



THE MOST MINUTES

A recap of meetings from OCTOBER 15, 2012

Owner Caucus Session

"This is a fantastic conference, but it's only as good as the feedback we get from you, our Owner community, Contractors, and Union," explained Roger Erickson, in the opening statements of the Owner's Caucus.

As in years past, the dominating theme continues to be safety. With approximately 80% of discussion centering on safety, it is seen as paramount to a successful worksite. Elevating safety performance was also viewed as an opportunity all three tripartite parties should focus on which would then lead to positive improvements. It was agreed that a commitment to safety must come from the top down as well as from the bottom up. Key areas Owners felt would advance safety and human performance included:

1. *Establishing the right culture*
2. *Fundamental training in human performance*
3. *Training in hazard recognition*
4. *Training in peer-to-peer intervention*

Quality labor and resource availability was another topic of discussion. Owners agreed on the need to be ready for when the economy turns around. Discussions included a need to continue hiring apprentices to ensure they receive the opportunity to gain needed worksite experience so we can effectively grow the workforce to meet tomorrow's demands.

Cost and scheduling rounded out the major conversation points, spotlighting



job efficiency and the ability to better manage the worksite.

Good site orientation, proper tools, pairing talent appropriately, better planning, and human performance training were a few points named that can lead to improved productivity and a better project.

When better times return, good basic safety and human performance fundamentals at both the apprentice and journeymen levels will translate into a safer and more productive workplace.

Contractor Caucus Session

Greg Purdon opened the Contractor Caucus with group introductions and a review of the 2011 MOST Meeting Minutes. The group discussed issues such as safety, competitiveness, the utility industry and the MOST Tripartite Alliance meeting.

Among the safety discussion, Contractors welcomed the idea of new initiatives such as Human

Performance Tools from both the Union and Owner community.

Regarding competitiveness, Contractors shared ideas on competing against non-union entities such as 'zone rates' in rural areas and developing a plan to address increasing market share. The group also discussed measuring and tracking market share in order to determine an accurate understanding



of the total market, which may present an opportunity for work among the Union and NACBE to establish an analytical foundation.

Contractor Caucus Session continued

The Western States implemented a program for hiring helpers and the participating Contractors were interested in determining the effectiveness of this initiative as it may have an impact on the competitive landscape.

Lastly, the Contractors discussed how they can assist in managing the misclassification of workers by non-union companies as well as their reluctance to follow prevailing wage rate laws.

The continued closures of the coal fired power plants is affecting the Boilermakers. The Contractors asked what the strategy is to attack future work opportunities in other areas and markets and how they can contribute.

Owner participation at the Tripartite Alliance Conference was brought up and the group discussed how to better involve existing Owners and to attract new Owners to the discussions. One question was raised regarding the timing of the conference - during outage season - and its impact on participation. Another question asked was what is the best method of targeting Owners from other industries and encouraging participation.

For future meetings on the regional/local level, the group requested improved communications from those meetings ensuring that national initiatives are addressed at this vital level.

Other items discussed in the meeting included creating a subcommittee to develop ideas on improving productivity while NEVER compromising safety; absentee policies are consistently enforced by all Contractors; and the possibility of developing a code of excellence for the Boilermakers.

Union Caucus Session

The following are new issues brought up at this year's Union caucus meeting.

Number 1 - Some Contractors want the Local Lodges to provide MOST profiles for Boilermakers being referred to their projects.

It is the consensus of the Union caucus that sending out this information by email, fax, or other means could possibly put our Local Lodges in a position of liability if sensitive information was accidentally sent to the wrong place.

Contractors have access to the secure EVS system where they can secure this information just as easily as the Local Lodge, the procedure is available.

Number 2 - Some Contractors have established a "Do Not Hire" list. Contractors should have a legitimate reason for placing an individual on this type of list and this should be provided to the Local Lodge Business Manager.

Additionally, there should be a procedure in place to identify the length of time an individual would be on this list and what steps could be taken to get off this list.

Number 3 - There are still some Owners that do not use the MOST drug test. Employees have to test on site with a different vendor. Why don't the Owners utilize MOST random testing which would save the Owner a substantial amount of money?

Number 4 - Are thorough background checks for non-nuclear work a possibility for future projects?

Number 5 - What are going to be Owner guidelines in the future concerning utilization of TWIC?



MOST Boilermaker Delivery System

Don't forget to visit the Eton room throughout the conference to preview the MOST Boilermaker Delivery System. Curt Smith will be available to answer any questions you may have. Curt can be contacted at csmith@boilermakers.org.





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President Jones Opens 27th Annual NTA Meetings



International President Newton Jones welcomed participants to the 27th Annual MOST National Tripartite Alliance Conference by stating that the objectives of the meeting “is to build personal relationships among our industry colleagues while accomplishing our goals not only through our daily conferences, but also during our personal interactions.”

He continued to comment that over the past twenty-seven years the alliance has successfully solved industry issues, but now are facing challenges from federal regulations that will have an impact on our futures.

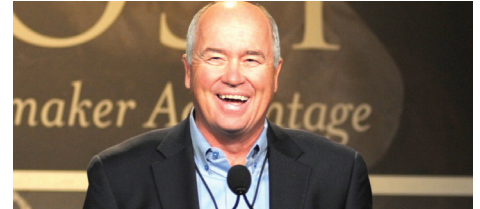
After a comedic video addressing regulatory issues, President Jones remarked on his anticipation for the introductions of online technologies that will move the alliance forward in the coming months with the MOST Boilermaker Delivery System and a newly redesigned MOST Web site.

2nd Annual Charles W. Jones Award Presented

President Jones presented the 2012 Charles W. Jones Award to Fred Keith, business manager of Local 85, Toledo, OH. The award was designed to encourage the use of MOST Programs and is awarded annually to the local lodge who, according to President Jones, “does their very best to use the MOST Programs.”

Fred Keith, business manager, Local 85 said that we, as Boilermakers, touch so many lives on a daily basis and it is great to be a part of this organization.

To win the award, a local must have the highest percentage of members participating in seven specific programs. The selection process is completed by a committee who reviews all local lodge participation numbers, which is compiled by MOST.



Moving to the Next Level

Wendell Bell, vice chairman and CEO of Enerfab, Inc., addressed meeting participants to highlight the ongoing, successful collaboration between NACBE and the union, shared the NACBE Safety Index and encouraged all meeting participants to continue striving toward zero on all safety reports. He commented that as a group, we still have a long way to go, but MOST continues to lead the way.

In his presentation, Bell highlighted the steps that are necessary to achieve a safety culture change that goes from zero incidents as a heresy to being a choice.

In conclusion, he added that “we need to help others conform to this culture change and be each others’ keeper.”

Years of support

President Jones took time from the conference to recognize several industry leaders who have supported and helped the MOST mission grow. Those recognized included Mike Morash, John Brewster, Hollis Johnson and Dave Zach.





Understanding the Rhetoric vs. Reality Regarding Coal-Fueled Electricity

With 580 coal-fueled power plants in the U.S. delivering electricity to all but two states, Paul Bailey, senior vice president of federal affairs and policy for the American Coalition for Clean Coal Electricity, provided a sobering look at what he referred to as Rhetoric vs. Reality when it comes to coal and natural gas.

| <i>Rhetoric</i> | <i>Reality</i> |
|---|---|
| Clean coal doesn't exist | Coal-fired utilities have reduced major air pollutants by 85% per kWh |
| EPA regulations create jobs | 7 EPA regulations will result in a net loss of 500,000 to 900,000 jobs/year |
| Coal retirements are caused by low natural gas prices | Most of the 240 projected retirements have EPA regulations as contributing factors |
| The benefits of EPA regulations outweighs costs | MATS is the most expensive rule EPA has ever written for coal-fueled power plants – about \$10b/year |
| There is no war on coal | We're seeing unprecedented compliance costs and coal retirements, threats to electric reliability, and a ban on new coal plants |

Energy and Job Impacts of EPA Regulations

Counsel to the United Mine Workers of America, Gene Trisko shared how recent EPA Regulations will shut down hundreds of coal units that will result in unprecedented loss of jobs and risks of electric reliability. Of these regulations (unless changed by the EPA, the courts, or Congress), MATS and NSPS for CO₂, will also prevent the construction of any new coal plants.

Trisko supported his presentation with statistics along with a word about natural gas being positioned as the only fossil fuel for energy in this country. Natural gas costs today are low as opposed to coal, however as policy is developed and the laws of supply and demand take effect, these prices will grow. Over time, it would appear the price for natural gas will go up.

The bottom line on these regulations, according to Trisko, is we are looking at an unprecedented loss of jobs and we must have solidarity among members and a continued strong leadership representation to help us succeed on Election Day.

What's good for labor is good for our bank

A collection of short videos and comments from Bill Arnold, senior vice president for Bank of Labor, provided participants with a brief background on the Bank of Labor - its history, its mission, and what it offers its members.

Caucus Chairmen Reports

Each chairman from the group caucuses gave an overview of their group discussions. A complete review of the caucus meetings was included in the October 15 MOST Meeting Minutes and will be available online after the meetings.

After the groups met, the chairmen convened to develop a process of accountability, which was introduced during the reports.

George Farah, vice president, Fossil Engineering & Construction for First Energy presented on behalf of the Owner Advisory Committee. Greg Purdon, MOST chairman and president, Power Division, Enerfab, Inc. presented on behalf of the contractors. Kyle Evenson, assistant director of administrative affairs for International President and executive director, Construction Sector Operations for the International Brotherhood of Boilermakers presented on behalf of the union.

A question and answer session followed that focused on job site safety issues, job site tooling, asbestos on older sites and processes for removing members from the do-not-hire list. The discussion focused on how the tripartite - owners, contractors and union - can work together to solve these issues.

MOST & Phillips 66 Expansion Project

“This project is a perfect example of organizations working together,” said Larry Siking, project manager – Offsites & Utilities, Phillips 66.

Siking introduced the expansion project at Wood River Refinery plant, Roxana, IL. The refinery produces 12.8 million gallons per day and is the largest one operated by Phillips 66. Built in 1917, it maintains 835 employees and 400 contract workers.

Phillips 66 launched a \$3.8 billion Coker & Refinery Expansion (CORE). This Mega Project included goals such as a 65 MBD coker, increases to heavy crude oil capacity (200-220 MBD) and increases to gasoline & diesel yield (by 5%).

There were over 300 Boilermakers who worked on this project for contractors who included Cherne, Bechtel and

URS among others. Siking also noted, the project utilized 12 of the 17 MOST Programs, stating many benefits the MOST training brought to the project:

- Supports the development of good safety culture among Boilermakers.
- Specific training builds safe work habits and skills.
- Provides skilled craftsmen who have the ability to meet the demands of this type of project.
- MOST develops leadership within the craft.
- Capture cost savings through the MOST Program initiatives.

Project safety scorecard:

- 22.3 million site work hours
- TRIR 0.38 (final year 0.18 TRIR)
- 2 LWC's (final 24 mos. w/o LWC)



“I think the Boilermakers have a lot to be proud of from this project,” stated Siking and proceeded to point out the project’s good safety performance. Siking also added a special nod to Local 363 and MOST for their support.

MOST Boilermaker Delivery System Coming to a Local Near You

Better connecting Boilermakers with upcoming work, the MOST Boilermaker Delivery allows access to jobs throughout the United States. Curt Smith, director of information technology for the IBB and project manager for MOST Boilermaker Delivery System, introduced the MOST BDS with a brief walkthrough of the system, highlighting the three main dashboard areas: the applicant, the contractor, and the dispatcher’s views.



Under the Applicant area, users are able to see qualifications, drug screening information, and skill sets. The applicants themselves also have the ability to update their personal contact information and their preferred lodges.

Contractors have the ability to view/edit their work orders, create new work orders and now add specific applicants to a work order under the contractor wish list.

The Dispatcher’s view is at the heart of the site. Divided into three sections, the

Continued on back



*MOST Boilermaker Delivery System
Continued from front*

Master Dispatcher view can see work orders a local has, select applicants (and address an contractor's wish list), or add an applicant to a penalty list.

To access MOST Boilermaker Delivery System, please visit <http://most-bds.org> and enter your user name and password. The MOST BDS is scheduled to go live January 1, 2013.

Closing Remarks

Before closing remarks, MOST Administrator Roger Erickson offered a note of thanks to those who helped make these last few days a success. President Jones then closed the 27th Annual Tripartite Alliance Conference thanking everyone for their participation and support. The support for MOST, the ongoing dialogue, and the solutions this group collectively strives for has been "as successful as anything in the construction industry today," said Jones.

MOST Web Site Unveils New Look



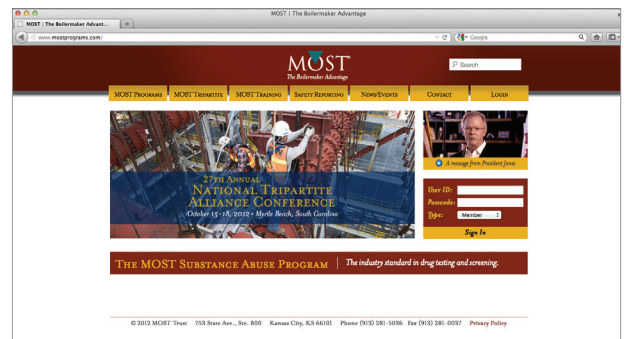
MOST Administrator Roger Erickson introduced Chris Martin of Martin Public Relations to present the new MOST web site. Martin explained the objectives and strategies identified with the site revisions:

- Showcase the individual programs
- Improve access to information currently available
- Establish the site as a repository for MOST related information
- Create a site optimized for viewing regardless of the technology used (computer, tablet, or smart phone)

Martin presented the site noting Phases 1 and 2 are already completed. Phase 3 will include a forms function and calendar function as well as a video gallery.

The new MOST Programs web site redesign has lead to an updated look, improved accessibility, news updates, access to training facility information, and optimized site displays across multiple platforms. The new site layout also effectively provides MOST with a central location for communications.

MOSTPrograms.com is set to launch in the coming weeks.



Italian Delegates See Value in MOST

President Jones welcomed a delegation from the Italian Federation of the Utility Workers. This five-member team was part of a group representing trade unions and employers. Just as the economy has been affected on a global scale so have the labor unions.

Their presence here today is helping to continue the discussion, learn from one another and foster trade alliances on the world stage. During the presentation, our Italian brothers thanked MOST for the opportunity to be a part of the conference, stating the MOST philosophy was a best practice they would be honored to replicate in their country.

