargaining unit personnel, and employee transfers in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Employer not permitted to work with tools		Employer permitted to work with tools under certain circumstances		Restriction on non-bargaining unit personnel doing unit work		Restriction on employee transfer	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	77	98,470	167	242,491	150	227,445	132	294,880
Asbestos Workers (HFLA) -----	28	6,580	8	2,195	-	-	3	710	2	985
Boilermakers (BBF) -----	11	21,850	1	900	-	-	1	5,000	-	-
Bricklayers (BMP) -----	101	70,840	7	6,440	33	21,875	10	4,730	12	7,915
Ironworkers (BSOIW) -----	39	52,710	1	1,000	-	-	3	4,050	-	-
Carpenters (CJA) -----	56	290,695	1	15,000	8	106,600	7	42,000	9	73,100
Electrical Workers (IBEW) -----	61	77,270	21	16,770	27	28,280	7	7,290	20	45,110
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	1	16,000	-	-
Operating Engineers (IUOE) -----	41	115,150	-	-	1	1,400	5	15,950	9	53,815
Laborers (LIUNA) -----	51	271,300	1	8,000	2	4,500	10	47,650	1	35,000
Lathers (WWML) -----	47	10,610	5	1,525	2	400	9	2,020	4	1,525
Painters (PAT) -----	73	70,420	10	8,165	27	31,155	14	4,840	8	8,910
Plasterers (OPCM) -----	60	30,936	3	1,115	19	9,325	14	5,135	11	6,920
Plumbers (PPF) -----	60	68,245	10	22,600	23	26,585	12	15,370	13	21,657
Roofers (RDWW) -----	51	13,231	7	2,560	12	3,116	7	2,050	6	1,235
Sheet Metal Workers (SMW) -----	46	42,290	1	5,200	13	9,255	36	35,755	35	31,655
Teamsters (IBT) -----	42	52,390	1	7,000	-	-	11	18,895	2	7,035

<sup>1</sup> For full names of unions, see footnote 1, table 2.

NOTE: Nonadditive.

**Table 46. Employee transfer restrictions in construction agreements, 1972-73**

Employee transfer restrictions	Agreements	Workers
All agreements -----	769	1,213,317
Total restricting transfers -----	132	294,880
Between jobs -----	69	132,965
Between projects -----	8	10,800
Between employers -----	45	134,605
Between jobs and projects -----	1	3,500
Between jobs and employers -----	4	8,050
Between projects and employers -----	2	1,360
Reference to restrictions on transfers; no details given -----	3	3,600
No reference to transfer restrictions -----	637	918,437

30

**Table 47. Provisions for furnishing, replacing and storing tools, in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Tools furnished by				Tool insurance or replacement		Tool storage	
	Agreements	Workers	Employee		Employer		Agreements	Workers	Agreements	Workers
			Agreements	Workers	Agreements	Workers				
All unions -----	769	1,213,317	333	523,976	383	626,886	193	423,120	317	607,301
Asbestos Workers (HFIA) -----	28	6,580	9	1,960	18	4,345	4	1,515	12	3,345
Boilermakers (BBF) -----	11	21,850	1	300	2	800	-	-	4	1,400
Bricklayers (BMP) -----	101	70,840	30	34,195	43	25,195	33	43,360	54	52,580
Ironworkers (BSOIW) -----	39	52,710	35	47,510	18	15,685	33	46,435	27	40,305
Carpenters (CJA) -----	56	290,695	30	200,750	39	209,700	37	188,550	51	284,775
Electrical Workers (IBEW) -----	61	77,270	52	62,040	55	71,110	31	38,865	55	67,405
Elevator Constructors (IUOC) -----	2	18,800	-	-	-	-	1	16,000	1	16,000
Operating Engineers (IUOE) -----	41	115,150	15	44,335	13	43,285	7	29,390	7	30,090
Laborers (LIUNA) -----	51	271,300	-	-	22	119,600	1	10,000	9	28,050
Lathers (WWML) -----	47	10,610	8	5,270	13	1,895	6	810	8	5,130
Painters (PAT) -----	73	70,420	41	39,945	40	31,000	3	1,615	7	13,685
Plasterers (OPCM) -----	60	30,936	24	18,116	28	17,210	12	7,350	30	13,666
Plumbers (PPF) -----	60	68,245	8	6,795	51	54,605	12	23,405	25	25,730
Roofers (RDWW) -----	51	13,231	29	7,150	22	6,056	2	450	8	2,190
Sheet Metal Workers (SMW) -----	46	42,290	45	37,090	13	9,280	9	8,325	15	15,330
Teamsters (IBT) -----	42	52,390	6	18,520	6	17,120	2	7,050	4	7,620

<sup>1</sup> For full names of unions, see footnote 1, table 2.

NOTE: Nonadditive.

**Table 48. Selected employee facilities in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Enclosed shelter		Drinking water		Sanitary facilities	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	301	559,096	369	749,972	253	597,336
Asbesto Workers (HFIA) -----	28	6,580	9	2,875	3	1,150	2	265
Boilermakers (BBF) -----	11	21,850	10	21,550	9	21,400	7	14,350
Bricklayers (BMP) -----	101	70,840	41	37,030	53	45,940	39	36,950
Ironworkers (BSOIW) -----	39	52,710	37	49,560	35	36,860	16	27,705
Carpenters (CJA) -----	56	290,695	41	157,075	51	252,675	45	195,625
Electrical Workers (IBEW) -----	61	77,270	12	13,035	17	13,000	13	14,315
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	21	61,900	25	83,750	16	70,810
Laborers (LIUNA) -----	51	271,300	33	130,550	37	184,250	32	142,200
Lathers (WWML) -----	47	10,610	6	4,600	25	2,405	5	760
Painters (PAT) -----	73	70,420	7	11,950	20	40,790	14	35,750
Plasterers (OPCM) -----	60	30,936	26	7,666	34	12,501	21	5,201
Plumbers (PPF) -----	60	68,245	26	29,300	20	25,245	20	25,475
Roofers (RDWW) -----	51	13,231	7	2,055	23	5,981	4	705
Sheet Metal Workers (SMW) -----	46	42,290	14	11,180	9	4,855	8	4,905
Teamsters (IBT) -----	42	52,390	11	18,770	8	19,170	11	22,320

<sup>1</sup> For full names of unions, see footnote 1, table 2.

Note: Nonadditive.

**Table 49. Work clothing furnished by employer in construction agreements, 1972-73**

Work clothing furnished	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to furnishing of work clothing -----	59	106,745
No reference -----	710	1,106,572

## **Part VII. Hours, Overtime, and Premium Pay Provisions**

Overtime  
Scheduled hours  
Daily overtime  
Weekly overtime  
Overtime outside regular hours  
Graduated overtime  
Weekend premium pay  
Restrictions on hours and overtime

**Table 50. Overtime provisions in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Daily overtime		Weekly overtime		Overtime outside of regularly scheduled hours		Graduated overtime		Equal distribution of overtime	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	442	719,681	100	256,055	445	828,666	65	115,300	102	136,825
Asbestos Workers (HFIA) -----	28	6,580	23	4,830	-	-	7	2,030	-	-	-	-
Boilermakers (BBF) -----	11	21,850	2	1,700	1	800	10	21,050	-	-	1	100
Bricklayers (BMP) -----	101	70,840	66	44,150	4	2,080	45	37,305	7	1,095	3	1,300
Ironworkers (BSOIW) -----	39	52,710	35	47,285	1	1,000	14	18,550	-	-	6	5,550
Carpenters (CJA) -----	56	290,695	28	156,295	7	72,950	42	254,100	4	33,700	10	36,450
Electrical Workers (IBEW) -----	61	77,270	23	37,810	3	2,810	52	62,995	10	9,330	24	32,390
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	2	18,800	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	28	89,100	12	50,100	20	46,700	2	23,015	1	3,450
Laborers (LIUNA) -----	51	271,300	30	157,550	9	50,100	28	161,300	1	14,900	-	-
Lathers (WWML) -----	47	10,610	11	6,110	3	1,305	35	5,710	1	25	-	-
Painters (PAT) -----	73	70,420	48	50,175	11	10,830	40	52,530	13	6,190	6	12,500
Plasterers (OPCM) -----	60	30,936	39	25,230	9	9,430	27	19,675	9	11,835	5	1,750
Plumbers (PPF) -----	60	68,245	31	31,400	14	18,395	39	52,120	4	4,080	6	13,800
Roofers (RDWW) -----	51	13,231	33	8,826	4	650	25	7,221	7	2,480	1	325
Sheet Metal Workers (SMW) -----	46	42,290	8	11,200	1	1,250	40	33,865	5	8,350	38	29,190
Teamsters (IBT) -----	42	52,390	37	48,020	21	34,640	19	34,715	2	300	1	20

<sup>1</sup> For full names of unions, see footnote 1, table 2.

NOTE: Nonadditive.

33

**Table 51. Scheduled daily work hours in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Scheduled daily hours										No provision	
			Total		7 hours		7 1/2 hours		8 hours		Other <sup>2</sup>			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	759	1,207,877	57	117,010	5	6,015	694	1,054,502	3	30,350	10	5,440
Asbestos Workers (HFIA) -----	28	6,580	28	6,580	2	720	-	-	26	5,860	-	-	-	-
Boilermakers (BBF) -----	11	21,850	11	21,850	2	250	-	-	9	21,600	-	-	-	-
Bricklayers (BMP) -----	101	70,840	99	70,140	8	11,730	2	2,275	89	56,135	-	-	2	700
Ironworkers (BSOIW) -----	39	52,710	39	52,710	1	1,150	-	-	38	51,560	-	-	-	-
Carpenters (CJA) -----	56	290,695	55	289,695	6	40,500	-	-	48	229,195	1	20,000	1	1,000
Electrical Workers (IBEW) -----	61	77,270	61	77,270	8	10,565	1	2,200	51	54,505	1	10,000	-	-
Elevator Constructors (IUEC) -----	2	18,800	2	18,800	-	-	-	-	2	18,800	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	41	115,150	-	-	-	-	41	115,150	-	-	-	-
Laborers (LIUNA) -----	51	271,300	50	269,300	1	6,650	-	-	49	262,650	-	-	1	2,000
Lathers (WWML) -----	47	10,610	47	10,610	4	4,375	-	-	42	5,885	1	350	-	-
Painters (PAT) -----	73	70,420	72	70,290	7	23,625	-	-	65	46,665	-	-	1	130
Plasterers (OPCM) -----	60	30,936	60	30,936	2	1,770	-	-	58	29,166	-	-	-	-
Plumbers (PPF) -----	60	68,245	60	68,245	6	7,290	-	-	54	60,955	-	-	-	-
Roofers (RDWW) -----	51	13,231	49	12,911	4	1,335	1	290	44	11,286	-	-	2	320
Sheet Metal Workers (SMW) -----	46	42,290	46	42,290	6	7,050	1	1,250	39	33,990	-	-	-	-
Teamsters (IBT) -----	42	52,390	39	51,100	-	-	-	-	39	51,100	-	-	3	1,290

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Includes 1 agreement which schedules a 5 hour day, and 2 agreements in which scheduled hours vary by geographical location.



**Table 52. Daily overtime rates in construction agreements, by daily overtime hours, 1972-73**

Daily overtime hours	All agreements		Referring to daily overtime rate								Other <sup>2</sup>	
			Total		Time and one-half		Double time		Varies by occupation or geographical location			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements -----	769	1, 213, 317	442	719, 681	198	335, 595	229	285, 031	13	97, 430	2	1, 625
Daily overtime after specified hours -----	442	719, 681	442	719, 681	198	335, 595	229	285, 031	13	97, 430	2	1, 625
7 hours -----	19	57, 070	19	57, 070	3	8, 570	14	46, 875	-	-	2	1, 625
8 hours -----	413	643, 846	413	643, 846	192	315, 835	209	231, 581	12	96, 430	-	-
Other <sup>1</sup> -----	10	18, 765	10	18, 765	3	11, 190	6	6, 575	1	1, 000	-	-
No reference to daily overtime hours -----	327	493, 636	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Includes 1 agreements which pays overtime premiums after 5 hours; 3 agreements after 7½ hours; 1 agreement after 10 hours; 1 agreement which varies overtime hours by occupation; and 4 agreements which refer to daily overtime hours but give no details.

<sup>2</sup> Includes 1 agreement which requires triple time, and 1 agreement which refers to daily overtime rate but gives no details.

34

**Table 53. Scheduled weekly hours in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Scheduled weekly hours								No provision	
			Total		35 hours		40 hours		Other <sup>2</sup>			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1, 213, 317	653	1, 074, 531	52	101, 045	585	926, 151	16	47, 335	116	138, 786
Asbestos Workers (HFIA) -----	28	6, 580	7	1, 770	-	-	7	1, 770	-	-	21	4, 810
Boilermakers (BBF) -----	11	21, 850	11	21, 850	2	250	9	26, 600	-	-	-	-
Bricklayers (BMP) -----	101	70, 840	71	53, 980	8	13, 510	62	40, 145	1	325	30	16, 860
Ironworkers (BSOIW) -----	39	52, 710	33	45, 830	1	1, 150	32	44, 680	-	-	6	6, 880
Carpenters (CJA) -----	56	290, 695	48	246, 295	5	25, 000	42	201, 295	1	20, 000	8	44, 400
Electrical Workers (IBEW) -----	61	77, 270	59	70, 435	8	10, 565	48	46, 470	3	13, 400	2	6, 835
Elevator Constructors (IUEC) -----	2	18, 800	1	16, 000	-	-	1	16, 000	-	-	1	2, 800
Operating Engineers (IUOE) -----	41	115, 150	36	105, 980	-	-	36	105, 980	-	-	5	9, 170
Laborers (LIUNA) -----	51	271, 300	44	244, 400	1	6, 650	43	237, 750	-	-	7	26, 900
Lathers (WWML) -----	47	10, 610	42	8, 530	3	4, 350	37	3, 665	2	515	5	2, 080
Painters (PAT) -----	73	70, 420	67	63, 995	7	23, 625	60	40, 370	-	-	6	6, 425
Plasterers (OPCM) -----	60	30, 936	50	24, 641	1	270	49	24, 371	-	-	10	6, 295
Plumbers (PPF) -----	60	68, 245	58	65, 995	6	7, 290	46	47, 570	6	11, 135	2	2, 250
Roofers (RDWW) -----	51	13, 251	41	10, 940	4	1, 335	35	8, 895	2	710	10	2, 291
Sheet Metal Workers (SMW) -----	46	42, 290	46	42, 290	6	7, 050	39	33, 990	1	1, 250	-	-
Teamsters (IBT) -----	42	52, 390	39	51, 600	-	-	39	51, 600	-	-	3	790

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Includes 1 agreement scheduling 25 hours; 6 agreements with 36 hours; 1 agreement with 37 hours; 4 agreements having 37½ hours; 1 agreement scheduling 38 hours; 1 agreement in which scheduled hours vary by occupation; and 2 agreements in which hours vary by geographical location.

**Table 54. Weekly overtime rates in construction agreements, by weekly overtime hours, 1972-73**

Weekly overtime hours	All agreements		Referring to weekly overtime rate									
			Total		Time and one-half		Double-time		Varies by occupation or geographical location		Reference to weekly overtime rate; no details given	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements -----	769	1,213,317	100	256,055	57	116,455	36	35,600	6	100,000	1	4,000
Weekly overtime after specified hours -----	100	256,055	100	256,055	57	116,455	36	35,600	6	100,000	1	4,000
Less than 40 hours <sup>1</sup> -----	8	15,570	8	15,570	2	8,800	6	6,770	-	-	-	-
40 hours -----	91	220,485	91	220,485	55	107,655	30	28,830	5	80,000	1	4,000
Varies by location -----	1	20,000	1	20,000	-	-	-	-	1	20,000	-	-
No reference to weekly overtime hours -----	669	957,262	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Includes 3 agreements which require the overtime rate after 35 hours; 3 agreements after 36 hours; 1 agreement after 37 hours; and 1 agreement after 37½ hours.

35

**Table 55. Overtime rates for work outside regularly scheduled hours in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Overtime rate outside of regularly scheduled hours										No reference	
			Total		Time and one-half		Double time		Varies <sup>2</sup>		Reference to overtime outside of regular hours; no details given			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	445	828,666	118	235,325	308	498,931	15	70,210	4	24,200	324	384,651
Asbestos Workers (HFIA) -----	28	6,580	7	2,030	-	-	7	2,030	-	-	-	-	21	4,550
Boilermakers (BBF) -----	11	21,850	10	21,050	-	-	10	21,050	-	-	-	-	1	800
Bricklayers (BMP) -----	101	70,840	45	37,305	12	4,570	33	32,735	-	-	-	-	56	33,535
Ironworkers (BSOIW) -----	39	52,710	14	18,550	-	-	14	18,550	-	-	-	-	25	34,160
Carpenters (CJA) -----	56	290,695	42	254,100	5	14,600	35	177,500	1	45,000	1	17,000	14	36,595
Electrical Workers (IBEW) -----	61	77,270	52	62,995	12	22,140	36	38,025	3	1,230	1	1,600	9	14,275
Elevator Constructors (IUOE) -----	2	18,800	2	18,800	-	-	2	18,800	-	-	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	20	46,700	5	10,100	11	21,400	4	15,200	-	-	21	68,450
Laborers (LUNA) -----	51	271,300	28	161,300	10	87,050	16	69,850	2	4,400	-	-	23	110,000
Lathers (WWML) -----	47	10,610	35	5,710	1	255	34	5,455	-	-	-	-	12	4,900
Painters (PAT) -----	73	70,420	40	52,530	25	43,380	14	8,450	1	700	-	-	33	17,890
Plasterers (OPCM) -----	60	30,936	27	19,675	7	2,680	19	12,995	-	-	1	4,000	33	11,261
Plumbers (PPF) -----	60	68,245	39	52,120	4	10,230	33	39,390	2	2,500	-	-	21	16,125
Roofers (RDWW) -----	51	13,231	25	7,221	17	5,080	8	2,141	-	-	-	-	26	6,010
Sheet Metal Workers (SMW) -----	46	42,290	40	33,865	4	2,725	34	29,960	2	1,180	-	-	6	8,425
Teamsters (IBT) -----	42	52,390	19	34,715	16	32,515	2	600	-	-	1	1,600	23	17,675

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Includes 7 agreements which vary the rate by occupation; 7 agreements which vary the rate with the time the employee is called in; and 1 agreement which varies the rate with the cost of the project.

**Table 56. Graduated overtime provisions<sup>1</sup> in construction agreements, 1972-73**

Graduated overtime provisions	Agreements	Workers
All agreements -----	769	1,213,317
Total with graduated overtime after specified hours -----	65	115,300
Less than 9 hours -----	2	575
9 hours -----	3	970
10 hours -----	32	37,185
11 hours -----	8	44,080
12 hours -----	6	22,035
13 hours -----	3	775
14 hours -----	1	50
15 hours -----	2	3,630
16 hours -----	5	3,380
More than 16 hours -----	2	1,820
Graduated rate after weekly hours <sup>2</sup> -----	1	800
No reference to graduated overtime -----	704	1,098,017

<sup>1</sup> In all but one agreement, the rate changes from time and one-half to double time; in the exception, from double time to triple time.

<sup>2</sup> Provides time and one-half after 35 hours per week, and double time after 40 hours or outside of stated hours.

**Table 57. Premium pay rates for Saturday and Sunday work in construction agreements, 1972-73**

Premium rate	Saturday		Sunday	
	Agreements	Workers	Agreements	Workers
All agreements -----	769	1,213,317	769	1,213,317
Total with premium rate -----	684	1,114,527	712	1,148,612
Time and one-half -----	163	308,040	31	43,270
Double time -----	508	720,657	677	1,099,442
Other -----	<sup>1</sup> 13	85,830	<sup>2</sup> 4	5,900
No reference to premium rate -----	85	98,790	57	64,705

<sup>1</sup> Includes 9 agreements which varied the rate by occupation; 2 agreements which varied it by season; 1 agreement which varied it by occupation and location; and one agreement which referred to premium pay but did not specify a rate.

<sup>2</sup> Includes 2 agreements which varied the rate by occupation; 1 agreement which varied it by season; and 1 agreement requiring triple time.

**Table 58. Graduated Saturday premiums in construction agreements, 1972-73**

Graduated Saturday premium provision	Agreements	Workers
All agreements -----	769	1,213,317
Total establishing Saturday rate -----	684	1,114,527
Total establishing graduated rate after specified hours <sup>1</sup> -----	37	75,350
4 hours -----	5	17,250
5 hours -----	1	85
7 hours -----	1	20
8 hours <sup>2</sup> -----	19	16,680
10 hours -----	3	1,515
11 hours -----	1	23,000
12 hours -----	1	250
15 hours -----	1	2,800
16 hours -----	1	500
Reference to graduated Saturday premium; no details given -----	4	13,250

<sup>1</sup> All initial rates were time and one-half. The increase was to double time in 36 agreements, and double-time and a quarter in 1.

<sup>2</sup> Includes 1 agreement providing double time after 8 consecutive hours or after 6 o'clock p.m.

**Table 59. Restrictions on working hours in construction agreements, by union, 1972-73**

Union <sup>1</sup>	Restrictions on											
	All agreements		Schedule changes		Overtime		Shift work		Weekend work		Holiday work	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	378	747,567	217	322,210	334	774,396	163	257,370	480	792,306
Asbestos Workers (HFIA) -----	28	6,580	11	3,050	3	1,285	1	400	-	-	27	6,530
Boilermakers (BBF) -----	11	21,850	8	21,100	5	6,050	10	21,700	-	-	9	17,650
Ericklayers (BMP) -----	101	70,840	38	42,955	37	42,530	45	37,975	29	29,325	44	41,845
Ironworkers (BSOIW) -----	39	52,710	35	45,860	7	8,550	34	49,435	4	4,680	36	49,710
Carpenters (CJA) -----	56	290,695	29	175,670	24	96,300	39	233,595	19	91,150	45	234,895
Electrical Workers (IBEW) -----	61	77,270	30	42,025	11	25,160	25	39,425	1	700	44	49,005
Elevator Constructors (IUEC) -----	2	18,800	1	2,800	-	-	-	-	-	-	1	16,000
Operating Engineers (IUOE) -----	41	115,150	27	94,500	1	2,000	22	70,750	1	3,000	26	92,605
Laborers (LIUNA) -----	51	271,300	29	166,550	3	11,800	27	174,100	6	34,150	25	111,600
Lathers (WWML) -----	47	10,610	17	2,640	14	3,595	4	305	8	1,475	34	4,035
Painters (PAT) -----	73	70,420	32	35,460	32	55,350	10	12,605	35	54,895	68	68,970
Plasters (OPCM) -----	60	30,936	26	18,931	10	3,970	28	20,011	15	8,820	33	18,166
Plumbers (PPF) -----	60	68,245	26	33,225	16	32,445	42	52,800	6	8,305	24	35,180
Roofers (RDWW) -----	51	13,231	27	7,231	22	6,065	-	-	24	6,260	27	7,220
Sheet Metal Workers (SMW) -----	46	42,290	20	20,810	31	26,760	31	30,235	13	12,860	19	17,470
Teamsters (IBT) -----	42	52,390	22	34,760	1	350	16	31,060	2	1,750	18	21,425

<sup>1</sup> For full names of union see footnote 1, table 2.

Note: Nonadditive.

**Table 60. Limitations on schedule changes in construction agreements, 1972-73**

Schedule change limitations	Agreements	Workers
All agreements -----	769	1,213,317
Schedule changes prohibited -----	1	9,500
Advance notice of schedule changes -----	25	128,850
Changes require union approval --	250	431,841
Time difference limited <sup>1</sup> -----	240	556,251
Regulation on duration of the change -----	43	100,416
Limitation depends on proportion of employees affected -----	3	9,000
Premium pay penalty in schedule change -----	1	100

<sup>1</sup> Refers to statements establishing or restricting the number of hours by which the schedule may be shifted, such as clauses allowing the workday to begin an hour earlier in the winter to take advantage of daylight hours.

Note: Nonadditive. Agreements may contain more than 1 limitation.

**Table 61. Overtime restrictions in construction agreements, 1972-73**

Overtime restrictions	Agreements	Workers
All agreements -----	769	1,213,317
Overtime prohibited -----	2	1,775
Overtime limited -----	59	67,680
Union approval required -----	130	233,625
Overtime permitted in an emergency -----	95	155,625

NOTE: Nonadditive. Agreements may contain more than 1 restriction.

**Table 62. Restrictions on shift work in construction agreements, 1972-73**

Restrictions on shift work	Agreements	Workers
All agreements -----	769	1,213,317
Shift work prohibited -----	3	5,750
Duration of shift work limited -----	7	19,100
Shift work must continue for a specified period -----	260	661,486
Double shift prohibited <sup>1</sup> -----	91	183,855
Limitation on assignment to shifts -----	45	201,215
Overlapping shifts restricted -----	21	152,460
Subject to union approval -----	105	222,030

<sup>1</sup> Refers to prohibition on employee working two consecutive shifts within a 24 hour period.

NOTE: Nonadditive. Agreements may contain more than 1 restriction.

**Table 63. Restrictions on weekend work in construction agreements, 1972-73**

Restrictions on weekend work	Agreements	Workers
All agreements -----	769	1,213,317
Total restricting weekend work -----	163	257,370
Saturday and Sunday work -----	154	216,930
Sunday work only -----	9	40,440
No reference to restricting weekend work -----	606	955,947

## **Part VIII. Wage and Wage-related Provisions**

**Rate structure**  
**Wage adjustment provisions**  
**Wage security provisions**  
**Penalty for default**  
**Maintenance of higher rates**  
**Travel and transportation allowances**  
**Shift work**  
**Hazard and abnormal conditions premiums**

**Table 64. Basic rate structure in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Rate structure						No reference to basic rate structure	
			Total		Single rates		Minimum rates			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1, 213, 317	764	1, 206, 367	578	975, 277	186	231, 090	5	6, 950
Asbestos Workers (HFIA) -----	28	6, 580	27	6, 430	23	5, 570	4	860	1	150
Boilermakers (BBF) -----	11	21, 850	10	16, 850	5	10, 100	5	6, 750	1	5, 000
Bricklayers (BMP) -----	101	70, 840	101	70, 840	86	62, 505	15	8, 335	-	-
Ironworkers (BSOIW) -----	39	52, 710	39	52, 710	24	22, 305	15	30, 405	-	-
Carpenters (CJA) -----	56	290, 695	56	290, 695	45	229, 945	11	60, 750	-	-
Electrical Workers (IBEW) -----	61	77, 270	61	77, 270	25	39, 580	36	37, 690	-	-
Elevator Constructors (IUEC) -----	2	18, 800	2	18, 800	2	18, 800	-	-	-	-
Operating Engineers (IUOE) -----	41	115, 150	41	115, 150	38	110, 350	3	4, 800	-	-
Laborers (LIUNA) -----	51	271, 300	51	271, 300	46	252, 600	5	18, 700	-	-
Lathers (WWML) -----	47	10, 610	46	10, 585	35	8, 650	11	1, 935	1	25
Painters (PAT) -----	73	70, 420	73	70, 420	62	60, 415	11	10, 005	-	-
Plasterers (OPCM) -----	60	30, 936	59	30, 186	54	25, 661	5	4, 525	1	750
Plumbers (PPF) -----	60	68, 245	59	67, 220	52	60, 985	7	6, 235	1	1, 025
Roofers (RDWW) -----	51	13, 231	51	13, 231	38	9, 411	13	3, 820	-	-
Sheet Metal Workers (SMW) -----	46	42, 290	46	42, 290	8	10, 800	38	31, 490	-	-
Teamsters (IBT) -----	42	52, 390	42	52, 390	35	47, 600	7	4, 790	-	-

<sup>1</sup> For full names of unions, see footnote 1, table 2.

40

**Table 65. Wage adjustment provisions<sup>1</sup> in construction agreements, by union, 1972-73**

Union <sup>2</sup>	All agreements		Deferred wage increases		Contract reopener provisions	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1, 213, 317	645	1, 105, 347	33	46, 375
Asbestos Workers (HFIA) -----	28	6, 580	20	4, 550	-	-
Boilermakers (BBF) -----	11	21, 850	6	6, 850	-	-
Bricklayers (BMP) -----	101	70, 840	85	62, 645	30	39, 105
Ironworkers (BSOIW) -----	39	52, 710	34	48, 260	-	-
Carpenters (CJA) -----	56	290, 695	55	275, 195	-	-
Electrical Workers (IBEW) -----	61	77, 270	38	57, 170	-	-
Elevator Constructors (IUEC) -----	2	18, 800	2	18, 800	-	-
Operating Engineers (IUOE) -----	41	115, 150	38	109, 800	-	-
Laborers (LIUNA) -----	51	271, 300	47	266, 900	1	6, 650
Lathers (WWML) -----	47	10, 610	39	9, 240	-	-
Painters (PAT) -----	73	70, 420	64	67, 580	-	-
Plasterers (OPCM) -----	60	30, 936	55	29, 731	-	-
Plumbers (PPF) -----	60	68, 245	46	51, 360	-	-
Roofers (RDWW) -----	51	13, 231	40	10, 801	2	620
Sheet Metal Workers (SMW) -----	46	42, 290	40	38, 840	-	-
Teamsters (IBT) -----	42	52, 390	36	47, 625	-	-

<sup>1</sup> Cost-of-living escalator provisions, found with increasing frequency in other industries, are rare in construction contracts, and therefore were not tabulated.

<sup>2</sup> For full names of unions, see footnote 1, table 2.

NOTE: Nonadditive.

**Table 66. Wage and fund security provisions in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Penalty for wage or fund default		Employer bonding required	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1, 213, 317	656	1, 052, 237	398	698, 146
Asbestos Workers (HFIA) -----	28	6, 580	20	4, 245	21	5, 180
Boilermakers (BBF) -----	11	21, 850	7	16, 300	-	-
Bricklayers (BMP) -----	101	70, 840	85	61, 535	58	47, 685
Ironworkers (BSOIW) -----	39	52, 710	36	51, 010	23	40, 525
Carpenters (CJA) -----	56	290, 695	50	266, 670	32	176, 950
Electrical Workers (IBEW) -----	61	77, 270	59	75, 660	35	42, 940
Elevator Constructors (IUEC) -----	2	18, 800	-	-	-	-
Operating Engineers (IUOE) -----	41	115, 150	35	104, 800	15	55, 015
Laborers (LIUNA) -----	51	271, 300	41	207, 000	22	146, 250
Lathers (WWML) -----	47	10, 610	45	10, 510	27	8, 850
Painters (PAT) -----	73	70, 420	64	68, 095	40	52, 130
Plasterers (OPCM) -----	60	30, 936	51	28, 936	28	18, 335
Plumbers (PPF) -----	60	58, 245	48	60, 960	40	50, 845
Roofers (RDWW) -----	51	13, 231	43	11, 931	22	6, 161
Sheet Metal Workers (SMW) -----	46	42, 290	41	37, 010	29	31, 035
Teamsters (IBT) -----	42	52, 390	31	46, 975	6	16, 245

<sup>1</sup> For full names of unions, see footnote 1, table 2.

NOTE: Nonadditive.

**Table 67. Penalty for wage and fund payment default in construction agreements, 1972-73**

Penalty for default	Agreements	Workers
All agreements -----	769	1, 213, 317
Total having penalty for default -----	656	1, 052, 237
Right to withhold services -----	56	176, 120
Penalty payment required -----	149	171, 385
Both penalties may be imposed -----	451	704, 732
No reference to penalty for default ---	113	161, 080

**Table 68. Provisions for maintenance of higher rate in temporary change of classification in construction agreements, by major activity, 1972-73**

Major activity	All agreements		Total with maintenance of rate provision	
	Agreements	Workers	Agreements	Workers
All major activities -----	769	1, 213, 317	86	370, 846
Building construction-general contractors -----	228	568, 751	45	225, 740
Heavy and highway construction-general contractors -----	68	168, 175	27	73, 450
Special trades contractors -----	473	476, 391	14	71, 656



**Table 69. Travel and transportation allowances in construction industry agreements, by major activity, 1972-73**

Type of allowance	All major activities		Major activity					
			General contractors: building construction		General contractors: heavy and highway construction		Special trades contractors	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements -----	769	1, 213, 317	228	568, 751	68	168, 175	473	476, 391
Total referring to travel or transportation allowance -----	655	972, 421	170	437, 405	35	85, 290	450	449, 726
Paid travel time <sup>1</sup> -----	366	467, 581	68	197, 380	17	24, 990	281	245, 211
Transportation allowance <sup>2</sup> -----	602	837, 346	138	325, 190	29	78, 580	435	433, 576
Lodging paid or provided -----	168	358, 381	33	175, 160	15	33, 085	120	150, 136
Meals paid or provided -----	216	421, 641	37	194, 900	17	35, 735	162	191, 006
Parking paid or provided -----	172	392, 220	50	213, 300	2	4, 515	120	174, 405
Per diem allowance <sup>3</sup> -----	303	463, 915	66	230, 320	11	26, 840	226	206, 755
No reference to travel or transportation allowance -----	114	240, 896	58	131, 346	33	82, 885	23	26, 665

<sup>1</sup> Travel time refers to the payment made to workers for time spent traveling to and from a work site, and may include long-distance and over-night travel.

<sup>2</sup> Transportation allowance is a specific payment for the cost of travel, including the cost of tickets on common carriers or a mileage allowance when the worker uses his own automobile.

<sup>3</sup> Per diem allowance is a general daily payment made to workers for expenses incidental to travel and usually includes a stated allowance for room, meals, and transportation expenses, in contrast to specific payments for each.

NOTE: Nonadditive. Agreements may have more than one kind of provision.

**Table 70. Transportation allowance provisions in construction agreements, 1972-73**

Transportation allowances	Agreements	Workers
All agreements -----	769	1, 213, 317
Total with transportation allowances -----	602	837, 346
Local transportation allowance <sup>1</sup> -----	462	650, 395
Transportation paid to and from distant work site -----	22	60, 410
Both local and long-distance transportation allowance -----	118	126, 541
No reference to transportation allowance -----	167	375, 971

<sup>1</sup> Local transportation allowance applies to transportation expenses on jobs within commuting distance of the employee's home. Examples are reimbursement for tolls, gasoline, or the use of the employee's automobile.

**Table 71. Type of shift differentials in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Type of differential								No reference shift differential	
			Total with shift differential		Time differential		Money differential		Time and money shift differential			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	438	950,700	303	729,495	4	175,085	31	46,120	331	262,617
Asbestos Workers (HFIA) -----	28	6,580	1	400	1	400	-	-	-	-	27	6,180
Boilermakers (BBF) -----	11	21,850	10	21,700	6	15,400	1	100	3	6,200	1	150
Bricklayers (BMP) -----	101	70,840	62	48,560	55	42,535	4	3,055	3	2,970	39	22,280
Ironworkers (BSOIW) -----	39	52,710	37	50,410	31	44,485	2	1,650	4	4,275	2	2,300
Carpenters (CJA) -----	56	290,695	51	263,495	42	204,745	8	54,100	1	4,650	5	27,200
Electrical Workers (IBEW) -----	61	77,270	27	31,145	4	3,780	13	11,370	10	15,995	34	46,125
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	-	-	-	-	2	18,800
Operating Engineers (IUOE) -----	41	115,150	36	109,000	29	86,000	7	23,000	-	-	5	6,150
Laborers (LIUNA) -----	51	271,300	47	251,950	44	242,450	3	9,500	-	-	4	19,350
Lathers (WWML) -----	47	10,610	6	455	5	405	1	50	-	-	41	10,155
Painters (PAT) -----	73	70,420	20	19,880	8	12,705	12	7,175	-	-	53	50,540
Plasterers (OPCM) -----	60	30,936	31	21,070	29	19,170	2	1,900	-	-	29	9,866
Plumbers (PPF) -----	60	68,245	45	55,205	10	12,620	29	33,110	6	9,475	15	13,040
Roofers (RDWW) -----	51	13,231	4	1,120	3	400	1	720	-	-	47	12,111
Sheet Metal Workers (SMW) -----	46	42,290	31	26,460	15	9,700	12	14,205	4	2,555	15	15,830
Teamsters (IBT) -----	42	52,390	30	49,850	21	34,700	9	15,150	-	-	12	2,540

<sup>1</sup> For full names of union, see footnote 1, table 2.

43

**Table 72. Money differentials for shiftwork in construction agreements, 1972-73**

Money differential	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to money differentials ---	135	221,205
Uniform cents per hour -----	42	89,465
Uniform percentage -----	92	129,940
Flat rate -----	1	1,800
No reference to money differentials -----	634	992,112

**Table 73. Variations in shiftwork hours in construction agreements, 1972-73**

Variations in shiftwork hours	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to shiftwork hours -----	438	950,700
Hours uniform on all shifts -----	343	637,255
Hours vary with number of shifts:		
time differential <sup>1</sup> -----	83	279,920
no time differential -----	2	8,900
Reference to shiftwork hours:		
no details given -----	10	24,625
No reference to shiftwork hours -----	339	285,692

<sup>1</sup> The addition of extra shifts changes the number of hours scheduled per shift, and compensation is by time differential. For example, in a one-shift operation, employees may work 8 hours, receiving 8 hours pay. When a second shift is added, employees on both shifts would work 7½ hours and receive pay for 8 hours.

**Table 74. Pay differentials for hazardous and abnormal conditions in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Hazardous duty pay differential								Abnormal conditions pay differential <sup>3</sup>					
			Total		Cents per hour		Percentage		Other <sup>2</sup>		Total		Cents per hour		Percentage	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All unions -----	769	1,213,317	370	715,591	318	637,371	46	62,420	4	6,500	74	161,325	71	155,775	3	5,550
Asbestos Workers (HFIA) -----	28	6,580	10	1,930	9	1,680	1	250	-	-	2	510	2	510	-	-
Boilermakers (BBF) -----	11	21,850	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ericklayers (EMP) -----	101	70,840	46	40,170	42	36,750	4	3,420	-	-	14	18,290	12	14,740	2	3,550
Ironworkers (BSOIW) -----	39	52,710	4	4,975	4	4,975	-	-	-	-	2	1,680	2	1,680	-	-
Carpenters (CJA) -----	56	290,695	44	225,345	43	223,545	-	-	1	1,800	4	4,370	4	4,370	-	-
Electrical Workers (IEEW) -----	61	77,270	41	47,655	12	11,355	28	34,100	1	2,200	1	2,000	-	-	1	2,000
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	14	42,255	13	41,055	1	1,200	-	-	7	38,400	7	38,400	-	-
Laborers (LIUNA) -----	51	271,300	33	206,100	32	203,700	-	-	1	2,400	9	77,300	9	77,300	-	-
Lathers (WWML) -----	47	10,610	16	2,775	15	2,675	-	-	1	100	-	-	-	-	-	-
Painters (PAT) -----	73	70,420	60	55,515	57	42,870	3	12,645	-	-	8	9,890	8	9,890	-	-
Plasterers (OPCM) -----	60	30,936	40	23,451	39	22,651	1	800	-	-	15	4,055	15	4,055	-	-
Plumbers (PPF) -----	60	68,245	21	30,040	17	22,465	4	7,575	-	-	1	900	1	900	-	-
Roofers (RDWW) -----	51	13,231	16	3,645	15	3,545	1	100	-	-	10	2,330	10	2,330	-	-
Sheet Metal Workers (SMW) -----	46	42,290	19	8,785	17	8,055	2	730	-	-	-	-	-	-	-	-
Teamsters (IET) -----	42	52,390	6	22,950	4	12,350	2	10,600	-	-	1	1,600	1	1,600	-	-

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Includes 3 agreements which refer to a hazard pay differential but give no details, and one agreement which establishes a flat (daily) rate.

<sup>3</sup> "Abnormal working conditions" refers to those circumstances under which employees occasionally must work which differ from normal conditions for the job. These include working under extremes of heat, cold, or dampness or under extremely dirty conditions. Unsafe conditions are covered by hazardous duty pay.

NOTE: Nonadditive.

44

**Table 75. Cents-per-hour pay differentials for hazardous or abnormal conditions in construction agreements, 1972-73**

Cents-per-hour differential	Hazardous duty pay		Abnormal conditions pay <sup>1</sup>	
	Agreements	Workers	Agreements	Workers
All agreements -----	769	1,213,317	769	1,213,317
Total providing for cents-per-hour differential -----	318	637,371	71	155,775
10 cents -----	3	3,175	3	2,800
More than 10, less than 25 cents -----	19	29,575	10	7,140
25 cents -----	122	268,036	34	54,325
More than 25, less than 50 cents -----	28	20,320	1	130
50 cents -----	31	37,755	6	4,035
More than 50 cents, less than 1 dollar -----	6	11,020	1	500
1 dollar or more -----	15	28,395	3	36,670
Increases with degree of hazard or abnormality -----	54	139,035	2	2,725
Varies by occupation or assignment -----	39	99,915	11	47,450
Reference to cents-per-hour differential; no details given -----	1	145	-	-
No reference to cents-per-hour differential -----	451	575,946	698	1,057,542

<sup>1</sup> "Abnormal working conditions" refers to those circumstances under which employees occasionally must work which differ from normal conditions for the job. These include working under extremes of heat, cold, or dampness or under extremely dirty conditions. Unsafe conditions are covered by hazardous duty pay.

**Table 76. Percentage pay differentials for hazardous or abnormal conditions in construction agreements, 1972-73**

Percentage pay differential	Agreements		Workers	
	Agreements	Workers	Agreements	Workers
All agreements -----	769	1,213,317		
Total referring to percentage pay differential -----	46	62,420		
10 percent -----	7	10,640		
More than 10, less than 50 percent -----	4	5,450		
50 percent -----	13	11,615		
100 percent (double time) -----	10	9,595		
Varies with occupation, assignment -----	3	11,200		
Increases with degree of hazard -----	8	13,775		
Reference to percentage pay differential; no details given -----		145		
No reference to percentage pay differential -----	723	1,150,897		

## **Part IX. Paid and Unpaid Leave**

Payments for time not worked  
Meal period payments  
Call-in/call-back pay  
Reporting pay  
Vacation plans  
Holidays

**Table 77. Selected payments for time not worked in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Paid rest periods		Paid clean-up and clothes changing time		Portal to portal pay <sup>2</sup>		Paid meal period during overtime hours <sup>3</sup>		Reporting pay		Call-in pay	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	178	281,930	218	324,885	85	170,140	132	318,625	707	1,156,122	81	170,835
Asbestos Workers (HFLA) -----	28	6,580	5	875	13	2,930	-	-	6	1,325	28	6,580	1	50
Boilermakers (BBF) -----	11	21,850	1	300	7	6,950	-	-	10	16,850	11	21,850	3	14,200
Bricklayers (BMP) -----	101	70,840	36	28,510	36	43,230	24	29,895	9	13,795	77	57,145	1	200
Ironworkers (BSOIW) -----	39	52,710	14	12,525	9	8,180	4	6,650	21	36,705	38	51,710	3	4,250
Carpenters (CJA) -----	56	290,695	17	88,400	27	112,670	9	47,050	13	55,925	51	270,195	3	4,650
Electrical Workers (IBEW) -----	61	77,270	3	2,365	11	12,910	3	7,950	12	10,785	60	75,670	16	23,220
Elevator Constructors (IUOE) -----	2	18,800	-	-	-	-	-	-	-	-	2	18,800	-	-
Operating Engineers (IUOE) -----	41	115,150	2	5,300	-	-	5	33,400	6	37,050	38	107,550	10	20,255
Laborers (LIUNA) -----	51	271,300	16	85,800	13	36,950	4	16,350	13	105,200	50	271,100	7	73,800
Lathers (WWML) -----	47	10,610	20	3,605	16	2,600	6	695	1	145	40	5,390	-	-
Painters (PAT) -----	73	70,420	23	32,375	39	59,410	2	175	-	-	63	65,280	19	5,325
Plasterers (OPCM) -----	60	30,936	15	4,900	17	6,385	4	2,340	15	11,380	56	30,506	4	1,690
Plumbers (PPF) -----	60	68,245	7	5,025	20	27,935	7	9,480	18	22,515	59	68,080	9	19,070
Roofers (RDWW) -----	51	13,231	12	2,855	7	2,060	2	325	-	-	47	12,536	1	325
Sheet Metal Workers (SMW) -----	46	42,290	5	3,795	2	2,525	13	15,080	1	900	45	41,340	-	-
Teamsters (IBT) -----	42	52,390	2	5,300	1	150	2	750	7	6,050	42	52,390	4	3,800

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> A "portal to portal" clause in a construction agreement generally states that employees will be paid for the time required to travel between a job-site reporting point and their actual places of work at the beginning and end of the work shift.

<sup>3</sup> Indicates that employee will continue to be paid at the overtime rate while he is taking his meal period.

NOTE: Nonadditive.

46

**Table 78. Paid meal during overtime hours and premium pay for work during regular meal period in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Paid meal during overtime hours <sup>2</sup>		Premium pay for work during regular meal period	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	27	74,680	175	497,591
Asbestos Workers (HFLA) -----	28	6,580	1	100	1	600
Boilermakers (BBF) -----	11	21,850	2	6,000	6	7,450
Bricklayers (BMP) -----	101	70,840	2	920	12	10,065
Ironworkers (BSOIW) -----	39	52,710	2	2,000	17	32,850
Carpenters (CJA) -----	56	290,695	3	15,900	24	135,450
Electrical Workers (IBEW) -----	61	77,270	5	5,385	12	9,830
Elevator Constructors (IUOE) -----	2	18,800	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	2	9,000	16	53,055
Laborers (LIUNA) -----	51	271,300	3	21,000	30	182,550
Lathers (WWML) -----	47	10,610	-	-	1	400
Painters (PAT) -----	73	70,420	-	-	1	1,800
Plasterers (OPCM) -----	60	30,936	1	5,000	32	22,536
Plumbers (PPF) -----	60	68,245	4	7,725	8	19,850
Roofers (RDWW) -----	51	13,231	-	-	3	735
Sheet Metal Workers (SMW) -----	46	42,290	-	-	-	-
Teamsters (IBT) -----	42	52,390	2	1,650	12	20,420

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Indicates employer will either pay for or provide employee's meal if overtime exceeds a specified period.

NOTE: Nonadditive.

**Table 79. Number of guaranteed hours of pay or work in call-in or call-back, in construction agreements, by wage rate, 1972-73**

Guaranteed call-in/call-back hours of pay or work	All agreements		Guarantee to be paid					
			At premium rate		At straight-time rate		Varies	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements -----	769	1,213,317	53	100,305	24	67,350	4	3,180
Total referring to number of hours of call-in/call-back pay -----	81	170,835	53	100,305	24	67,350	4	3,180
Less than 2 hours -----	5	23,200	2	3,200	2	18,900	1	1,100
2 hours -----	30	37,530	23	17,710	5	17,800	2	2,020
3 hours -----	6	2,215	5	2,155	-	-	1	60
4 hours -----	27	70,790	15	51,640	12	19,150	-	-
8 hours -----	5	9,050	1	2,550	4	6,500	-	-
Varies -----	3	9,350	3	9,350	-	-	-	-
Other <sup>1</sup> -----	5	18,700	4	13,700	1	5,000	-	-
No reference to call-in/call-back pay -----	688	1,042,482	-	-	-	-	-	-

<sup>1</sup> Includes 2 agreements which provide a 4 hour guarantee and for work beyond 4 hours, an 8 hour guarantee; 1 agreement which provides a 2 and 3/4 hour guarantee; and 2 agreements which refer to a guarantee but do not provide the number of hours.

**Table 80. Reporting pay guarantees,<sup>1</sup> in construction agreements, 1972-73**

Type of guarantee	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to reporting pay -----	707	1,156,122
Single guarantee -----	377	483,490
1 hour -----	5	15,575
2 hours -----	264	255,540
3 hours -----	4	9,800
4 hours -----	80	156,090
7 hours -----	1	270
8 hours -----	23	46,215
Two-step guarantee -----	137	216,426
2-4 hours -----	74	113,025
4-8 hours -----	43	86,846
2-8 hours -----	16	14,280
Other two step guarantees <sup>2</sup> -----	4	2,275
Three-step guarantee -----	173	411,541
2-4-8 hours -----	156	388,856
Other 3 step guarantees <sup>3</sup> -----	17	22,685
Four-step guarantee -----	20	44,665
2-4-6-8 hours -----	20	44,665
No reference to reporting pay -----	62	57,195

<sup>1</sup> A single guarantee assures the employee a specified number of hours' pay for reporting to work whether or not work is available. Multiple-step guarantees assure additional work or equivalent pay if the employee works past the period covered by the reporting pay guarantee.

<sup>2</sup> Includes 1 agreement, providing a 3-4 hours guarantee; 2 agreements with 4-6 hours; and 1 agreement with 2-5 hours.

<sup>3</sup> Includes 1 agreement providing a 1-4-8 hours guarantee; 4 agreements with 2-4-6 hours; 5 agreements with 2-4-7 hours; 1 agreement with 2-6-8 hours; 1 agreement with 3-4-8 hours; 2 agreements with 4-6-7 hours; and 3 agreements with 4-6-8 hours.

**Table 81. Reporting pay for newly hired employees in construction agreements, 1972-73**

Reporting pay for newly hired employees	Agreements	Workers
All agreements -----	769	1,213,317
Total with report pay for new hires -----	161	430,796
2 hours -----	90	230,341
3 hours -----	3	9,950
4 hours -----	46	131,120
7 hours -----	1	2,000
8 hours -----	17	42,145
Flat rate premium -----	2	2,340
Varies <sup>1</sup> -----	2	12,900
No reference to reporting pay for new hires -----	608	782,521

<sup>1</sup> The number of hours varies with the worker's distance from the job site: 2 hours inside a 20 mile radius, 4 hours outside the 20 mile radius.

**Table 82. Waiver of reporting pay provisions in construction agreements, 1972-73**

Reporting pay waiver	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to reporting pay waiver <sup>1</sup> -----	490	913,197
Full waiver -----	434	769,987
Partial waiver -----	56	143,210
No reference to reporting pay waiver -----	279	300,120

<sup>1</sup> A full waiver of reporting pay states that the employer is not obligated to honor the reporting pay guarantee under specified conditions that prevent work (e.g., Act of God or natural disaster, inclement weather, employee at fault, etc.). A partial waiver reduces but does not eliminate the obligation.

**Table 83. Paid vacation plans in construction agreements, 1972-73**

Paid vacation plans	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to paid vacation plans -----	468	752,611
Funded plans <sup>1</sup> -----	445	729,381
Unfunded plans -----	23	23,230
No reference to paid vacation plans -----	301	460,706

<sup>1</sup> Includes 2 agreements in which the fund is part of a larger, general fund.

**Table 84. Number of holidays in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Number of holidays <sup>2</sup>											
			Total		5 holidays		6 holidays		7 holidays		8 holidays			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All unions -----	769	1, 213, 317	754	1, 191, 317	23	34, 265	402	494, 430	142	288, 091	113	243, 336		
Asbestos Workers (HFIA) -----	28	6, 580	27	6, 480	-	-	14	3, 040	6	1, 205	3	835		
Boilermakers (BBF) -----	11	21, 850	11	21, 850	-	-	8	20, 800	1	800	1	100		
Bricklayers (BMP) -----	101	70, 840	97	69, 540	-	-	53	28, 410	18	26, 795	18	9, 085		
Ironworkers (BSOIW) -----	39	52, 710	38	52, 010	3	3, 100	20	22, 360	8	9, 075	4	15, 275		
Carpenters (CJA) -----	56	290, 695	55	275, 195	3	11, 300	30	101, 795	8	85, 750	10	64, 050		
Electrical Workers (IBEW) -----	61	77, 270	61	77, 270	1	1, 600	30	27, 785	11	18, 750	14	22, 735		
Elevator Constructors (IUOE) -----	2	18, 800	2	18, 800	-	-	1	16, 000	-	-	-	-		
Operating Engineers (IUOE) -----	41	115, 150	41	115, 150	-	-	23	53, 795	8	17, 840	6	13, 315		
Laborers (LIUNA) -----	51	271, 300	51	271, 300	1	3, 000	30	114, 950	12	67, 750	6	57, 600		
Lathers (WWML) -----	47	10, 610	46	10, 260	4	325	19	1, 915	5	1, 515	12	1, 955		
Painters (PAT) -----	73	70, 420	71	69, 840	7	12, 715	36	20, 960	15	19, 095	8	12, 585		
Plasterers (OPCM) -----	60	30, 936	57	27, 891	2	1, 075	34	8, 270	10	7, 510	7	10, 356		
Plumbers (PPF) -----	60	68, 245	59	67, 945	-	-	31	31, 075	11	13, 735	8	11, 070		
Roofers (RDWW) -----	51	13, 231	50	13, 106	-	-	30	7, 390	12	3, 901	5	980		
Sheet Metal Workers (SMW) -----	46	42, 290	46	42, 290	-	-	24	18, 830	10	9, 275	4	2, 375		
Teamsters (IBT) -----	42	52, 390	42	52, 390	2	1, 150	19	17, 055	7	5, 095	7	21, 020		
					9 holidays		10 holidays		11 holidays		Other <sup>3</sup>		No reference	
All unions -----			33	33, 925	19	65, 655	11	21, 575	11	10, 040	15	22, 000		
Asbestos Workers (HFIA) -----			3	800	-	-	1	600	-	-	1	100		
Boilermakers (BBF) -----			1	150	-	-	-	-	-	-	-	-		
Bricklayers (BMP) -----			2	1, 445	4	3, 105	1	550	1	150	4	1, 300		
Ironworkers (BSOIW) -----			2	1, 050	-	-	1	1, 150	-	-	1	700		
Carpenters (CJA) -----			2	3, 300	1	4, 350	-	-	1	4, 650	1	15, 500		
Electrical Workers (IBEW) -----			4	4, 050	1	2, 350	-	-	-	-	-	-		
Elevator Constructors (IUOE) -----			-	-	-	-	1	2, 800	-	-	-	-		
Operating Engineers (IUOE) -----			-	-	3	27, 700	1	2, 500	-	-	-	-		
Laborers (LIUNA) -----			1	10, 000	1	18, 000	-	-	-	-	-	-		
Lathers (WWML) -----			2	1, 530	1	2, 800	-	-	3	220	1	350		
Painters (PAT) -----			1	610	1	1, 300	2	1, 775	1	800	2	580		
Plasterers (OPCM) -----			2	380	1	200	-	-	1	100	3	3, 045		
Plumbers (PPF) -----			4	2, 315	3	4, 750	2	5, 000	-	-	1	300		
Roofers (RDWW) -----			3	835	-	-	-	-	-	-	1	125		
Sheet Metal Workers (SMW) -----			4	3, 710	2	900	2	7, 200	-	-	-	-		
Teamsters (IBT) -----			2	3, 750	1	200	-	-	4	4, 120	-	-		

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Includes holidays designated as paid or unpaid and holidays listed but not designated as either. Excludes National Election Day which occurs every 4 years and is found in some agreements.

<sup>3</sup> Includes 8 agreements with 4 holidays, 1 agreement with 12, and 2 agreements in which the number of holidays varies.

**Table 85. Premium pay rates for work on paid holidays in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Total		Premium pay rates for work on paid holidays <sup>2</sup>						Other <sup>3</sup>		No reference	
					Double time		Double time and one-half		Triple time					
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	56	118,815	7	6,595	6	16,350	38	90,080	5	5,790	713	1,094,502
Asbestos Workers (HFIA) -----	28	6,580	1	50	-	-	-	-	-	-	1	50	27	6,530
Boilermakers (BBF) -----	11	21,850	1	500	-	-	-	-	1	500	-	-	10	21,350
Bricklayers (BMP) -----	101	70,840	1	2,800	-	-	-	-	1	2,800	-	-	100	68,040
Ironworkers (BSOIW) -----	39	52,710	1	2,000	-	-	-	-	1	2,000	-	-	38	50,710
Carpenters (CJA) -----	56	209,695	1	9,500	-	-	-	-	1	9,500	-	-	55	281,195
Electrical Workers (IBEW) -----	61	77,270	6	13,145	-	-	1	10,000	4	1,645	1	1,500	55	64,125
Elevator Constructors (IUEC) -----	2	18,800	2	18,800	1	2,800	-	-	1	16,000	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	11	23,750	1	2,500	1	1,200	9	20,050	-	-	30	91,400
Laborers (LIUNA) -----	51	271,300	2	14,000	-	-	-	-	2	14,000	-	-	49	257,300
Lathers (WWML) -----	47	10,610	-	-	-	-	-	-	-	-	-	-	47	10,610
Painters (PAT) -----	73	70,420	9	5,080	3	345	-	-	4	735	2	4,000	64	65,340
Plasterers (OPCM) -----	60	30,936	1	240	-	-	-	-	-	-	1	240	59	30,696
Plumbers (PPF) -----	60	68,245	1	900	1	-	-	-	-	-	-	-	59	67,345
Roofers (RDWW) -----	51	13,231	-	-	-	-	-	-	-	-	-	-	51	13,231
Sheet Metal Workers (SMW) -----	46	42,290	1	5,200	-	-	-	-	1	5,200	-	-	45	37,090
Teamsters (IBT) -----	42	52,390	18	22,850	1	50	4	5,150	13	17,650	-	-	24	29,540

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Total pay rates are given: straight time holiday pay plus premium pay for work on holiday. In most instances the provision allows 6 paid holidays a year.

<sup>3</sup> Includes 1 agreement in which the rate varies with the number of holidays; 1 agreement, rate varies with length of service, 1 agreement, time and one-half; 2 agreements which refer to holidays but give no details.

49

**Table 86. Premium pay rates for work on unpaid holidays, in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Total referring to premium pay rate		Premium pay for work on unpaid holidays						No reference	
					Time and one-half		Double time		Other <sup>2</sup>			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	686	1,071,947	19	15,220	660	1,024,932	7	31,795	83	141,370
Asbestos Workers (HFIA) -----	28	6,580	28	6,580	-	-	28	6,580	-	-	-	-
Boilermakers (BBF) -----	11	21,850	10	21,350	-	-	10	21,350	-	-	1	500
Bricklayers (BMP) -----	101	70,840	97	67,350	1	100	96	67,250	-	-	4	3,490
Ironworkers (BSOIW) -----	39	52,710	38	50,710	-	-	38	50,710	-	-	1	2,000
Carpenters (CJA) -----	56	290,695	54	265,695	1	1,000	53	264,695	-	-	2	25,000
Electrical Workers (IBEW) -----	61	77,270	55	64,125	-	-	55	64,125	-	-	6	13,145
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-	-	-	-	-	2	18,800
Operating Engineers (IUOE) -----	41	115,150	30	91,400	1	3,000	26	58,150	3	30,250	11	23,750
Laborers (LIUNA) -----	51	271,300	49	257,300	1	5,000	48	252,300	-	-	2	14,000
Lathers (WWML) -----	47	10,610	43	9,855	-	-	42	9,710	1	145	4	755
Painters (PAT) -----	73	70,420	55	62,845	8	3,195	47	59,650	-	-	18	7,575
Plasterers (OPCM) -----	60	30,936	52	29,751	-	-	51	29,601	1	150	8	1,185
Plumbers (PPF) -----	60	68,245	57	65,445	-	-	57	65,445	-	-	3	2,800
Roofers (RDWW) -----	51	13,231	50	13,036	5	1,425	45	11,611	-	-	1	195
Sheet Metal Workers (SMW) -----	46	42,290	44	36,965	-	-	43	35,865	1	1,100	2	5,325
Teamsters (IBT) -----	42	52,390	24	29,540	2	1,500	21	27,890	1	150	18	22,850

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> Includes 4 agreements which provide triple time; and 3 agreements in which the rate varies by the number of holidays.



## **Part X. Dispute Settlement Procedures**

Jurisdictional disputes  
Grievance and arbitration  
Strike bans

**Table 87. Dispute settlement procedures in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Dispute settlement procedures					
			Jurisdictional disputes		Grievance only		Grievance and arbitration	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	376	742,216	26	21,845	711	1,159,187
Asbestos Workers (HFLA) -----	28	6,580	9	2,410	2	435	26	6,145
Boilermakers (BBF) -----	11	21,850	10	16,850	-	-	18	21,850
Bricklayers (BMP) -----	101	70,840	43	32,170	2	1,180	88	56,760
Ironworkers (BSOIW) -----	39	52,710	33	46,960	1	680	37	50,030
Carpenters (CJA) -----	56	290,695	46	221,275	3	5,620	51	282,575
Electrical Workers (IBEW) -----	61	77,270	2	8,500	-	-	61	77,270
Elevator Constructors (IUOC) -----	2	18,800	1	16,000	-	-	2	18,800
Operating Engineers (IUOE) -----	41	115,150	36	109,460	3	1,700	35	107,850
Laborers (LIUNA) -----	51	271,300	34	138,050	2	3,700	48	264,100
Lathers (WWML) -----	47	10,610	18	7,205	1	75	43	10,310
Painters (PAT) -----	73	70,420	10	13,915	1	2,500	68	66,755
Plasterers (OPCM) -----	60	30,936	39	26,371	5	1,455	52	28,961
Plumbers (PPF) -----	60	68,245	35	39,880	3	3,500	56	64,580
Roofers (RDWW) -----	51	13,231	23	6,780	2	600	48	12,431
Sheet Metal Workers (SMW) -----	46	42,290	13	20,060	-	-	46	42,290
Teamsters (IBT) -----	42	52,390	24	36,330	1	400	39	48,480

<sup>1</sup> For full names of unions, see footnote 1, table 2.

NOTE: Nonadditive.

**Table 88. Type of jurisdictional dispute procedure provisions in construction agreements, 1972-73**

Type of jurisdictional dispute procedure	Agreements	Workers
All agreements -----	769	1,213,317
Total referring to jurisdictional dispute procedure -----	376	742,216
Joint labor-management board -----	71	197,501
Joint local union board -----	32	91,885
AFL-CIO procedure <sup>1</sup> -----	282	504,811
Joint international union procedure -----	60	103,935
Other <sup>2</sup> -----	2	1,070
Reference to jurisdictional dispute procedure; no reference to type -----	6	19,600
No reference to jurisdictional dispute procedure -----	393	471,101

<sup>1</sup> Constitutes referral of the dispute to the National Joint Board for Settlement of Jurisdictional Disputes.

<sup>2</sup> Includes 1 agreement which calls for settlement by a State arbitration board, and 1 agreement which calls for settlement by the National Labor Relations Board.

NOTE: Nonadditive. Some agreements refer to more than one procedure.

**Table 89. No strikes, no lockouts in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Provisions for strike and lockout bans						No provisions for strike and lockout bans	
			Total		Limited bans <sup>2</sup>		Absolute bans <sup>3</sup>			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	593	1,006,342	393	817,377	200	188,965	176	206,975
Asbestos Workers (HFLA) -----	28	6,580	18	4,940	9	2,510	9	2,430	10	1,640
Boilermakers (BBF) -----	11	21,850	9	21,650	7	17,650	2	4,000	2	200
Bricklayers (BMP) -----	101	70,840	64	52,900	37	39,625	27	13,275	37	17,940
Ironworkers (BSOIW) -----	39	52,710	38	50,710	35	48,360	3	2,350	1	2,000
Carpenters (CJA) -----	56	290,695	51	245,195	36	204,220	15	40,975	5	45,500
Electrical Workers (IBEW) -----	61	77,270	56	61,670	22	32,565	34	29,105	5	15,600
Elevator Constructors (IUOC) -----	2	18,800	2	18,800	1	16,000	1	2,800	-	-
Operating Engineers (IUOE) -----	41	115,150	29	97,650	24	77,815	5	19,835	12	17,500
Laborers (LIUNA) -----	51	271,300	45	232,450	36	206,450	9	26,000	6	38,850
Lathers (WWML) -----	47	10,610	35	8,775	29	4,045	6	4,730	12	1,835
Painters (PAT) -----	73	70,420	49	53,050	30	48,670	19	4,380	24	17,370
Plasterers (OPCM) -----	60	30,936	50	27,296	31	20,436	19	6,860	10	3,700
Plumbers (PPF) -----	60	68,245	39	44,185	25	34,035	14	10,150	21	24,060
Roofers (RDWW) -----	51	13,231	34	8,671	20	4,471	14	4,200	17	4,560
Sheet Metal Workers (SMW) -----	46	42,290	38	35,710	23	24,455	15	11,255	8	6,580
Teamsters (IBT) -----	42	52,390	36	42,690	28	36,070	8	6,620	6	9,700

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> A limited ban is a statement prohibiting strikes or lockouts except under given circumstances or for specific issues.

<sup>3</sup> An absolute ban is an unmodified statement prohibiting strikes or lockouts during the term of the agreement.

## **Part XI. Employee Benefits**

Employee benefit funds  
Industry advancement programs  
Workmen's compensation

**Table 90. Employee benefit funds in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Health and welfare fund <sup>2</sup>		Pension fund		Health insurance fund		Life insurance fund		Loss of income benefits <sup>3</sup>	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	685	1,122,337	696	1,187,047	45	130,555	37	115,030	7	13,290
Asbestos Workers (HFIA) -----	28	6,580	28	6,580	28	6,580	1	200	-	-	-	-
Boilermakers (BBF) -----	11	21,850	11	21,850	11	21,850	-	-	-	-	-	-
Bricklayers (BMP) -----	101	70,840	88	61,325	87	68,135	4	9,950	4	9,950	1	580
Ironworkers (BSOIW) -----	39	52,710	39	52,710	39	52,710	2	5,500	2	5,500	-	-
Carpenters (CJA) -----	56	290,695	53	272,895	54	287,095	5	21,875	2	20,300	-	-
Electrical Workers (IBEW) -----	61	77,270	51	57,985	47	68,940	9	25,395	7	9,795	2	10,465
Elevator Constructors (IUEC) -----	2	18,800	2	18,800	2	18,800	-	-	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	39	112,080	40	115,080	3	10,100	2	10,000	-	-
Laborers (LIUNA) -----	51	271,300	48	258,700	47	267,800	3	29,700	3	29,700	-	-
Lathers (WWML) -----	47	10,610	36	9,965	41	10,060	1	50	1	50	-	-
Painters (PAT) -----	73	70,420	61	54,390	68	69,835	5	16,250	5	19,950	1	100
Plasterers (OPCM) -----	60	30,936	50	29,306	46	28,206	1	500	1	500	-	-
Plumbers (PPF) -----	60	68,245	56	60,995	59	66,045	3	6,150	3	5,500	1	1,100
Roofers (RDWW) -----	51	13,231	43	11,191	46	12,681	1	200	-	-	-	-
Sheet Metal Workers (SMW) -----	46	42,290	46	42,290	45	41,810	3	3,980	2	2,880	2	1,045
Teamsters (IBT) -----	42	52,390	34	51,175	36	51,420	4	705	5	905	-	-

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> A health and welfare fund is generally a multi-purpose fund into which the contractors pay a stated amount for each employee man-hour of work. The majority of clauses establishing a health and welfare fund do not specify the purposes of the fund. The minority that do so commonly indicate that the fund may provide employees with life insurance, medical care benefits, loss-of-income benefits, or such other non-wage benefits as may be designated by the administrators of the fund.

<sup>3</sup> A loss-of-income benefits fund pays regular installments in lieu of salary to employees who are disabled and cannot work.

NOTE: Nonadditive.

**Table 91. Industry advancement funds and workmen's compensation insurance in construction agreements, by union, 1972-73**

Union <sup>1</sup>	All agreements		Industry advancement fund <sup>2</sup>		Workmen's compensation insurance	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All unions -----	769	1,213,317	358	466,065	459	642,556
Asbestos Workers (HFIA) -----	28	6,580	9	1,740	5	1,570
Boilermakers (BBF) -----	11	21,850	2	1,050	1	100
Bricklayers (BMP) -----	101	70,840	48	36,310	55	46,840
Ironworkers (BSOIW) -----	39	52,710	16	17,785	36	50,585
Carpenters (CJA) -----	56	290,695	29	134,470	32	146,670
Electrical Workers (IBEW) -----	61	77,270	2	2,400	60	70,270
Elevator Constructors (IUEC) -----	2	18,800	-	-	-	-
Operating Engineers (IUOE) -----	41	115,150	14	43,315	18	71,115
Laborers (LIUNA) -----	51	271,300	24	97,550	20	69,700
Lathers (WWML) -----	47	10,610	45	10,460	20	2,850
Painters (PAT) -----	73	70,420	16	15,350	63	65,635
Plasterers (OPCM) -----	60	30,936	39	14,145	30	12,075
Plumbers (PPF) -----	60	68,245	41	42,180	42	49,955
Roofers (RDWW) -----	51	13,231	22	5,995	33	9,581
Sheet Metal Workers (SMW) -----	46	42,290	41	36,015	31	31,965
Teamsters (IBT) -----	42	52,390	10	7,300	13	13,645

<sup>1</sup> For full names of unions, see footnote 1, table 2.

<sup>2</sup> An industry advancement fund is generally a multipurpose fund with many applications which may include research into new methods and materials, development of various standards, public relations, promotion of the industry and development of markets, education, improving intra-industry relations between contractors, engineers, architects, foremen and various other employees, etc.

NOTE: Nonadditive.

## Appendix. Subject Index of Agreement Provisions

<i>Agreement provisions</i>	<i>Table number</i>	<i>Page</i>
Abnormal working conditions, pay differential for .....	74, 75, 76	44
Advance notice:		
layoff .....	38	26
project start .....	25, 26	18
schedule changes .....	60	37
Agency shop .....	13	10
Agreements:		
distribution by craft .....	11	8
distribution by employer unit .....	9	8
distribution by major activity .....	6	5
distribution by occupation .....	11	8
distribution by region .....	4	4
distribution by Standard Metropolitan Statistical Area .....	7, 8	6, 7
distribution by union .....	6	5
distribution by worker coverage .....	5	4
duration .....	3	4
expirations .....	1, 2	3
reopeners .....	65	40
size group .....	5	4
Allowances:		
lodging .....	69	42
meals .....	69	42
parking .....	69	42
per diem .....	69	42
transportation .....	69, 70	42
travel time .....	69	42
Antidiscrimination provisions .....	15	11
Apprenticeship:		
committee .....	21	15
fund .....	21	15
length .....	21, 24	15, 16
prerequisites .....	21, 23	15, 16
ratio, apprentices to journeymen .....	21, 22	15
Arbitration provisions .....	87	51
Assessments, checkoff of .....	13	10
Basic rate structure .....	64	40
Bonding, employer .....	66	41

*Agreement provisions—Continued*

	<i>Table Number</i>	<i>Page</i>
Call-in/call-back pay .....	77, 79	46, 47
Change of classification, rate in .....	68	41
Change of scheduled hours, limitations on .....	60	37
Check-off (dues, initiation fees, assessments) .....	12, 13	10
Classification, maintenance of rate in change of .....	68	41
Clean-up time, paid .....	77	46
Clothes changing, paid .....	77	46
Clothing, work .....	49	31
Committee:		
apprenticeship .....	21	15
safety .....	37	24
Company pay for union business .....	14	11
Compensation, method of .....	64	40
Conference, pre-job .....	25, 27	18
Construction standards .....	44	29
Craft coverage .....	11	8
Crew size rules .....	43	28
Daily hours of work .....	51	33
Daily overtime:		
hours .....	50, 52	33, 34
rate .....	50, 52	33, 34
Death benefits .....	90	53
Deferred wage increases .....	65	40
Differentials, abnormal conditions and hazardous work .....	74, 75, 76	44
Differentials, shift .....	71, 72	43
Disputes settlement:		
grievance-arbitration .....	87	51
jurisdictional .....	88	51
Distribution of overtime, equal .....	50	33
Dues checkoff .....	13	10
Duration:		
of agreements .....	3	4
of apprenticeships .....	21	15
Employee:		
benefit funds .....	90	53
comfort and sanitary facilities .....	48	31
right to refuse work in inclement weather .....	34	23
rights and obligations concerning safety .....	36	24
transfers, restrictions on .....	45, 46	29, 30
Employer:		
limitations on working with tools of trade .....	45	29
obligations concerning safety .....	35	23
right to hire .....	28	19
right to reject union referrals .....	25	18
right to retain key personnel .....	25	18
unit .....	9	8
Equal distribution of overtime .....	50	33
Equipment and tools .....	39	27

*Agreement provisions—Continued*

	<i>Table number</i>	<i>Page</i>
Examinations, pre-hiring . . . . .	32	21
Expiration of agreements . . . . .	1, 2	3
Facilities, employee shelter and sanitation . . . . .	48	31
“Favored nations” clauses . . . . .	16	12
Foremen:		
general . . . . .	18	13
minimum number of journeymen requiring hiring of . . . . .	18, 20	13
ratio of journeymen to . . . . .	18, 19	13
Funds:		
apprenticeship . . . . .	21	15
health and welfare . . . . .	90	53
health insurance . . . . .	90	53
industry advancement . . . . .	91	53
life insurance . . . . .	90	53
loss-of-income . . . . .	90	53
pension . . . . .	90	53
security, wage and fund . . . . .	66, 67	41
vacation . . . . .	83	47
workmen's compensation . . . . .	91	53
Geographical scope of agreement . . . . .	10	8
General foremen . . . . .	18	13
Graduated rate:		
overtime . . . . .	56	36
Saturday . . . . .	58	36
Grievance procedures . . . . .	87	51
Hazardous work, pay differentials for . . . . .	74, 75, 76	44
Health and welfare fund . . . . .	90	53
Health insurance . . . . .	90	53
Height, rules governing maximum work . . . . .	43	28
Hiring:		
older workers . . . . .	30, 33	20, 21
order of referral in . . . . .	29	19
pre-hiring examination provisions . . . . .	30, 32	20, 21
referral list, retention of position on . . . . .	30	20
referral rules, penalty for violation of . . . . .	31	20
referral systems . . . . .	30	20
provisions, selected . . . . .	25	18
sources of . . . . .	25, 28	18, 19
Holidays:		
number . . . . .	84	48
rate for work on paid . . . . .	85	49
rate for work on unpaid . . . . .	86	49
Hourly pay . . . . .	64	40
Hours of work . . . . .	51, 53	33, 34
Hours, scheduled weekly . . . . .	53	34
Inclement weather . . . . .	34	23

*Agreement provisions—Continued*

	<i>Table Number</i>	<i>Page</i>
<b>Industry:</b>		
advancement fund .....	91	53
distribution of agreements .....	6	5
Initiation fees, checkoff .....	13	10
<b>Insurance:</b>		
health .....	90	53
life .....	90	53
Jurisdiction of equipment repairs .....	40, 41	27, 28
Jurisdictional dispute settlement procedures .....	88	51
<b>Labor-management committee:</b>		
apprenticeship .....	21	15
safety .....	37	24
Layoff, advance notice of .....	38	26
Life insurance .....	90	53
Local residents, preference in hiring .....	30	20
Lodging, travel allowance for .....	69	42
Loss of income benefits .....	90	53
Maintenance of higher rate .....	68	41
Maintenance of membership .....	13	10
Major activity, distribution of agreements by .....	6	5
Management rights .....	16	12
Materials, limitations on employers' use of .....	39	27
Meal periods, paid .....	77, 78	46
Meals, allowance for .....	69, 78	42, 46
Medical care benefits .....	90	53
Method of compensation of shift work .....	71	43
Minimum number of workmen requiring hiring of foremen .....	20	13
Minimum rates .....	64	40
Minorities, provision for apprenticeship or hiring of .....	15	11
Money differentials, for shift work .....	71, 72	43
Nonbargaining unit personnel, restrictions on work by .....	45	29
No-strike, no-lockout provisions .....	89	51
Notice provisions .....	25, 26	18
	38	26
	60	37
Older worker provisions .....	30, 33	20, 21
On-the-job training .....	21	15
Order of referral in hiring .....	29	19
<b>Overtime:</b>		
daily overtime .....	50, 52	33, 34
daily overtime rate by daily overtime hours .....	52	34
equal distribution of .....	50	33
for work performed during regular meal period .....	78	46
graduated .....	50, 56	33, 36
outside regularly scheduled hours .....	50	33



*Agreement provisions—Continued*

	<i>Table number</i>	<i>Page</i>
<b>Overtime—Continued</b>		
rate for work outside regularly scheduled hours . . . . .	50, 55	33, 35
restrictions on . . . . .	52, 61	37, 38
weekend work . . . . .	57, 58	36
weekly overtime . . . . .	50, 54	33, 35
weekly overtime rates by weekly overtime hours . . . . .	54	35
<b>Paid meal period . . . . .</b>	<b>77, 78</b>	<b>46</b>
<b>Paid rest period . . . . .</b>	<b>77</b>	<b>46</b>
<b>Parking allowance . . . . .</b>	<b>69</b>	<b>42</b>
<b>Payment for time not worked . . . . .</b>	<b>77</b>	<b>46</b>
<b>Penalty:</b>		
on employee for poor workmanship . . . . .	40, 42	27, 28
on employee for violation of referral rules . . . . .	31	20
on employer for wage or benefit fund default . . . . .	67	41
<b>Pension fund . . . . .</b>	<b>90</b>	<b>53</b>
<b>Per diem allowance . . . . .</b>	<b>69</b>	<b>42</b>
<b>Poor workmanship penalty . . . . .</b>	<b>40, 42</b>	<b>27, 28</b>
<b>Portal-to-portal pay . . . . .</b>	<b>77</b>	<b>46</b>
<b>Pre-hiring examination provisions . . . . .</b>	<b>30, 32</b>	<b>20, 21</b>
<b>Pre-job conference . . . . .</b>	<b>25, 27</b>	<b>18</b>
<b>Prefabricated materials, limitations . . . . .</b>	<b>39</b>	<b>27</b>
<b>Preferential hiring of local residents . . . . .</b>	<b>30</b>	<b>20</b>
<b>Premium pay:</b>		
holidays . . . . .	85, 86	49
Saturday . . . . .	57, 58	36
Sunday . . . . .	57	36
<b>Prerequisites for apprenticeship . . . . .</b>	<b>21, 23</b>	<b>15, 16</b>
<b>Project start, advance notice of . . . . .</b>	<b>25, 26</b>	<b>18</b>
<b>Rain gear provisions . . . . .</b>	<b>34</b>	<b>23</b>
<b>Rate structure . . . . .</b>	<b>64</b>	<b>40</b>
<b>Ratio:</b>		
apprentices to journeymen . . . . .	21, 22	15
foremen to journeymen . . . . .	18, 19	13
older workers to total workers . . . . .	33	21
provisions, selected . . . . .	25	18
<b>Region, distribution by . . . . .</b>	<b>4</b>	<b>4</b>
<b>Reopeners . . . . .</b>	<b>65</b>	<b>40</b>
<b>Repairs, jurisdiction of equipment . . . . .</b>	<b>40, 41</b>	<b>27, 28</b>
<b>Reporting pay:</b>		
guarantees . . . . .	77, 80	46, 47
provision . . . . .	77, 80	46, 47
referrals, first day . . . . .	81	47
waiver of . . . . .	82	47
<b>Rest periods . . . . .</b>	<b>77</b>	<b>46</b>
<b>Restrictions on:</b>		
employers' use of materials, tools, and equipment . . . . .	39	27
holiday work . . . . .	59	37
overtime . . . . .	59, 61	37, 38
schedule changes . . . . .	59, 60	37

*Agreement provisions—Continued*

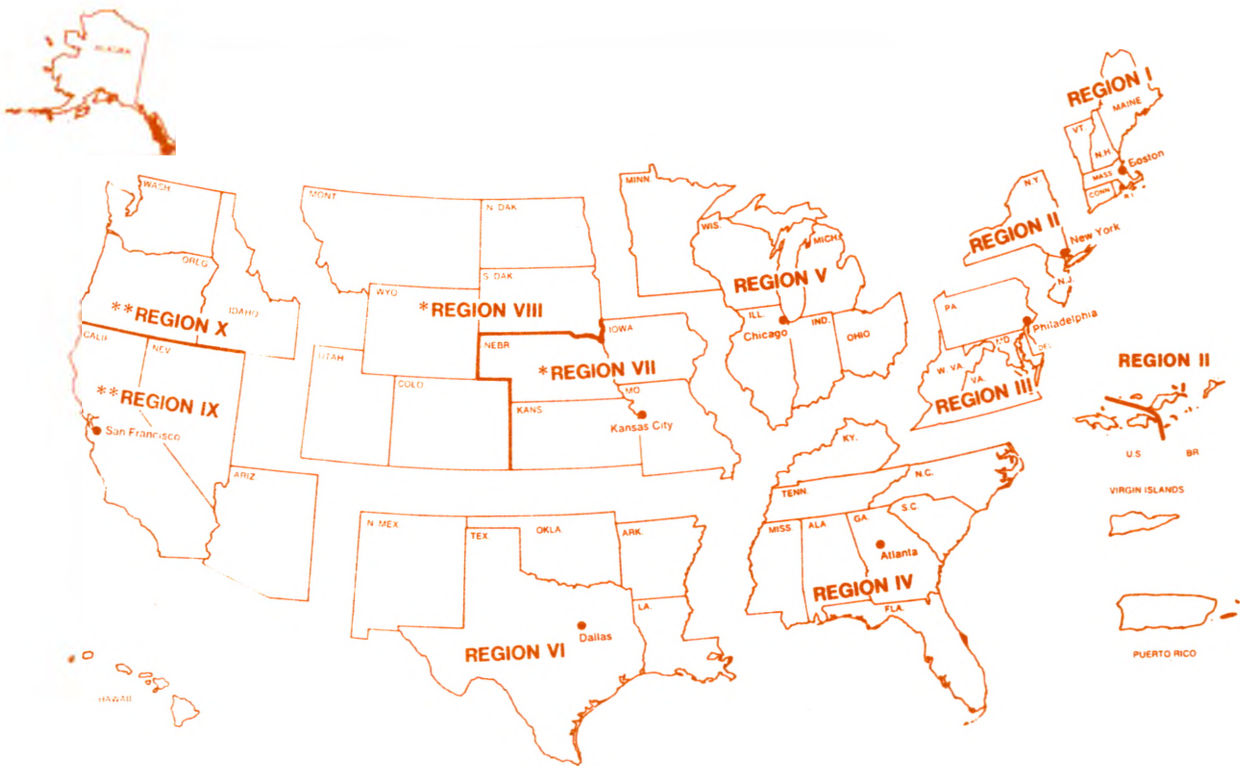
	<i>Table Number</i>	<i>Page</i>
<b>Restrictions on—Continued</b>		
shift work .....	59, 62	37, 38
weekend work .....	59, 63	37, 38
working employers .....	45	29
working hours .....	59	37
<b>Safety:</b>		
employee rights and obligations .....	36	24
employer obligations .....	35	23
labor-management committees .....	37	24
Saturday work .....	57, 58	36
Schedule changes, limitations on .....	59, 60	37
Scope of agreement: geographical .....	10	8
<b>Settlement of disputes:</b>		
grievance and arbitration .....	87	51
jurisdictional disputes procedure .....	88	51
<b>Shift work:</b>		
method of compensation .....	71	43
money differentials .....	71, 72	43
restrictions on .....	59, 62	37, 38
variations in shift work hours .....	73	43
Short-term job clauses .....	30	20
Single rates .....	64	40
Size distribution of agreements .....	5	4
Sole bargaining .....	13	10
Standard Metropolitan Statistical Areas, distribution of agreements by .....	7, 8	6, 7
Standards, construction .....	44	29
Stewards .....	14	11
Strike and lockout bans .....	89	51
Subcontracting, limitations on .....	44	29
Superseniority for union stewards .....	14	11
Sunday work .....	57	36
Technological changes, no opposition to introduction of .....	17	12
Tools and equipment, rules limiting use of .....	39	27
Tools, furnishing, replacing and storing .....	47	30
Training, on-the-job .....	21	15
Transfer, restrictions on employee .....	45, 46	29, 30
Transportation allowance .....	69, 70	42
Travel time allowance .....	69	42
Union business, pay for time on .....	14	11
Union security provisions .....	12, 13	10
Union shop .....	13	10
Unit, employer .....	9	8
Unrestricted work provision .....	17	12
Vacation, paid fund .....	83	47

*Agreement provisions—Continued*

	<i>Table Number</i>	<i>Page</i>
<b>Wage:</b>		
adjustments .....	65	40
basic rate structure .....	64	40
deferred increase .....	65	40
employer payment default .....	66, 67	41
maintenance of higher rate .....	68	41
reopener .....	65	40
security, wage and fund .....	66, 67	41
<b>Waiver of reporting pay .....</b>	<b>82</b>	<b>47</b>
<b>Washup, cleanup and clothes changing time .....</b>	<b>77</b>	<b>46</b>
<b>Weekly hours of work .....</b>	<b>53</b>	<b>34</b>
<b>Weekend work, restrictions on .....</b>	<b>59, 63</b>	<b>37, 38</b>
<b>Weight limitations .....</b>	<b>43</b>	<b>28</b>
<b>Work clothing .....</b>	<b>49</b>	<b>31</b>
<b>Work rules concerning safety .....</b>	<b>36</b>	<b>24</b>
<b>Working employer, restrictions on .....</b>	<b>45</b>	<b>29</b>
<b>Workmen's compensation requirement .....</b>	<b>91</b>	<b>53</b>

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