

FIRST AMENDMENT TO THE
PROJECT STABILIZATION AGREEMENT
for the
CONTRA COSTA COMMUNITY COLLEGE DISTRICT

Preamble

This is the First Amendment (this "Amendment") to the Project Stabilization Agreement ("Agreement") for the Contra Costa Community College District entered into as of the 22nd day of October, 2012, by and between the Contra Costa Community College District ("District") together with contractors and/or subcontractors who became or will become signatory to the Agreement by signing the Agreement Exhibit A, the "Agreement to be Bound", and the Contra Costa Building & Construction Trades Council ("Council") and its affiliated local unions that have executed the Agreement (all of whom are referred to collectively as "Unions").

Recitals

WHEREAS the District, the Council, and the Unions desire to amend the Agreement to reflect certain agreed upon changes as set forth below, with the understanding that all other terms, conditions and Recitals in the Agreement remain valid and in effect; and

WHEREAS Article 2, Section 2.4.10 of the Agreement provides that the District and the Contra Costa Building and Construction Trades Council may mutually agree in writing to amend and extend this Agreement at any time.

NOW THEREFORE, in consideration of the mutual promises and covenants herein contained, the District and the Contra Costa Building and Construction Trades Council, and its affiliated local unions that become signatory to this Amendment, together with the contractors and/or subcontractors who became or will become signatory to the Agreement, do mutually agree to amend the Agreement as noted below with all other terms and conditions to remain unchanged and in effect.

Amendment


Article 1 Section 1.6 is hereby amended and revised to state as follows:

"Project" means any District construction project that has a total minimum estimated construction cost of one million dollars (\$1,000,000) or more. The District may, at its discretion, designate other project(s) or contract(s) with a total estimated construction cost of less than one million dollars (\$1,000,000) to be covered by this Agreement if the District believes it is in the best interest of the District to do so. Routine maintenance of District properties are not covered by the scope of this Agreement.

Article 2 is hereby amended to include Section 2.4.11 which states as follows:

2.4.11 Pursuant to Section 2.4.10, this Agreement has been reviewed and considered for extension or renewal, and the District and the Contra Costa Building and Construction Trades Council have agreed that the Agreement shall be extended for a term of five (5) years from the original expiration date of the Agreement which is the 22nd day of October 2017. At the close of the extension term, the Agreement shall be reviewed and considered for further extension or renewal, with modifications, if appropriate. Except as amended herein, the Agreement shall continue in full force and effect in accordance with its terms.

Contra Costa Community College District

BY: 
Fred E. Wood
Chancellor

DATE: 11/2/17

Contra Costa Building and Construction
Trades Council, AFL-CIO

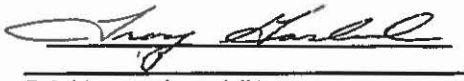
BY: 
Bill Whitney, Chief Executive Officer

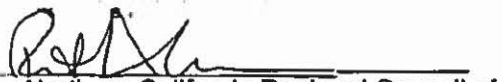
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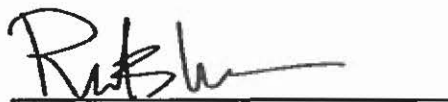
SIGNATURE PAGE
UNIONS


Asbestos Workers Local #16



Boilermakers Local #549


Bricklayers Local #3


Northern California Regional Council of
Carpenters for itself and on behalf of its
affiliated local unions


Sheet Metal Workers Local #104

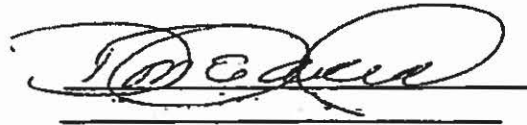

Operating Engineers Local #3

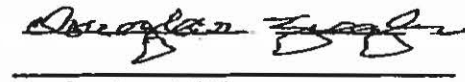

District Council #16, Painters and
Allied Trades for itself and on behalf of
its affiliated local unions

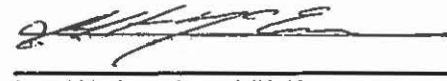

Sprinkler Fitters Local #483

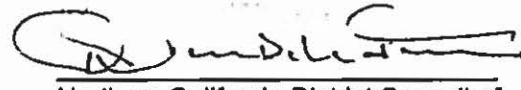

United Association Local #342

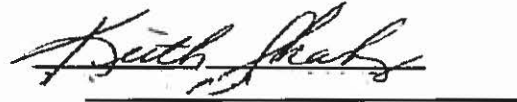

Elevator Constructors Local #8



Teamsters Local #315


Roofers Local #81


Iron Workers Local #378


Northern California District Council of
Laborers for itself and on behalf of its
affiliated local unions


Cement Masons Local #300


Electrical Workers Local #302


Plasterers Local #66


United Association Local #159


United Association Local #355

PROJECT STABILIZATION AGREEMENT

for the

CONTRA COSTA COMMUNITY COLLEGE DISTRICT

PREAMBLE

This Project Stabilization Agreement is entered into this 22 day of OCTOBER, 2012 by and between the Contra Costa Community College District (hereinafter, the "District"), together with contractors and/or subcontractors, who shall become signatory to this Agreement by signing the "Agreement To Be Bound" (Exhibit A) (all of whom are referred to herein as "Contractors/Employers"), and the Contra Costa County Building & Construction Trades Council ("Council") and its affiliated local unions that have executed this Agreement (all of whom are referred to collectively as "Unions").

Recitals

WHEREAS, the purpose of this Agreement is to promote efficiency of construction operations during the construction of District Projects and provide for peaceful settlement of labor disputes and grievances without strikes or lockouts, thereby promoting the District's interest and the public's interest in assuring the timely and economical completion of the District's construction Projects; and

WHEREAS, the successful and efficient completion of the District's construction Projects is of the utmost importance to the District and its educational programs and mission; and

WHEREAS, large numbers of workers of various skills will be required in the performance of the construction work, including those to be represented by the Unions affiliated with the Council; and

WHEREAS, it is recognized that District construction Projects require multiple contractors and bargaining units on the job site at the same time over an extended period of time, and that the potential for work disruption is substantial in the absence of a binding commitment to maintain continuity of work; and

WHEREAS, the interests of the general public, the District, the Unions and Contractors/Employers would be best served if the construction work proceeded in an orderly manner without disruption because of strikes, sympathy strikes, work stoppages, picketing, lockouts, slowdowns or other interferences with work; and

WHEREAS, the Contractors/Employers and the Unions desire to mutually establish and stabilize wages, hours and working conditions for the workers employed on District Projects by

the Contractors/Employers and the Unions to the end that a satisfactory, continuous and harmonious relationship will exist among the parties to this Agreement; and

WHEREAS, this Agreement is not intended to replace, interfere, abrogate, diminish or modify existing local or national collective bargaining agreements in effect during the duration of the Program, insofar as a legally binding agreement exists between the Contractor(s)/Employer(s) and the affected Union(s) except to the extent that the provisions of this Agreement are inconsistent with said collective bargaining agreements, in which event, the provisions of this Agreement shall prevail; and

WHEREAS, the contracts for the construction of District Projects will be awarded in accordance with the applicable provisions of the California Public Contract Code; and

WHEREAS, the parties signatory to this Agreement pledge their full good faith and trust to work towards mutually satisfactory completion of all District construction Projects subject to the Agreement.

NOW, THEREFORE, the parties, in consideration of the mutual promises and covenants herein contained, do mutually agree as follows:

ARTICLE 1

DEFINITIONS

1.1 "Agreement" means this Project Stabilization Agreement, plus Exhibit A and Exhibit B.

1.2 "District" means the Contra Costa Community College District and the administrative staff under its Chancellor.

1.3 "Contractor(s)/Employer(s)" means any individual, firm, partnership, corporation or other entity, or any combination thereof, including joint ventures, which is an independent business enterprise and has entered into a contract with the District or any of its contractors or subcontractors of any tier, with respect to construction work on any District Project covered by this Agreement.

1.4 "Master Agreement" means the Master Collective Bargaining Agreement of each craft union signatory hereto, copies of which have been made available by the Council to the District and are on file with the Council and which are incorporated herein by reference and designated the "Schedule A(s)," and are listed in Exhibit B.

1.5 "Project Manager" or "Construction Manager" means any employee or business entity(ies) designated by the District to oversee District Projects subject to this Agreement.

1.6 "Project" means any District construction project that has a total minimum estimated construction cost of two million dollars (\$2,000,000) or more. The District may, at its discretion,

(11/9/2017: See Amendment 1)

designate other project(s) or contract(s) with a total estimated construction cost of less than two million dollars (\$2,000,000) to be covered by this Agreement if the District believes it is in the best interest of the District to do so. Routine maintenance of District properties are not covered by the scope of this Agreement.

1.7. "Union" or "Unions" means the Contra Costa Building and Construction Trades Council, AFL-CIO and its affiliated local unions that have executed this Agreement.

ARTICLE 2

SCOPE OF AGREEMENT AND TERM

2.1. This Agreement shall apply to all on-site demolition, construction, alteration, painting or repair of buildings, structures and other works and related activities on any Project covered by this Agreement that is within the craft jurisdiction of one of the Unions and that is directly or indirectly part of the Project, including, without limitation, pipelines (including those in linear corridors built to serve the Project), pumps, pump stations, start-up, site preparation, on-site survey work, soils and material inspection and testing, including x-ray technicians, and all on-site fabrication work provided such work is within the fabrication provision of a local Master Agreement or national agreement of one of the Unions. On-site fabrication work includes work done for the Project in temporary yards or areas near the Project, and at the site of any batch plant constructed solely to supply materials to the Project. This Agreement also covers all off site work, including fabrication, that is traditionally performed by any of the Unions that are directly or indirectly part of the Project, provided such work is covered by a provision of a local Master Agreement or a local addendum to a national agreement of the applicable Union(s) including delivery and off-haul work to the full extent of the law.

2.2. This Agreement shall govern the award of all construction contracts on all District Projects covered by this Agreement. The District has the absolute right to combine, consolidate, add, or cancel covered Project(s) or portions of covered Project(s). Once a construction Project is completed, it is no longer covered by this Agreement. For the purposes of this Agreement, a construction Project shall be considered completed upon filing of a Notice of Completion.

2.3. All labor disputes involving the application or interpretation of the collective bargaining agreement to which a signatory Contractor/Employer and a signatory Union are parties shall be resolved pursuant to the resolution procedures of the collective bargaining agreement. All disputes relating to the interpretation or application of this Agreement shall be subject to resolution pursuant to the grievance arbitration procedure set forth herein.

2.4. Exclusions:

2.4.1. This Agreement shall be limited to construction work on covered Projects and is not intended to, and shall not, govern any construction work performed at the District at any time prior to the effective date, or after the expiration or termination, of this Agreement.

2.4.2. This Agreement is not intended to, and shall not affect or govern the award of public works contracts by the District which are outside the approved scope of the Projects.

2.4.3. This Agreement is not intended to, and shall not affect the operation or maintenance of the District.

2.4.4. This Agreement shall not apply to a Contractor's/Employer's executives, managerial employees, engineering employees, supervisors (except those covered by existing building and construction trades collective bargaining agreements), and office and clerical employees.

2.4.5. This Agreement shall not apply to employees of the District.

2.4.6. This Agreement shall not apply to contracts awarded pursuant to any emergency public works project(s).

2.4.7 The District shall retain the right at all times to perform and/or subcontract small, incidental portions of related work on the Project site not contracted by the construction contract documents to the signatory Contractor(s) bound to this Agreement.

2.4.8. No provisions negotiated in any Master Agreement solely to apply to work covered by this Project Stabilization Agreement shall apply if such provisions are less favorable to the Contractor for work covered by this Project Stabilization Agreement than those provisions uniformly required of contractors for construction work normally covered by those Master Labor Agreements.

2.4.9 It is the legal obligation of the District to obtain the most competitive bids while maintaining the conditions of the Agreement. To ensure that a competitive bid is received from a range of general contractors, the Contra Costa Building and Construction Trades Council shall assist the District in soliciting interested parties in bidding on the Project(s). Additionally, the District recognizes that multiple subcontractor quotations of bids ensure the most competitive overall bid. The Contra Costa Building and Construction Trades Council shall assist the District in encouraging and soliciting local and other subcontractors in bidding to interested general contractors. In the event the Project bids over the estimated construction cost of the Project, the District reserves the right to request a list of all subcontractors which bid to the two lowest general contractors to verify that adequate competitive bidding was conducted. Additionally, if the project bids are over the estimated construction cost and fewer than three (3) general contractors bid on the Project(s), the District reserves the right, without reservation, to reject all bids and re-bid the Project.

2.4.10 This Agreement shall become effective on the day it is signed by the District, the Contra Costa Building and Construction Trades Council, AFL-CIO, and its affiliated local Unions and shall continue in full force and effect for a period of five (5) years, at which time this Agreement will be reviewed and considered for extension or renewal, with modifications, if appropriate. The terms of this Agreement shall continue to apply to

(11/9/2017: Amendment 1 adds the new paragraph 2.11 for the extension/renewal of the Agreement.)

those Projects subject to this Agreement until construction is completed. The District and the Contra Costa Building and Construction Trades Council may mutually agree in writing to amend, extend or terminate this Agreement at any time. Should either the District or the Contra Costa Building and Construction Trades Council, AFL-CIO, wish to unilaterally terminate this Agreement prior to its expiration, that party must provide written notice to the other party and, if a mutually acceptable resolution cannot be reached, shall submit the request to a neutral arbitrator selected from the following list of arbitrators, through a striking procedure, with a coin toss determining the order of striking, for a final and binding determination whether just cause exists for early termination of the Agreement because it is no longer serving the Purposes, as set forth in the Recitals, herein:

Thomas Angelo
William Riker
Barry Winograd
Jerilou Cossack
William Engler

ARTICLE 3

EFFECT OF AGREEMENT

3.1. By executing this Agreement, the Unions and the District agree to be bound by each and all of the provisions of the Agreement.

3.2. By accepting the award of a construction contract for a Project, whether as contractor or subcontractor, the Contractor/Employer agrees to be bound by each and every provision of the Agreement and agrees that it will evidence its acceptance prior to the commencement of work by executing the Agreement to be Bound in the form attached hereto as Exhibit A.

3.3. At the time that any Contractor/Employer enters into a subcontract with any subcontractor providing for the performance of a Construction Contract, the Contractor/Employer shall provide a copy of this Agreement to said subcontractor and shall require the subcontractor as a part of accepting an award of a construction subcontract to agree in writing to be bound by each and every provision of this Agreement prior to the commencement of work. If a Contractor/Employer requires a subcontractor to agree in writing to comply with the terms of this Agreement as a condition of awarding work to the subcontractor, the Contractor/Employer shall not be liable in any way for the subcontractor's failure to pay the wages and benefits required by this Agreement except as required by the provisions of the California Labor Code.

3.4. Except as enumerated in this Agreement, all other terms and conditions of employment described in the Master Agreement of the Union having traditional and customary jurisdiction over the work shall apply. The provisions of this Agreement shall take precedence over conflicting provisions of any applicable Master Agreement, or any other national, area or local collective bargaining agreement, except that all work performed under the NTL Articles of

Agreement, the National Stack/Chimney Agreement and the National Cooling Tower Agreement; all instrument calibration work and loop checking Covered Work shall be performed under the terms of the UA/IBEW Joint National Agreement for Instrument and Control Systems Technicians, and work within the craft jurisdiction of the Elevator Constructors will be performed under the terms of the National Agreements of the International Union of Elevator Constructors; provided that Articles 4 and 13 of this Agreement shall apply to all Covered Work. In the absence of a conflict, the provisions of the applicable Master Agreements shall govern.

3.5. This Agreement shall only be binding on the signatory parties hereto and shall not apply to the parents, affiliates, subsidiaries or other ventures of any such party.

3.6. This Agreement shall not be effective unless and until the District, the Contra Costa Building and Construction Trades Council AFL-CIO and all the Unions listed on the signature page have signed and dated this Agreement.

ARTICLE 4

WORK STOPPAGES, STRIKES, SYMPATHY STRIKES AND LOCKOUTS

4.1. The Unions, District and Contractor(s)/Employer(s) agree that for the duration of the Program:

4.1.1. There shall be no strikes, sympathy strikes, work stoppages, picketing, handbilling or otherwise advising the public that a labor dispute exists, or slowdowns of any kind, for any reason, by the Unions or employees employed on a covered Project, at the job site of the Project or at any other facility of the District because of a dispute on a covered Project or with a Contractor/Employer on the Project. It shall not be considered a violation of this provision for a Union to withhold labor (but not picket) from any Contractor/Employer who fails to make its timely payment of Trust Fund contributions or fails to meet its weekly payroll. The affected Union shall give 72-hour written notice to the District prior to withholding labor due to a Contractor's failure to make timely payment of Trust Fund contributions or payroll. Although disputes arising between the Unions and Contractor(s)/Employer(s) on other projects are not governed by this Agreement, a Union may not take any action against Contractor(s)/Employer(s) on District property and/or on a District Project because of a dispute between the Unions and Contractor(s)/Employer(s) on other projects.

4.1.1.1 If the arbitrator determines, in accordance with this Article, a work stoppage has occurred, the respondent Union(s) shall, within eight (8) hours of receipt of the decision, direct all of the employees they represent on the Project to immediately return to work. If the craft(s) involved do not return to work by the beginning of the next regularly scheduled shift following such eight (8) hour period after receipt of the arbitrator's decision, and the respondent Union(s) have not complied with their obligations to immediately instruct, order and use their best efforts to cause a cessation of the violation and return the employees they

represent to work, then the non-complying respondent Union(s) shall each pay a sum as liquidated damages to the District, and each will pay an additional sum per shift, as set forth in 4.1.1.3 below, for each shift thereafter on which the craft(s) have not returned to work.

4.1.1.2 If the arbitrator determines in accordance with this Article that a lock-out has occurred, the respondent Contractor(s) shall, within eight (8) hours after receipt of the decision, return all the affected employees to work on the Project, or otherwise correct the violation found by the arbitrator. If the respondent Contractor(s) do not take such action by the beginning of the next regularly scheduled shift following the eight (8) hour period, each non-complying respondent Contractor shall pay or give as liquidated damages, to the affected Union(s) (to be apportioned among the affected employees and the benefit funds to which contributions are made on their behalf, as designated by the arbitrator) and each shall pay an additional sum per shift, as set forth in 4.1.1.3 below, for each shift thereafter in which compliance by the respondent Contractor(s) have not been completed.

4.1.1.3 The arbitrator shall retain jurisdiction to determine compliance with this Section and to establish the appropriate sum of liquidated damages, which shall be not less than One Thousand Dollars (\$1,000.00), nor more than Five Thousand Dollars (\$5,000.00) per shift for each non-complying entity.

4.1.2. As to employees employed on a covered Project, there shall be no lockout of any kind by a Contactor/Employer subject to the Agreement.

4.1.3. If a Master Agreement between a Contractor/Employer and the Union expires before the Contractor/Employer completes the performance of a Construction Contract and the Union or Contractor/Employer gives notice of demands for a new or modified Master Agreement, the Union agrees that it will not strike the Contractor/Employer on said contract for work covered under this Agreement, and the Union and the Contractor/Employer agree that the expired Master Agreement shall continue in full force and effect for work covered under this Agreement until a new or modified Master Agreement is reached between the Union and Contractor/Employer.

4.2. When a remedy is sought for an alleged breach of this Article, any party to this Agreement shall institute the following procedure, prior to any other action at law or equity.

4.2.1. A party invoking this procedure shall notify Thomas Angelo, as the permanent arbitrator, or Robert Hirsch, as the alternate, under this procedure. In the event that the permanent arbitrator is unavailable at any time, the alternate will be contacted. If neither is available, then a selection shall be made from the list of arbitrators in Article 12, Section 12.2. Notice to the arbitrator shall be by the most expeditious means available, with notices by facsimile or telephone to the party alleged to be in violation and to the Contra Costa Building and Construction Trades Council and involved Union if a Union is alleged to be in violation.

4.2.2. Upon receipt of said notice, the District will contact the designated arbitrator named above or his alternate who will attempt to convene a hearing within twenty-four (24) hours if it is contended that the violation still exists.

4.2.3. The arbitrator shall notify the parties by facsimile or telephone of the place and time for the hearing. Said hearing shall be completed in one session, which, with appropriate recesses at the arbitrator's discretion, shall not exceed twenty-four (24) hours unless otherwise agreed upon by all parties. A failure of any party to attend said hearings shall not delay the hearing of evidence or the issuance of any award by the arbitrator.

Thomas Angelo's postal address, phone number, fax number and e-mail address are:

Thomas Angelo
PO Box 1937
Mill Valley CA 94943
Phone: (415) 381-1701
Fax: (415) 380-9792
tangelomv@gmail.com

Robert Hirsch postal address, phone number, and e-mail address are:

Robert Hirsch
PO Box 170428
San Francisco, CA 94117
Phone: 415-362-9999
Rmhirsch@gmail.com

4.2.4. The sole issue at the hearing shall be whether or not a violation of Article 4, Section 4.1 of the Agreement has occurred. The arbitrator shall have no authority to consider any matter of justification, explanation or mitigation of such violation or to award damages, which issue is reserved for court proceedings, if any. The award shall be issued in writing within three (3) hours after the close of the hearing, and may be issued without a written opinion. If any party desires a written opinion, one shall be issued within fifteen (15) days, but its issuance shall not delay compliance with, or enforcement of, the award. The arbitrator may order cessation of the violation of this Article and other appropriate relief and such award shall be served on all parties by hand or registered mail upon issuance.

4.2.5. Such award may be enforced by any Court of competent jurisdiction upon the filing of this Agreement and all other relevant documents referred to above in the following manner. Written notice of the filing of such enforcement proceedings shall be given to the other party. In the proceeding to obtain a temporary order enforcing the arbitrator's award as issued under Section 4.2.4 of this Article, all parties waive the right

to a hearing and agree that such proceedings may be ex parte. Such agreement does not waive any party's right to participate in a hearing for a final order or enforcement. The Court's order or orders enforcing the arbitrator's award shall be served on all parties by hand or delivered by certified mail.

4.2.6. Any rights created by statute or law governing arbitration proceedings inconsistent with the above procedure or which interfere with compliance are waived by the parties.

4.2.7. The fees and expenses of the arbitrator shall be divided equally between the parties to the arbitration.

4.2.8. The parties to this Agreement agree that the labor organizations have not waived their legal rights to undertake otherwise lawful activity with regard to any dispute or disputes which they may have regarding non-Project construction work and operations; provided, however, that any such activities by the signatory Unions shall not disrupt or interfere in any way with any work done at any District site. Recognizing the above and, in order to carry out the principles of this Agreement, the parties agree that should a signatory Union have a dispute with regard to non-covered work on or adjacent to any District site, the signatory Union will notify the Contra Costa Building and Construction Trades Council and shall not undertake on or adjacent to the property, any public activity regarding the dispute. Representatives of the involved Union and the Council shall meet with the representatives of the District to discuss and review the valid, legal manner and means by which the signatory Union may undertake its activities with regard to this dispute (giving due consideration in such discussions and review to the traditional concerns for the ongoing operations of the Project and to the importance of the continuity of the work covered by the Master Agreement), and develop a program which allows the signatory Union to exercise its legal rights but at the same time eliminates any possible disruptive effect on the ongoing Project construction work.

4.2.9. Should any Union or the District (or its Project Manager/Project Contractors/Employers) become aware of a possible or actual labor dispute involving non-Project construction work or operations and involving non-signatory unions which may result in public activity on or about any District site by such non-signatory unions, the representative of each will jointly meet to discuss such activity and to work together, using their best efforts, to avoid having such activity adversely impact or otherwise delay or interfere with ongoing Project construction work.

4.2.10. To the extent any provision in this Article 4 conflicts with the dispute resolution provisions of Public Contract Code section 20104, et seq, this Article 4 shall be null and void.

ARTICLE 5

PRECONSTRUCTION CONFERENCE

5.1. A preconstruction conference shall be held prior to the commencement of each construction Project. Such conference shall be attended by a representative each from the participating Contractor(s)/Employer(s) and Union(s) and the Project Manager.

ARTICLE 6

NO DISCRIMINATION

6.1. The Contractor(s)/Employer(s) and Unions agree not to engage in any form of discrimination on the ground or because of; race, color, creed, national origin, ancestry, age, sex, sexual orientation, disability or Acquired Immune Deficiency Syndrome or AIDS Related Condition (AIDS/ARC), or union status against any employee, or applicant for employment, on the Program.

ARTICLE 7

UNION SECURITY

7.1. The Contractor(s)/Employer(s) recognize the Union(s) as the sole bargaining representative of all craft employees working within the scope of this Agreement.

7.2. No employee covered by this Agreement is required to join any Union as a condition of being first employed on the Project.

7.3. All employees working on the Project shall be governed by the applicable Union security clause of the applicable craft's "Schedule A" Agreement. Employees hired by the Contractor(s)/Employer(s) shall, as a condition of employment, be responsible for the payment of the applicable monthly working dues and any associated fees uniformly required for union membership in the local Union which is signatory to this Agreement. Further, there is nothing in this Agreement that would prevent non-union employees from joining the local Union.

7.4. Authorized representatives of the Unions shall have access to the Projects whenever work covered by this Agreement is being, has been, or will be performed on the Projects, provided it is not disruptive to the work on the Projects or the operation of the District.

ARTICLE 8

REFERRAL

8.1. Contractor(s)/Employer(s) performing construction work on covered Projects shall, in filling craft job requirements be bound by and utilize the registration facilities and referral systems established or authorized by the signatory Unions when such procedures are not in violation of Federal law. The Contractor(s)/Employer(s) shall have the right to reject any applicant referred by the Union(s), in accordance with the applicable Master Agreement.

8.2. The Contractor(s)/Employer(s) shall have the unqualified right to select and hire directly all supervisors above the level of General Foreman it considers necessary and desirable, without such persons being referred by the Union(s). The selection of craft foremen and general foremen shall be entirely the responsibility of the Contractor(s). Foremen and general foremen shall take orders from the designated Contractor(s) representatives.

8.3. In the event that referral facilities maintained by the Unions are unable to fill the requisition of a Contractor/Employer for employees within a forty-eight (48) hour period (Saturday, Sundays and holidays excluded) after such requisition is made by the Contractor/Employer, the Contractor/Employer shall be free to obtain work persons from any source.

8.4. Unions will exert their utmost efforts to recruit sufficient numbers of skilled craft persons to fulfill the requirements of the Contractor(s)/Employer(s). The parties to this Agreement support the development of increased numbers of skilled construction workers from graduates of District schools and residents of Contra Costa County and the surrounding East Bay Area to meet the needs of District Projects and the requirements of the industry generally. Toward that end, the Unions agree to encourage the referral and utilization, to the extent permitted by law and the hiring hall procedures, of qualified graduates of District schools, Contra Costa residents and residents of the East Bay Area as journeymen and apprentices to covered Projects and entrance into such apprenticeship and training programs as may be operated by the Unions.

8.5. Recognizing the special needs of District Projects, the Unions shall consider a Contractor(s)/Employer(s) request to transfer key employees to work on a covered Project in a manner consistent with the Union's referral procedures.

ARTICLE 9

BENEFITS

9.1. All Contractor/Employers agree to pay contributions to the vacation, pension and other form of deferred compensation plan, apprenticeship, and health benefit funds established in the applicable Schedule A for each hour worked on the Project in amounts no less than those designated in the Department of Industrial Relations Wage Determination of the applicable craft.

9.2. The Contractor(s)/Employer(s) shall not be required to pay contributions to any other trust funds that are not contained in the published prevailing wage determination to satisfy their obligation under this Article except those Contractor(s)/Employer(s) who are signatory to the Master Agreements with the respective trades shall continue to pay all trust fund contributions as outlined in such Master Agreements.

9.3. By signing this Agreement, the Contractor(s)/Employer(s) adopt and agree to be bound by the written terms of the legally established Trust Agreements as described in Section 9.1 above specifying the detailed basis on which payments are to be made into, and benefits paid out of, such Trust Funds.

9.4. Wages, Hours, Terms and Conditions of Employment: The wages, hours and other terms and conditions of employment on a Project shall be governed by the Master Agreement of the respective crafts, copies of which shall be on file with the District, to the extent such Master Agreement is not inconsistent with the applicable Department of Industrial Relations Prevailing Wage Determinations which shall establish minimum wages. Where a subject is covered by the Master Agreement and not covered by a Wage Determination or this Agreement, the Master Agreement will prevail. When a subject is covered by both the Master Agreement and this Agreement, to the extent there is any inconsistency, this Agreement will prevail.

ARTICLE 10

LOCAL HIRE

10.1. It is an objective of the parties that not less than 25 percent (25%) of all hours worked by journeyman and apprentices on the Project, on a craft by craft basis, be worked by residents of the area served by the Contra Costa Community College District. The Unions will exert their utmost efforts to recruit sufficient numbers of skilled craft persons to fulfill the requirements of the Contractor(s)/Employer(s). The parties to this Agreement support the development of increased numbers of skilled construction workers from the area served by the District. To the extent allowed by law, and consistent with the local Union's hiring hall provisions, and as long as they possess the requisite skills and qualifications, residents of the area served by the District, including journeyman and apprentices, shall be referred for Project work covered by this Agreement.

ARTICLE 11

COMPLIANCE

11.1. It shall be the responsibility of the Contractor(s)/Employer(s) and Unions to investigate and monitor compliance with the provisions of the Agreement contained in Article 9. Nothing in this agreement shall be construed to interfere with or supersede the usual and customary legal remedies available to the Unions and/or employee benefit Trust Funds to collect delinquent Trust Fund contributions from Employers on the Project. The District shall monitor and enforce compliance with the prevailing wage requirements of the State and Contractor'(s)/Employer'(s) compliance with this Agreement if the District operates a labor compliance program ("LCP") on the Covered Project and if that LCP requires the District to monitor and enforce this compliance.

ARTICLE 12

GRIEVANCE ARBITRATION PROCEDURE

12.1. The parties understand and agree that questions between or among parties signatory to a Master Agreement arising out of or involving the interpretation of a Master Agreement shall be resolved under the grievance procedure provided in that Master Agreement. The parties further understand and agree that in the event any dispute arises out of the meaning, interpretation or application of the provisions of this Agreement, such dispute shall be settled by means of the procedures set out herein. No grievance filed under this Grievance Arbitration Procedure shall be recognized unless the grieving party (Union on its own behalf, or on behalf of an employee whom it represents, or a Contractor/Employer on its own behalf) provides notice in writing to the signatory party with whom it has a dispute within five (5) days after becoming aware of the dispute but in no event more than thirty (30) days after it reasonably should have become aware of the event giving rise to the dispute. The time limits in this Section 12.1 may be extended by mutual written agreement of the parties.

12.2. Grievances shall be settled according to the following procedures:

Step 1: Within five (5) business days after the receipt of the written notice of the grievance, the Business Representative of the involved local Union or his/her designee, or the representative of the employee, and the representative of the involved Contractor/Employer shall confer and attempt to resolve the grievance.

Step 2: In the event that the representatives are unable to resolve the dispute within the five (5) business days after its referral to Step 1, the International Union Representative and the Contractor involved shall meet within seven (7) working days of the referral of the dispute to this second step to arrive at a satisfactory settlement thereof. Meeting minutes shall be kept by the Contractor. In the event that these representatives are unable to resolve the dispute after its referral to Step 2, either involved party may submit it within three (3) business days to the Grievance Committee, which shall meet within five (5) business days after such referral (or such longer time as is mutually agreed upon by all representatives on the Grievance Committee), to confer in an attempt to resolve the grievance. The Grievance Committee shall be comprised of

- two (2) representatives of the District; and
- two (2) representatives of the Contra Costa Building & Construction Trades Council.

If the dispute is not resolved within such time (five (5) business days after its referral or such longer time as mutually agreed upon) it may be referred within five (5) business days by either party to Step 3.

Step 3: Within five (5) business days after referral of a dispute to Step 3, the representatives shall choose a mutually agreed upon arbitrator for final and binding

arbitration. The parties agree that if the permanent arbitrator or his alternate is not available, an arbitrator shall be selected by the alternate striking method from the list of five (5) below:

1. Barry Winograd
2. Thomas Angelo
3. Robert Hirsch
4. William Riker
5. Joseph Grodin

The decision of the Arbitrator shall be binding on all parties. The Arbitrator shall have no authority to change, amend, add to, or detract from, any of the provisions of the Agreement. The expense of the Arbitrator shall be divided equally between the parties to the arbitration.

The Arbitrator shall arrange for a hearing on the earliest available date from the date of his/her selection. A decision shall be given to the parties within five (5) calendar days after completion of the hearing unless such time is extended by mutual agreement. A written opinion may be requested by a party from the presiding Arbitrator.

The time limits specified in any step of the Grievance Procedure set forth in Section 12.2 may be extended by mutual agreement of the parties initiated by the written request of one party to the other, at the appropriate step of the Grievance Procedure. However, failure to process a grievance, or failure to respond in writing within the time limits provided above, without an agreed upon extension of time, shall be deemed a waiver of such grievance without prejudice, or without precedent to the processing of and/or resolution of like or similar grievances or disputes.

In order to encourage the resolution of disputes and grievances at Steps 1 and 2 of this Grievance Procedure, the parties agree that such settlements shall not be precedent setting.

ARTICLE 13

JURISDICTIONAL DISPUTES

13.1. The assignment of Covered Work will be solely the responsibility of the Employer performing the work involved; and such work assignments will be in accordance with the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry (the "Plan") or any successor Plan.

13.2. All jurisdictional disputes on this Project between or among the Building and Construction Trades Unions and their employers, parties to this Agreement, shall be settled and

adjusted according to the present Plan established by the Building and Construction Trades Department or any other plan or method of procedure that may be adopted in the future by the Building and Construction Trades Department. Decisions rendered shall be final, binding and conclusive on the Employers and Unions parties to this Agreement.

13.2.1. For the convenience of the parties, and in recognition of the expense of travel between Northern California and Washington, DC, at the request of any party to a jurisdictional dispute under this Agreement an Arbitrator shall be chosen by the procedures specified in Article V, Section 5, of the Plan from a list composed of John Kagel, Thomas Angelo, Robert Hirsch, and Thomas Pagan, and the Arbitrator's hearing on the dispute shall be held at the offices of the applicable Building and Construction Trades Council. All other procedures shall be as specified in the Plan.

13.3. All jurisdictional disputes shall be resolved without the occurrence of any strike, work stoppage, or slow-down of any nature, and the Employer's assignment shall be adhered to until the dispute is resolved. Individuals violating this Section shall be subject to immediate discharge.

13.4. Each Employer will conduct a pre-job conference with the Local Council prior to commencing work. Primary Employer will be advised in advance of all such conferences and may participate if they wish. Pre-job conferences for different Employers may be held together.

ARTICLE 14

APPRENTICES

14.1. Recognizing the need to maintain continuing support of programs designed to develop adequate numbers of competent workers in the construction industry, the Contractor(s)/Employer(s) shall employ apprentices of a State-approved Apprenticeship Program in the respective crafts to perform such work as is within their capabilities and which is customarily performed by the craft in which they are indentured.

14.2. The apprentice ratios will be in compliance with the applicable provisions of the California Labor Code and Prevailing Wage Rate Determination.

14.3. There shall be no restrictions on the utilization of apprentices in performing the work of their craft provided they are properly supervised.

ARTICLE 15

HELMETS TO HARDHATS

15.1. The Contractors/Employers and Unions recognize a desire to facilitate the entry into the building and construction trades of veterans and members of the National Guard and Reserves who are interested in careers in the building and construction industry. The

Contractors/Employers and Unions agree to utilize the services of the Center for Military Recruitment, Assessment and Veterans Employment (hereinafter "Center"), a joint Labor-Management Cooperation Trust Fund, established under the authority of Section 6(b) of the Labor-Management Cooperation Act of 1978, 29 U.S.C. Section 175(a), and Section 302(c)(9) of the Labor-Management Relations Act, 29 U.S.C. Section 186(c)(9), and a charitable tax exempt organization under Section 501(c)(3) of the Internal Revenue Code, and the Center's "Helmets to Hardhats" program to serve as a resource for preliminary orientation, assessment of construction aptitude, referral to apprenticeship programs or hiring halls, counseling and mentoring, support network, employment opportunities and other needs as identified by the parties.

15.2. The Unions and Contractors/Employers agree to coordinate with the Center to create and maintain an integrated database of veterans and members of the National Guard and Reserves interested in working on this Project and of apprenticeship and employment opportunities for this Project. To the extent permitted by law, the Contractors/Employers and Unions will give credit to such veterans and members of the National Guard and Reserves for bona fide, provable past experience.

15.3. In recognition of the work of the Center and the value it offers to the Project, Contractors/Employers performing work on the Project, on a voluntary basis, may elect to contribute to the Center the amount of one cent (\$0.01) per hour for each hour worked by each individual employee covered by this Agreement. Any such payments shall be forwarded monthly to the Center in a form and manner to be determined by the Center's Trustees.

15.4. The Center shall function in accordance with, and as provided in the Agreement and Declaration of Trust creating the fund, and any amendments thereto, and any other of its governing documents. Each Contractor(s)/Employer(s) electing to contribute to the Center approves and consents to the appointment of the Trustees designated pursuant to the Trust Agreement establishing the Center and hereby adopts and agrees to be bound by the terms and provisions of the Trust Agreement.

ARTICLE 16

MANAGEMENT RIGHTS

16.1. The Contractor(s)/Employer(s) shall retain full and exclusive authority for the management of their operations, including the right to direct their work force in their sole discretion. No rules, customs or practices shall be permitted or observed which limit or restrict production, or limit or restrict the working efforts of employees except that lawful manning provisions in the Master Agreement shall be recognized.

16.2. Except as provided in Section 2.1, there shall be no limitation or restriction upon the choice of materials or upon the full use and installation of equipment, machinery, package units, factory pre-cast prefabricated or preassembled materials, tools or other labor saving devices. The on-site installation or application of all items shall be performed by the craft having jurisdiction over such work; provided, however, it is recognized that installation of specialty items which may be furnished by the owner of the Project or a Contractor shall be performed by

construction persons employed under this Agreement who may be directed by other personnel in a supervisory role, provided, however, in limited circumstances requiring special knowledge of the particular item(s), may be performed by construction persons of the vendor or other companies where necessary to protect a manufacturer's warranty. In such instances all provisions of this Agreement shall apply. The issue of whether it is necessary to use construction persons of the vendor or other companies to protect the manufacturer's warranty shall be subject to the grievance and arbitration clause of this Agreement.

ARTICLE 17

SAVINGS CLAUSE

17.1 The parties agree that in the event any article, provision, clause, sentence or word of the Agreement is determined to be illegal or void as being in contravention of any applicable law, by a court of competent jurisdiction such as the Department of Industrial Relations, the Division of Apprenticeship Standards, and other applicable labor related governmental agencies the remainder of the Agreement shall remain in full force and effect. The parties further agree that if any article, provision, clause, sentence or word of the Agreement is determined to be illegal or void, by a court of competent jurisdiction or other labor related governmental authorities, the parties shall substitute, by mutual agreement, in its place and stead, an article, provision, clause, sentence or word which will meet the objections to its validity and which will be in accordance with the intent and purpose of the article, provision, clause, sentence or word in question.

ARTICLE 18

MISCELLANEOUS PROVISIONS

18.1 Counterparts: This Agreement may be executed in counterparts, such that original signatures may appear on separate pages, and when bound together all necessary signatures shall constitute an original. Facsimile signature pages transmitted to other parties to this Agreement shall be deemed equivalent to original signature.

18.2 Warranty of Authority: Each of the persons signing this Agreement represents and warrants that such person has been duly authorized to sign this Agreement on behalf of the party indicated, and each of the parties by signing this Agreement warrants and represents that such party is legally authorized and entitled to enter into this Agreement.

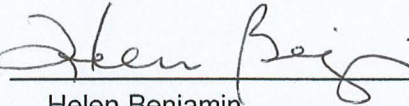
18.3 Ratification by Governing Board: This Agreement shall not be binding on the District until it is approved by the Contra Costa Community College District Governing Board.

18.4 The Agreement shall be included as a condition of the award of all Construction Contracts that are a part of the PSA Program.

18.5 The parties shall establish and implement reasonable substance abuse testing procedures and regulations, which may include prehire, reasonable cause, random and post-

accident testing, to the extent permitted and/or required by Federal and State Law. Should the District administrator for the PSA approve an established program to which signatory Unions are currently a party, such program may become the Project-wide substance abuse testing program, after consultation with the Unions. Until there is such a Project-site substance abuse testing procedure negotiated by the District administrator and the Unions for the PSA, such substance abuse testing procedures as are contained in the Schedule A's shall be applicable to work on the Project, pursuant to their terms.

Contra Costa Community College District

BY:  DATE: 10-22-12
Helen Benjamin
Chancellor

Contra Costa Building & Construction Trades
Council AFL-CIO (Council)

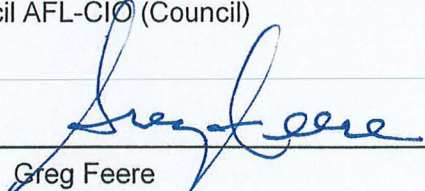
BY:  DATE: Oct. 22, 2012.
Greg Feere
Secretary-Treasurer
Business Manager

Exhibit A
Agreement to Be Bound

Project Stabilization Agreement

The undersigned, as a Contractor on the Contra Costa Community College Project Stabilization Agreement "Project", subject to the Project Stabilization Agreement "Agreement", for and in consideration of the award to it of a contract to perform work on said Project, and in further consideration of the promises made in the Agreement and all attachments, a copy of which was received and is acknowledged, hereby:

1. Accepts and agrees to be bound by the terms and conditions of the Agreement together with any and all amendments and supplements now existing or which are later made thereto only for the duration and scope of the Contractor's work on the Project.
2. The Contractor agrees to be bound by the legally established trust agreements designated in local master collective bargaining agreements. The Contractor authorizes the parties to such local trust agreements to appoint trustees and successor trustee to administer the trust funds and hereby ratifies and accepts the trustees so appointed as if made by the Contractor.
3. Certifies that it has no commitments or agreements which would preclude its full and complete compliance with the terms and conditions of said Agreement.
4. Agrees to secure from any Contractor(s) (as defined in said Agreement) which are or become a subcontractor (of any tier) to it a duly executed Agreement to be Bound in a form identical to this document.

Signature of (Sub)Contractor

Date

(Authorized Officer & Title)

Contractor's State License #

Exhibit B

List of "Schedule A" Agreements:

Collective Bargaining Agreements of each craft signatory to this Project Stabilization Agreement

1. Asbestos Workers Local 16
2. Boilermakers Local 549
3. Bricklayers Local 3
4. Northern California Regional Council of Carpenters for and on Behalf of Their Affiliated Crafts
5. Sheet Metal Workers Local 104
6. Operating Engineers Local 3
7. Painters District Council 16
8. Sprinkler Fitters Local 483
9. United Association Local 342
10. Teamsters Local 315
11. Hod Carriers Local 166
12. Roofers Local 81
13. Iron Workers Local 378
14. Laborers Local Union 324
15. Laborers Local Union 67
16. Cement Masons Local 300
17. Electrical Workers Local 302
18. Plasterers Local 66
19. United Association Local 159
20. United Association Local 355
21. Elevator Constructors Local 8

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UNIONS**

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Boilermakers Local 549

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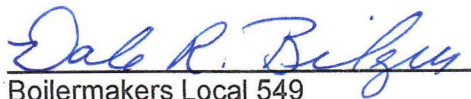
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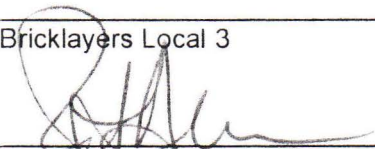
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W. J. Martinez
San Jose State Comm. College - Martinez

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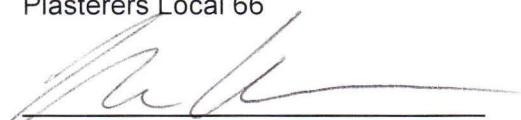
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