



THE MOST MINUTES

A recap of meetings from OCTOBER 7, 2013

Owner Caucus Session

Owner Caucus co-chairmen George Farah, FirstEnergy, and Jerry Payton, TVA, opened the meeting by introducing MOST Administrator Roger Erickson, who raised awareness of the Owner Advisory Committee and its ongoing function as the forum through which issues can be addressed beyond these meetings.

The group discussed how EPA regulations are impacting coal-fired power plants and how those regulations are influencing the Owners' strategic planning efforts.

As in the past, Owners discussed safety issues and the Human Performance Initiative (HPI) with best practices. As a reference for the Tripartite, the website of Practicing Perfection Institute — ppiweb.com — was mentioned as a viable HPI program. Front line supervisor training and how to unify the training throughout the country was discussed as well.

Caucus participants agreed that business managers are aggressive in doing their part to stay in front of the Owners and Contractors, and continue to communicate effectively. The group discussed the need for ongoing communication across the 17 MOST programs, with emphasis on the MOST Boilermaker Delivery System, MOST Common Arc and MOST Substance Abuse programs.

The group also discussed the reasons for conservative work projections. Without knowing the specifics, the group questioned whether the low projections result from lack of information or a change in work plans.

The Owner Caucus concluded with a discussion of how strategic planning and communications can strengthen the tripartite approach as coal use continues to diminish.



Recommendations from the Owners, Contractors and Union will be presented on Tuesday, and will be included in Wednesday's MOST Minutes.

Contractor Caucus Session



Dave Zach opened the Contractors Caucus Meeting with introductions and a presentation by Tony Selemme from Industrial Info Resources, regarding market analysis. The conversation on market analysis that followed focused on ways to utilize the data to increase market share.

The group conducted a performance review of the current MOST programs, with emphasis on the MOST Forecasting Program, the MOST Common Arc Program, the MOST Substance Abuse Program, the MOST Project Management Program and the MOST Leadership Program.

The Contractors Caucus received updates across a range of industry issues. The National Funds Office reported that the pension, health and welfare, and annuity plans are doing better even though man-hours are still down. BNAP continues to progress with its online curriculum, with a focus on making content more relevant to apprentices. NACBE continues to provide value with its man-hour reports, safety statistics, and a newly-developed website, nacbe.com.

The caucus concluded with a discussion of the need for expanded participation by Owners in the National Tripartite Alliance Conference, where the value of the alliance can be showcased. Meanwhile, local and regional tripartite efforts continue to be successful, in part because they are nearer to the companies in their respective areas.

Union Caucus Session



The Union Caucus opened with a review of issues discussed during the previous year's session.

It was noted that the Union is considering a request that Social Security information be placed on the referral form. Before that can be implemented, legal requirements must be addressed.

The group discussed the use of a "Do Not Hire" list by some contractors. The caucus agreed that before contractors place a member on the list they should have a legitimate reason and should notify the local lodge business manager as to that reason.

The failure of some Owners to recognize the MOST Substance Abuse Program and instead use their own program continues to occur. All Boilermakers are tested before reporting to a job site, so an Owner's insistence on using his own program is duplicative and unnecessary.

The caucus concluded with a discussion of background checks required by Owners. The group agreed that if such checks are required, the Owner should provide written criteria as to what circumstances will bar a person from being hired. Acceptance of the TWIC card by Owners also was addressed. The card is a substantial expense for members, so there is a question of whether members need to update them.



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Welcome to 28th Annual NTA Meetings



International President Newton Jones welcomed participants to the 28th Annual MOST National Tripartite Alliance Conference and described the goal of the meeting as building "a good-faith bond that develops lasting solutions."

He spoke of the industry-threatening EPA regulations that have forced dozens of coal-fired plants to close, and have prevented many planned facilities from being built. Citing multiple sources, he stated that EPA regulations — while harming American industry and raising domestic consumer energy costs — will have virtually no impact on global climate change, as other nations continue to expand their coal use, often without emission reduction systems.



President Jones said there is increasing acceptance of the industry-leading MOST Boilermaker Delivery System, the web-based platform for referring, tracking and reporting on the assignment of Boilermakers to projects. He also introduced a "work in progress" video that will be used to educate members about acceptable behavior on the job. The video will be used in conjunction with a new Boilermaker code of conduct that is under development.

3rd Annual Charles W. Jones Award Presented



On October 8, President Jones presented the 2013 Charles W. Jones Award to Local 433 (Tampa, Fla.) BM-ST James Barnes Jr., who accepted the award on behalf of the lodge's members. The award was designed to encourage the use of MOST programs and is awarded annually to the local lodge that excels in making the most use of select MOST programs.

"This is an honor, and we work very hard to be safe and productive," Barnes said. The award, designed by Charles A. Jones, D-BHPD, is named in honor of the late Boilermaker President Emeritus, Charles W. Jones.

To review award criteria, visit MOSTprograms.com

Sen. Joe Manchin Addresses Conference

U.S. Sen. Joe Manchin (D-W.Va.) addressed the meeting by means of a pre-recorded video. A powerful voice for coal mining and the use of coal as an energy source, he called for a commitment to an all-of-the-above energy policy.

"What the [Obama] administration doesn't seem to understand is that coal is America's most abundant, most reliable, and most affordable source of energy and will continue to be for several decades to come," he said.



Manchin cited the \$100 billion already spent by utilities to reduce coal-fired emissions and called on the federal government to take a larger role in the development of clean coal technologies.

"Government should work as our partner, not as an adversary, to create a secure, affordable energy future."

NACBE - A Tripartite Partner



NACBE President Eric Heuser (president of APCoPower Inc.), addressed participants on the mission of the National Association of Construction Boilermaker Employers, especially its role in fostering improvements to safety, educating the workforce, and implementing best practices.

Heuser called for proper planning to prepare for an aging workforce, plant retirements, competition for labor resources and changing government regulations.



B NAP Improvements Fuel Boilermakers' Future

B NAP National Training Coordinator Marty Spencer walked participants through key features of the organization's new website, bnap.com.

The site explains what the Boilermakers National Training Program is all about and what is required of those who wish to become an apprentice. The site includes a news section, an explanation of how B NAP is structured, contact information and other helpful resources.

Spencer also provided an update on the Online Learning Management System (LMS), which is designed for use as a self-paced or a classroom-taught system. Spencer noted that this groundbreaking apprentice teaching system can be accessed wherever an Internet connection is available and on virtually any smartphone, tablet computer, laptop or desktop.



Caucus Chairman Reports

Each chairman from the three group caucuses gave an overview of their respective group discussion. *A complete review of the caucus meetings was included in yesterday's MOST Meeting Minutes and is available online at MOSTPrograms.com.*

Caucus Chairmen

Owners — George Farah, FirstEnergy, and Jerry Payton, TVA

Contractors — Dave Zach, Nooter Construction

Union — Kyle Evenson, IBB

OWNERS' RECOMMENDATIONS:

- Expand Human Performance Program
- Encourage participation in MOST Leadership Program
- Focus on strategic planning for all Tripartite
- Continue to keep an eye on costs & productivity

CONTRACTORS' RECOMMENDATIONS:

- MOST Forecasting Program: Improve Business Manager implementation of the manpower forecasting tool (Ohio Valley Example).
- Increase Owner acceptance of MOST Substance Abuse Program and MOST Common Arc Program.
- Evaluate process of pre-screening candidates for Common Arc testing, as failure rate has risen.
- Expand and make better use of the Leadership and Project Management course. Currently, only two project management trainers are available.
- Consider joint strategic planning involving NACBE and the IBB. IIR study may be a starting point.
- Consider allowing signatory Contractors portability of men to better compete with nonunion companies without cutting rates.
- Encourage participation from all three tripartite groups in human performance tools, which continue to be developed.
- Meet the implementation date for safety compliance with the MOST Boilermaker Delivery System.

UNION RECOMMENDATIONS:

- Allow more information capture on referral forms.
- Encourage all Tripartite members to recognize MOST Substance Abuse Program.
- Establish written criteria for background checks.
- Confirm and communicate acceptance/rejection of TWIC cards.

Support, Service & Friendship

President Jones, far right, and NACBE President Eric Heuser, far left, recognize Kansas City Power & Light's Jim Prothe, second from left, and NRG Energy's Don Powell for their contributions to MOST.



Economist Examines Recession's Impact on Construction Industry

Economist Peter Phillips addressed the conference on the impact of the Great Recession on the U.S. jobs market with emphasis on the construction industry. A professor at the University of Utah and chair of the college's Economics Department, Phillips is one of the top experts in labor economics and has spoken several times at the Western States Tripartite Conference.

He explained the history of U.S. recessions since 1945 using the analogy of Olympic swimmers lined up along the edge of a pool. He compared the dive of each swimmer to a particular recession. Some divers go in deep but come back up quickly, he noted, while others dive shallower but take a longer time to resurface. In the current recession, the dive is both very deep and the resurfacing very slow.

Phillips noted that during the Great Depression of the 1930s, half of all construction jobs were lost. In the Great Recession, 30 percent of all construction jobs have been lost, five times higher than jobs in the economy as a whole, which suffered a 6 percent loss.

"The construction economy has been hit so hard that it looks more like the Great Depression of the 1930s than any other recession," he said, adding that the industry is "ground zero" for lost jobs.

Phillips predicted that the economy should return to 2007 job numbers in 2015. However, the general construction industry would recover more slowly, reaching 2007 numbers between 2018 and 2020. Boilermaker construction jobs may lag beyond that timeframe, he said.



Phillips suggested that the interconnectedness of the global economy partly explains the trend in more protracted U.S. recessions. While America has opened its economy to other nations, it has not succeeded in getting comparable access to other economies.

"We have globalized, but not in a winning fashion. We have not been winning players."

MOST Boilermaker Delivery System Continues to Evolve

Roger Erickson, MOST Administrator, detailed the reporting capabilities that are available through the MOST Boilermaker Delivery System. With the assistance of Boilermakers IT Director Curtis Smith and MOST Representative Becky Burch, Erickson

walked participants through various BMDS features and demonstrated reporting capabilities that will be beneficial to all Tripartite Alliance communities.

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MOST Boilermaker Delivery System Continues to Evolve – Continued

For example, the reports can show not only Boilermakers who are currently working; they can also detail those who are available for work by region, state, or local lodge.

The system also allows review of the penalty list and the reason for the penalty.



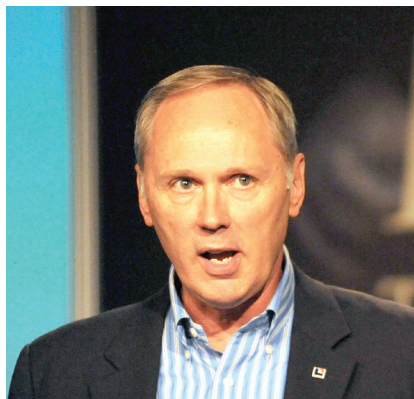
Bank of Labor

Bank of Labor Senior Vice President Bill Arnold reminded conference participants about the bank's reason for existence: to serve the financial needs of organized labor.

Specifically, he said the bank has a threefold mission:

- Help facilitate consolidation of Labor's capital
- Deny the big Wall Street banks profits from Labor's capital
- Expand service to the greater Labor Movement

"We use the phrase 'Born of Integrity,'" he said, "and those are words we live by." He added, "We will continue to work for Labor and keep in mind that if it is good for Labor, it is good for us."



Closing Remarks

The 28th Annual MOST Tripartite Alliance Conference concluded on October 9 with closing remarks by President Jones.

He praised the MOST staff conference support team and participants from the Owner, Contractor and Union communities for attending and contributing to the ongoing mission of the Tripartite Alliance.

President Jones said development of the Boilermaker Code will open a new chapter in Boilermaker history and the value offered to Owners and Contractors.

"We are going to need members to train other members [about the code] to ensure the philosophy is learned, understood, and implemented."

He also expressed confidence in other initiatives that are being implemented, such as the MOST Boilermaker Delivery System. Having the ability to collect data about Boilermaker skills and availability, and being able to create reports from that data, "is extremely valuable for our collective future," he said.



Thank you for making the 28th Annual National Tripartite Alliance Conference a priority. Your attendance is both welcomed and appreciated.

*Save the date for the 2014 Conference:
October 5-8, 2014*