

MAPLA 2016

Core Employee Provision/Language

Article 7 – Union Recognition and Referral

7.6 To ensure that Contractors will have an opportunity to employ their “core” employees for Covered Project(s), the Parties agree that in those situations where a Contractor not a party to a current MLA with the signatory Union having jurisdiction over the affected work is a successful bidder, the Contractor may request by name, and the local will honor, referral of persons who have applied to the Union for Covered Project(s) and who demonstrate the following qualifications:

- (1) possess any license required by state or federal law for the Covered Project(s) to be performed;
- (2) have worked a total of at least one thousand (1,000) hours in the construction craft during the prior three (3) years;
- (3) were on the Contractor’s active payroll for at least sixty (60) out of the one-hundred eighty (180) calendar days prior to the contract award; and
- (4) have the ability to perform safely the basic functions of the applicable trade.

The Union will refer to such Contractor one journeyman employee from the hiring hall out-of-work list for the affected trade or craft, and will then refer one of such Contractor’s “core” employees as a journeyman and shall repeat the process, one and one, until such Contractor’s crew requirements are met or until such Contractor has hired five (5) “core” employees, whichever occurs first. Thereafter, all additional employees in the affected trade or craft shall be hired exclusively from the hiring hall out-of-work list(s). For the duration of the Contractor’s work the ratio shall be maintained and when the Contractor’s workforce is reduced, employees shall be reduced in the same ratio of core employees to hiring hall referrals as was applied in the initial hiring. In no event shall the use of this Section relieve Contractors of local hire obligations under this Agreement.