



Memorandum of Understanding

I. PREAMBLE

The parties signatory to this Understanding pledge their cooperation and support to the provisions of the Understanding and other mutually agreed upon policies and programs which will eliminate problems and promote a healthy growth of the mechanical construction industry in the Greater Washington, DC area.

II. CONTRACTORS

- Contractors shall make installations in accordance with plans and specifications and recognize contract procedures.
- Contractors shall exercise management rights. These rights shall include planning, directing, hiring, laying off and transferring members of the work force.
- Contractors shall provide craftsmen with necessary plans, employer-furnished tools, equipment and materials in a timely manner as required by the craftsman to perform duties in the most efficient and expeditious manner.
- Contractors shall be responsible for the project performance of their subcontractors.
- Contractors shall follow all recognized ethical standards and procedures in soliciting bids and performing all work.

III. UNIONS

- Jurisdictional disputes between the parties signatory to this Memorandum will be resolved promptly and without work stoppage or loss of productivity.
- To maintain a high productivity level, the craftsman shall realize his responsibility in achieving that objective.
- All job stewards shall be working journeymen.
- There shall be no limit on production by craftsmen nor restrictions on the use of tools or equipment other than that which may be required by safety regulations.
- The unions agree to furnish qualified craftsmen for the specific job required by the contractor.

IV. CONTRACTORS-UNIONS

- Unions and contractors pledge that work stoppages, strikes and lockouts will not occur.
- Unions and contractors will cooperate to demonstrate to contract-letting agencies, owners, financial institutions, architects and engineers that organized labor and contractors will produce the best quality installation for the money.
- **It is recognized that prolonged periods of overtime tend to reduce productivity and therefore are not in the best interest of the consumer, the industry and the craftsman. Therefore, except in unusual circumstances, overtime will not be worked.**
- Unnecessary or inefficient work practices will not be tolerated.
- Contractor and/or its subcontractors will engage in preassignment conferences with the business representatives of the local unions to reach agreement on all anticipated work assignments upon which the contractor has reason to believe there are differences of opinion between the unions. The parties will resolve all differences prior to the starting date of the project.
- The unions and contractors agree to abide by all Federal, State and local safety regulations as they apply to the construction process.
- The unions and contractors will continue to support joint apprenticeship, journeymen and supervisory upgrading programs to assure an adequate supply of trained personnel to meet manpower requirements

THIS MEMORANDUM OF UNDERSTANDING EMBODIES A DETERMINATION TO PROTECT, FAIRLY AND EQUITABLY, THE INTERESTS OF THE CONSUMER AND THE GENERAL PUBLIC AS WELL AS THOSE OF LABOR AND MANAGEMENT IN THE CONSTRUCTION INDUSTRY.

