

Construction Trade Union Partnerships

NAESCO 2020

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Workforce Partner

Labor-management model invests in the workforce *and* policies needed by employers:

- Safety training
 - Apprenticeship
 - Hiring hall
 - Community partner
 - Industry advocate
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Construction Trades Unions

- 14 building trades crafts, each with an International Union affiliated with *NABTU*
- Workers organized by local area (*e.g.* Laborers Local 710, Baltimore)
- Each local headed by an elected “Business Manager”
- Locals are organized into Councils
- Union officials act as workers representatives in negotiations and other public advocacy.

Elements of union construction career

- Workers generally enter via employment with union contractor or admission to an apprenticeship program
- Safety and construction skills training
- Portable credentials
- Hiring hall
- Representation
- Retirement with dignity

Apprenticeship and Training

- Craft training is generally available to union members at no personal cost
- Contractors participate in setting skills curricula and certifications as industry demands change
- <https://www.liunatraining.org/careers-and-apprenticeship/>

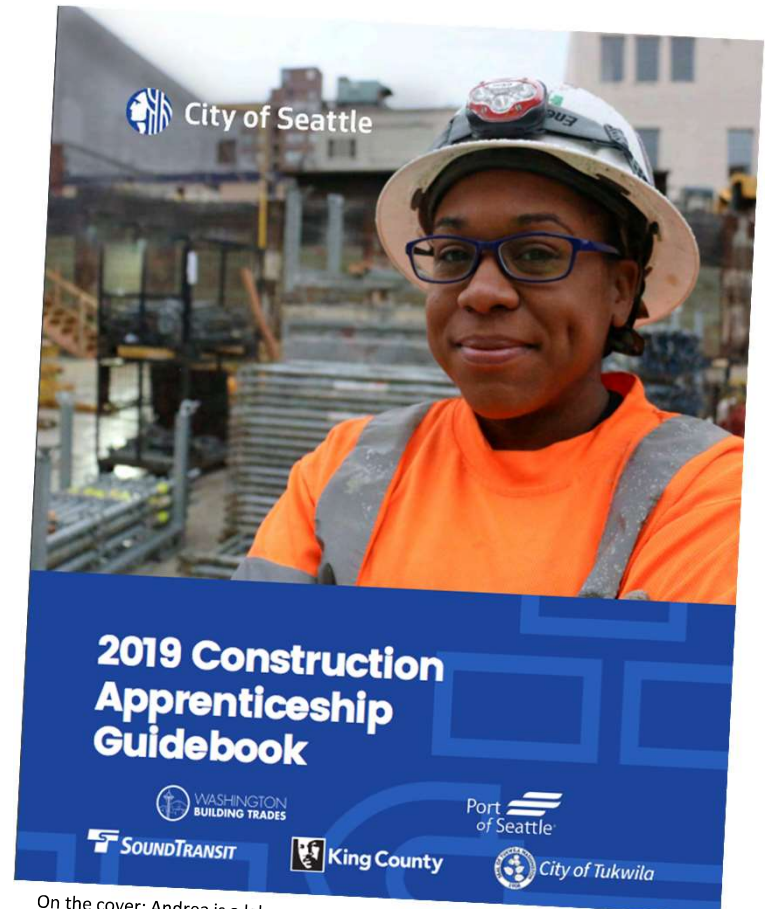
The Herald News

Gaskell begins apprenticeship with Laborers Local 876



Sara Gaskell of New Bedford is a graduate of Building Pathways South, a new pre-apprenticeship program preparing low-income men and women for careers in the building trades with a goal of increasing job-site diversity.

NEW BEDFORD - Sara Gaskell of New Bedford has been accepted in apprenticeship by Laborers Local 876, an affiliate of the Laborers International Union of America, AFL-CIO, in Taunton. Gaskell is a December 2018 graduate of Building Pathways South, a new pre-apprenticeship program preparing low-income men and women for careers in the building trades with a goal of increasing job-site diversity.



On the cover: Andrea is a laborer apprentice and a married mother of five. Andrea completed ANEW's Trades Rotation Program in summer 2016. As a pre-apprenticeship graduate, she was given preference for hiring on the City of Seattle's Denny Substation project, working for the Walsh Group. She earned more than \$115,000 in direct wages on the project. Andrea's favorite part of construction is that every day is different. She connects with other women on job sites and enjoys working with them to accomplish project goals. Andrea's advice to new apprentices is to be determined. Working toward journey status may feel like it takes a long time, but it comes faster than you think. And when it does, you'll feel successful.

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Union Contractors

- Contractors of all sizes, nationwide, are signatory to collective bargaining agreements
- Many have core workforce, but skilled labor provided by unions as projects require
- Jointly administer training programs in local areas
- Contractors and unions participate in joint marketing and communicating bid opportunities

What is a Collective Bargaining Agreement?

- ✓ Wages
- ✓ Hours
- ✓ Working conditions

- ✓ Healthcare and retirement benefits, training investment, other labor-management funds

What is a Project Labor Agreement?

Pre-hire agreement between construction trades unions and contractors that governs the terms and conditions of employment on a construction project.

- Can include community workforce and other benefits within the agreement. (e.g. Local/targeted hire; apprenticeship readiness funding; etc.)