

NATIONAL DISPUTES ADJUSTMENT PLAN



Produced and Approved for Distribution by

**NATIONAL CONSTRUCTORS
ASSOCIATION**

and

**THE BUILDING AND CONSTRUCTION
TRADES DEPARTMENT, AFL-CIO**



Published 1961

by

THE BUILDING AND CONSTRUCTION TRADES DEPARTMENT (AFL-CIO)

815 16th Street, N.W.
Washington, D. C.

and

THE NATIONAL CONSTRUCTORS ASSOCIATION

1012 14th Street, N.W.
Washington, D. C.

KEN 021878

INTRODUCTION

Early in 1961, leaders in the construction industry created a significant plan which had as its principal objective—

**MORE WORK FOR NATIONAL CONSTRUCTION CONTRACTORS
AND THEREFORE MORE JOBS FOR BUILDING TRADES MECHANICS AND LABORERS
UNDER UNION AGREEMENTS WITH THESE CONTRACTORS**

It is called the National Disputes Adjustment Plan. Developed after many months of negotiations, it was adopted jointly by the National Constructors Association on behalf of its member companies and by the Building and Construction Trades Department (AFL-CIO) and all of its affiliated national and international unions. Approval of the Plan by the Association was voted unanimously at its annual meeting in New York in January. Action by the Department was taken February 15, 1961. The Department's Executive Council approved and adopted the Plan by unanimous vote at its quarterly meeting. In a separate meeting on the same date, the General Presidents of all affiliated unions voted, also unanimously, to ratify the Council action.

This booklet, prepared jointly by the Department and the Association, is intended to tell the story of the Plan and how it operates in the settlement of labor-management disputes. It should be read by all who are concerned with it, by project managers and job superintendents, by business representatives of local unions, officials of building trades councils, and job stewards.

The Plan is based on the simple premise that labor-management disputes need not and should not lead to strikes, lockouts or any delay or interruption of work on construction projects. Every work stoppage is costly, to the contractor, to his employees and to the owner. The contractor whose projects are costly will get fewer contracts in the future. This will mean fewer jobs for the men he normally employs.

The Plan attacks the problem of labor-management disputes in two ways. One is essentially preventive. Improved pre-job conferences, for example, can often anticipate and settle problems before they become serious and before work, which might be interrupted or delayed, is started.

INTERNATIONAL ASSOCIATION OF
Heat and Frost Insulators and Asbestos Workers
AFFILIATED WITH THE AFL-CIO AND THE BUILDING AND CONSTRUCTION TRADES DEPARTMENT

GENERAL OFFICE
505 Machinists Bldg., 1300 Connecticut Ave., N. W., Washington 6, D. C.
Hudson 3-6288

September 11, 1961

Mr. C. J. Haggerty, President
Building and Construction Trades Department
815 16th Street, N. W.
Washington 6, D. C.

Dear Sir and Brother:

This will confirm my advice that I have appointed General Secretary-Treasurer Albert E. Hutchinson to serve as my representative under the National Disputes Adjustment Plan.

In connection with the settlement of any disputes involving our Organization and any member or members of the National Construction Association, Secretary-Treasurer Hutchinson will represent this International at meetings of the plan representatives and will serve as the principal contact. He will, I am sure, see that such disputes are settled promptly, fairly, and without work stoppages.

I believe that the National Disputes Adjustment Plan represents a new and significant step forward in labor-management relations in the construction industry and by improving these relationships the Plan should enable NCA members to obtain more work for themselves and thus provide more jobs for our members.

Fraternally yours,

C. W. Sickles
C. W. Sickles
General President

ECB

International Brotherhood of
BOILERMAKERS • IRON SHIP BUILDERS
New Brotherhood Building

WILLIAM A. CALVIN
INTERNATIONAL PRESIDENT
ROBERT E. MATHON
INTERNATIONAL SECRETARY-TREASURER



BLACKSMITHS • FORGERS & HELPERS,
Kansas City 1, Kansas

In reply refer to file.
12(bb)-6

September 14, 1961

Mr. C. J. Haggerty, President
Building and Construction Trades Department
AFL-CIO Building
815 - 16th Street, N. W.
Washington 6, D. C.

Dear Sir and Brother:

This is to confirm the previous announcement of the appointment of International Vice-President W. H. Shahane, a member of our Executive Council, to serve as my representative under the requirements of the National Disputes Adjustment Plan to which we are a party through our identity with the Building and Construction Trades Department.

Mr. Shahane will represent the International Brotherhood at meetings of the Plan Representatives and in order to assure representation at all meetings, I have designated International Representative Lawrence Nolan as an alternate for Mr. Shahane. Both Mr. Shahane and Mr. Nolan are thoroughly conversant with our portion of the construction industry and may be relied upon to assist in the effectuation of amicable and equitable adjustments of all disputes in which our local lodges may be involved, thereby averting unnecessary interruptions to the continuity of operations.

It is my considered opinion that the National Disputes Adjustment Plan as presently constituted will prove to be mutually advantageous to both labor and management and will contribute materially to improved relationships within the construction industry.

I have long held that the successful, efficient and profitable operation of all construction projects is a mutual responsibility of management and labor and that every possible effort should be expended by both parties to the end that the industry will remain strong and healthy with more contracts for the employers and consequently, more jobs for workers from year to year.

Cordially and fraternally,

William A. Calvin
William A. Calvin
International President

wac:bis
oeiu 320 aff-cio

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The second part of the Plan provides for machinery to settle disputes, without work stoppages. It calls for the selection and designation of a single, responsible representative for each international union and each member company. These representatives will be continuously available for joint consultation whenever a dispute arises which cannot be settled, promptly and fairly, on the job itself.

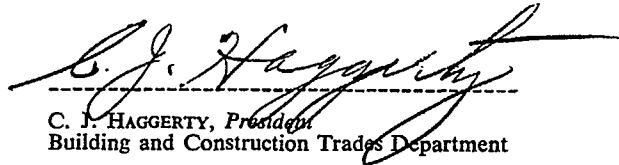
If the problem cannot be resolved by these representatives, and if they agree, it can be referred to a National Arbitration Board for final and binding decision.

Key provision of the Plan is contained in the words:

"There shall be no strike, picketing or work stoppage by an affiliate of the Department and no lock-out by any contractor member of the Association until the grievance procedures of this Plan have been exhausted."

Full text of the Plan is contained on the following pages of this booklet.

No Plan or other instrument is better than the good faith of its participants. The National Disputes Adjustment Plan was negotiated in good faith by practical, responsible men representing the Department and the Association. Its success depends upon compliance on the part of all concerned with its provisions. Given that compliance—and a sincerity of purpose in seeking fair and reasonable solutions to problems as they arise—success is assured.


C. J. HAGGERTY, President
Building and Construction Trades Department


H. E. LORE, President
National Constructors Association

**BRICKLAYERS, MASONS AND PLASTERERS
INTERNATIONAL UNION OF AMERICA**

HEADQUARTERS • POWER BUILDING

1125 15TH ST., N.W. WASHINGTON, D.C.

October 10, 1961

Mr. C. J. Haggerty, President
Building and Construction Trades
Department
AFL-CIO
815 16th Street, N. W.
Washington 6, D. C.

Dear Sir and Brother:

This is to confirm that I have appointed our First Vice President William R. Connors to serve as my representative under the National Disputes Adjustment Plan. He will represent this International Union at meetings that are called to discuss and act on disputes that may be adjusted under the Plan.

It is my hope that the establishment of this vehicle for settlement of certain disputes, will bring about improvements in labor-management relations to the end that more work opportunities will be provided for all parties to the Plan.

Fraternalty yours,

John J. Murphy
John J. Murphy
President

JJM:ln

cc: Mr. E. D. Hoekstra

President Emeritus
HARRY C. BATES
Washington, D. C.
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Chicago, Ill.
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Seattle, Wash.

M. A. HUTCHESON, GENERAL PRESIDENT
UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA

OFFICE: CARPENTERS' BUILDING
225 EAST MICHIGAN STREET
INDIANAPOLIS 4, INDIANA

April 13, 1961

Mr. Joseph G. Hand, Chairman
Labor Committee,
National Constructors Association,
1012 14th Street, N. W.,
Washington 5, D. C.

Dear Mr. Hand:

I am pleased to receive your letter of March 31, 1961, and I am of the same opinion as you have expressed in your communication that the signing of the understanding by the National Constructors Association and Building and Construction Trades Department affiliates will be beneficial for all concerned.

I assure you of our complete cooperation in trying to consummate the agreement and to keep things on an even keel so as to avoid stoppages of work of all kinds.

In respect to the selection of Representatives, I still must advise that when members of your Association feel the need for assistance, they should be advised to call this office, asking for the undersigned, and if I am not available, the calls will be conveyed to either my Executive Assistant Finlay C. Allan or General Representative C. A. Shuey, as they are both fully aware of the understanding that has been consummated and they will be in a position to handle any calls received.

Very truly yours,

M. A. Hutcherson
GENERAL PRESIDENT

MAH-JP

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THE NATIONAL DISPUTES ADJUSTMENT PLAN

BETWEEN the NATIONAL CONSTRUCTORS ASSOCIATION, on behalf of its member companies, and THE BUILDING & CONSTRUCTION TRADES DEPARTMENT (AFL-CIO), on behalf of its affiliated National and International Unions.

I. General Job Conference:

1. When a construction contract is awarded to a member company of the National Constructors Association, the Company shall notify the President of the Building and Construction Trades Department, describing the project and stating the probable date of commencement of work and, if a pre-job conference is desired, designating the time and place for holding such a conference. This notice, whenever possible, shall be sent not less than 15 days prior to the scheduled conference or the start of work.
2. The President of the Building and Construction Trades Department shall notify the General Presidents of the affiliated unions and the local Building Trades Council.
3. Participants at pre-job conferences shall normally include the designated officer of the appropriate Building Trades Council, the Business Managers of each of the trades, an International Representative of each of the trades, as designated in accordance with the procedures of the National or International Union, and representatives of the contractor or contractors. At the start of the conference, each trade shall list the names, addresses and telephone numbers of the local Business Manager and the International Representatives. Each contractor shall also list the names, addresses and telephone numbers of his job superintendent or his local labor relations representative.
4. The Building and Construction Trades Department and the NCA shall mutually agree on a suggested agenda form for use at pre-job conferences. This form shall list the problems which shall be considered at these conferences. The Department and the NCA shall also agree upon the documents or other materials which shall be furnished to the conferences. A summary of each conference shall be made and copies shall be distributed to all participants.



GORDON M. FREEMAN, International President
JOSEPH D. KEENAN, International Secretary

International Brotherhood of Electrical Workers
1200 FIFTEENTH STREET, N.W. WASHINGTON 5, D. C.

AFL-CIO

April 6, 1961

Mr. Joseph G. Hand, Chairman
Labor Committee
National Constructors Association
Continental Building
1012 14th Street, N. W.
Washington 5, D. C.

Dear Mr. Hand:

This is to acknowledge your letter of March 31, 1961
with enclosures concerning the National Disputes Adjustment Plan.

Mr. J. M. "Kim" Parker, Director of Construction and
Maintenance Operations for our Brotherhood, has been designated
as our International Office contact. Parker may be reached
at my office, 1200 - 15th Street, N. W., Washington 5, D. C.
Telephone - Columbia 5-8040.

When the arrangements for the meeting scheduled for the
latter part of May are finalized, please contact Parker directly.

Best wishes.

Very truly yours,

Gordon M. Freeman
Gordon M. Freeman
International President

GMF:h
CC: C. J. Haggerty



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International Union of Operating Engineers

1125 SEVENTEENTH STREET NORTHWEST * WASHINGTON 6, D. C.
AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

OFFICE OF GENERAL PRESIDENT * DISTRICT 7-8800

June 23, 1961

Mr. C. J. Haggerty, President
Building and Construction Trades Department
815 Sixteenth Street, N. W.
Washington 6, D. C.

Dear Sir and Brother:

This will advise you that I have appointed my Assistant Paul A.
Askew to serve as representative for this International Union under
the National Disputes Adjustment Plan.

Mr. Askew will represent this International Union at meetings of
plan representatives and will serve as the principal contact in connec-
tion with the settlement of any dispute involving our organization and
any member or members of the National Constructors Association. He
will be responsible for seeing that such disputes are settled promptly,
fairly, and without work stoppages.

It is my view that the National Disputes Adjustment Plan repre-
sents a new and significant forward step in labor-management relations
in the construction industry. By improving these relationships, the
Plan should enable NCA member companies to obtain more work for them-
selves and thus provide more jobs for our members.

Fraternally yours,

Joseph J. Delaney
JOSEPH J. DELANEY
GENERAL PRESIDENT

jjd:paa:cgp

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The summary shall include the attendance list and matters agreed upon.

5. Any unresolved problems relating to work jurisdiction shall be reduced to a written statement agreed upon by the contractor and the local Business Managers and International Representatives, if any. Such statement shall be referred to the General Presidents of the affiliates involved in the problem. If such problem is not resolved at this stage it shall be processed in accordance with the procedures of the National Joint Board for the Settlement of Jurisdictional Disputes, or any other plan or method of procedure adopted in the future by the Department for the settlement of jurisdictional disputes.
6. Any other unresolved problems shall be processed in accordance with the disputes procedures of this Plan.
7. If a situation arises during the course of construction which, in the judgment of the NCA contractor and the President of the Building and Construction Trades Department, would make a general job conference advisable, the procedures set forth above may be invoked for the calling of such conference.

II. Disputes Procedures:

1. The President of the Department shall obtain from the General President of each affiliate the name, address and telephone number of the person designated by the General President as his headquarters representative for the purpose of this Plan. The President of the Department shall forward the list of headquarters representatives to the President of the Association 30 days after the adoption of this Plan. The President of the Association shall prepare a similar list of national labor relations representatives of the contractor members of the Association and forward the said list to the President of the Department 30 days after the execution of this Plan. These lists shall be kept current.
2. All jurisdictional disputes shall be processed in accordance with the procedures of the National Joint Board for the Settlement of Jurisdictional Disputes. As provided in Section 9 of the Procedural Rules and Regulations of the National Joint Board for Settlement of Jurisdictional Disputes: "The affected Unions and Contractors shall promptly comply with each job decision of the Joint Board."
3. All other disputes, except controversies arising out of the modification and termination of collective bargaining agreements, shall be handled as provided herein:
 - a. Any dispute which has not been resolved at the job site shall be negotiated by the Business Manager and/or the International Representatives and the designated representative of the contractor.
 - b. If the dispute has not been resolved within three calendar days, and after waiving or exhausting remedies under local grievance procedures, if any, the dispute shall be referred to the headquarters representative designated by the General President of the International Union involved and the designated national labor relations representative of the contractor.
 - c. There shall be no strike, picketing or work stoppage by an affiliate of the

JOSEPH V. MORESCHI, GENERAL PRESIDENT PETER FORCO, GENERAL SECRETARY-TREASURER VINCENT F. MORESCHI, GENERAL COUNSEL

PATRICK WALDRON
1ST VICE PRESIDENT

EDGAR F. SMITH
2ND VICE PRESIDENT

CHARLES J. SULLIVAN
3RD VICE PRESIDENT

LEE LALOR
4TH VICE PRESIDENT

POWELL L. BASTINE
5TH VICE PRESIDENT

W. VERNIE REED
6TH VICE PRESIDENT



HEADQUARTERS
805-18TH STREET N.W.
WASHINGTON 6, D.C.
TELEPHONE REPUBLIC 7-6484

WASHINGTON 6, D.C.
November 24, 1961

Mr. C. J. Haggerty, President
Building and Construction Trades Department
AFL-CIO Building, Room 603
Washington, D. C.

Dear Sir and Brother:

This will confirm that I have appointed Vice President W. Vernie Reed of my Headquarters Staff to serve as my representative under the National Disputes Adjustment Plan. Vice President Reed will represent the International Hod Carriers Building and Common Laborers Union at meetings of Plan representatives, and will serve as the principal contact in connection with settlement of any disputes involving our organization and any member or members of the National Constructors Association.

With kind personal regards, I remain

Fraternally yours,

Joe V. Moreschi
JOSEPH V. MORESCHI
General President

CC:E D Hoekstra, Exec. Secy.
National Constructors Association

International Association of
BRIDGE, STRUCTURAL AND ORNAMENTAL IRON WORKERS

JOHN H. LYONS
GENERAL PRESIDENT
PHONE FRANKLIN 1-3000

Affiliated with A.F.L.-C.I.O.



SUITE 300
CONTINENTAL BUILDING
3618 OLIVE ST.
ST. LOUIS 8, MISSOURI

September 22, 1961

Mr. C. J. Haggerty
President
Building and Construction Trades Department
815 - 16th Street, N. W.
Washington 6, D. C.

Dear Sir and Brother:

This is to inform you that I have appointed General Vice President LaVerne Smith to serve as the representative of this International Association under the National Disputes Adjustment Plan.

General Vice President Smith will represent this International Association at meetings of Plan Representatives, and will serve as the principal contact in connection with the settlement of any dispute involving this organization and any member or members of the National Constructors Association. He, of course, will be responsible for the settlement of such disputes promptly, fairly, and without work stoppages.

I feel sure that with the cooperation from both labor and management, the National Disputes Adjustment Plan will tend to minimize any problem that may arise in the industry.

With kind personal regards, I am

Fraternally yours,

J. H. Lyons
General President

JHL:SM

Department and no lock-out by any contractor member of the Association until the grievance procedures of this Plan have been exhausted. In the event of a threatened lock-out or strike, in violation of this Agreement, the national labor relations representative of the contractor or the General President of the International Union, as the case may be, shall take appropriate action promptly to secure compliance with the contractual obligations not to lock-out or to strike which are specified in this Plan, and in the applicable local or national collective bargaining agreements.

- d. If the dispute has not been resolved in step (c) above, any arbitration or other procedure prescribed by the applicable collective bargaining agreement shall be utilized.
 - e. If there is no such procedure, or if such procedure is waived, the International President and the national contractor's labor representative may mutually agree to refer the dispute to the National Arbitration Board established by this Plan.
4. There is hereby established a National Arbitration Board consisting of three representatives appointed by the Building and Construction Trades Department and three representatives appointed by the National Constructors Association. Either party shall have the right to appoint alternates for its representatives. Within fifteen days after the adoption of this Plan, the Department and the Association shall notify each other of their respective appointments to the Arbitration Board. The Board shall elect a Chairman and a Secretary from its members and shall appoint a neutral person who shall not be a member of the Board and who shall serve as permanent impartial arbitrator during the life of this Plan or until his successor is named by the Board.
 5. Requests for arbitration shall state the matter to be arbitrated in writing, signed by the International President of the Union and the national labor relations representative of the contractor, and shall be filed with the Chairman. Copies of the request shall be served by the parties making the request on the parties to this Plan. The Board shall hold a hearing on the subject matter of the request but not later than five calendar days after the request for arbitration has been filed.
 6. If the National Arbitration Board is unable to reach a decision within five calendar days after the hearing or the Board decides it is deadlocked, then within a period of not more than five calendar days thereafter, the impartial arbitrator shall hear and decide the matter. The decision of the impartial arbitrator, or the National Arbitration Board, shall be final and binding on all parties. The expense of the impartial arbitrator, if required, shall be borne equally by the disputing parties.
 7. The no strike, no lock-out commitment of Paragraph 3(c) shall also apply to the period required for arbitration, if such arbitration is mutually agreed upon in accordance with this Plan, or if provided under any other Agreement. Nothing in this Plan shall diminish the obligations and responsibilities of the parties to this Plan and their affiliates and members which may be prescribed in any other applicable agreement.

ADOPTED: February 15, 1961.



WOOD, WIRE & METAL LATHERS INTERNATIONAL UNION

AFFILIATED WITH THE AFL-CIO BUILDING AND CONSTRUCTION TRADES DEPARTMENT



6530 New Hampshire Avenue, Takoma Park 12, Maryland

Phone JUNiper 5-9720

November 8, 1961

Mr. C. J. Haggerty, President
Building and Construction Trades Department
815 Sixteenth Street, N. W.
Washington 6, D. C.

Dear Sir and Brother:

At a recent meeting held with the National Constructors it was agreed that the Plan for the Settlement of Disputes between the Building and Construction Trades International Unions and the National Constructors should be put into booklet form and made available to all of our affiliated Local Unions in order that they would be familiar with this Plan, and the procedures contained therein for the settlement of any disputes arising with any of the members of the National Constructors Association. This Plan has been agreed to by all of the members of the National Constructors Association as well as the International Unions affiliated with the Building and Construction Trades Department.

Those of us who have been a part of these negotiations believe it is a good plan and will not only minimize disputes, but has the mechanics, fair to both sides to settle any, and all, disputes which may arise and I sincerely hope that this booklet can be made available promptly, as a guide for all of our affiliated unions. I will require about 320 copies of the booklet to be sent out to our Local Unions.

With best wishes, I am

Fraternally yours,

Lloyd A. Mashburn

Lloyd A. Mashburn
General President

las;jw
celuf2
afl-cio

cc: Mr. E.D. Hoekstra, National C:

OFFICE OF L. M. RAFTERY, GEN. PRES.
217-19 N. SIXTH STREET, LAFAYETTE, INDIANA



Brotherhood of PAINTERS, DECORATORS, AND PAPERHANGERS of America

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS,
BUILDING AND CONSTRUCTION TRADES DEPARTMENT, METAL TRADES DEPARTMENT, INDUSTRIAL UNION DEPARTMENT

October 11, 1961

Mr. C. J. Haggerty, President
Building and Construction Trades
Department (AFL-CIO)
815 16th Street, N.W.
Washington 6, D.C.

Dear Sir and Brother:

This will advise that I have appointed General Representative Bryce F. Holcombe of our Washington Office to serve as my representative under the National Disputes Adjustment Plan.

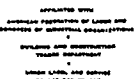
Mr. Holcombe will represent this Brotherhood at meetings of Plan representatives and will serve as the principal contact in connection with the settlement of any dispute involving our organization and any member or members of the National Constructors Association. He will be responsible for seeing that such disputes are settled promptly, fairly, and without work stoppages.

It is my view that the National Disputes Adjustment Plan represents a new and significant forward step in labor-management relations in the construction industry. By improving these relationships, the Plan should enable NCA member companies to obtain more work for themselves and thus provide more jobs for our members.

Fraternally yours,

L. M. Raftery
General President.

LMR
HY



Office of General President
EDWARD J. LEONARD
1125 Seventeenth Street, N.W. Washington 6, D.C.
Executive 2-4849

October 18, 1961

EDWARD J. LEONARD
General President
JOHN J. MAJICK
Executive Secretary-Treasurer

GENERAL EXECUTIVE BOARD

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JOHN J. MAJICK
Secretary
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Vice President

CHAR. W. FRYNE
Chairman, Finance and Economic Sub-

Mr. C. J. Haggerty, President
Building and Construction Trades Department
815 Sixteenth Street, N. W.
Washington 6, D. C.

Dear Sir and Brother:

This will confirm that I have appointed Executive Vice President Joseph T. Power to serve as my representative under the National Disputes Adjustment Plan.

Executive Vice President Power will represent the Operative Plasterers' and Cement Masons' International Association at meetings of Plan representatives and will serve as the principal contact in connection with the settlement of any dispute involving our organization and any member or members of the National Constructors Association. He will be responsible for seeing that such disputes are settled promptly, fairly and without work stoppages.

It is my view that the National Disputes Adjustment Plan represents a new and significant forward step in labor-management relations in the construction industry. By improving these relationships, the Plan should enable NCA member companies to obtain more work for themselves and thus provide more jobs for our members.

Fraternally yours,

Edward J. Leonard
Edward J. Leonard

EJL:MMH

cc: Joseph T. Power

**UNITED SLATE, TILE & COMPOSITION ROOFERS,
DAMP & WATERPROOF WORKERS' ASSOCIATION**

INTERNATIONAL VICE-PRESIDENTS
JOHN A. MCCONATY
JULES ZUERCHER
LOUIS N. SPINELLI
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DAVID FITZGERALD

CHAS. D. AQUADRO
INTERNATIONAL PRESIDENT
JOHN A. MCCONNATT
ACTING INTERNATIONAL
SECRETARY-TREASURER
INTERNATIONAL OFFICE
1125-17TH ST. N. W.
WASHINGTON D. C.
METROPOLITAN B-322

INTERNATIONAL VICE-PRESIDENTS
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MERVIN E. SMITH
HOMER N. RAYMOND
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RICHARD F. VARNEY

Mr. C. J. Haggerty, President
Building and Construction Trades
Department (AFL-CIO)
815 16th Street, N.W.
Washington 6, D.C.

Dear Sir and Brother:

In accordance with the terms of the National Disputes Adjustment Plan, the writer will act as the principal contact representative in connection with settlement of any dispute involving this organization and any member or members of the National Constructors Association, and will represent this organization at meetings of Plan Representatives.

It is my opinion that the National Disputes Adjustment Plan represents a new and constructive approach in labor-management relations in the construction industry, which will result in more contracts for N.C.A. members and thus provide more jobs for our members.

Fraternally yours,

Charles D. Aquadro
Charles D. Aquadro
International President

CDA/adh



UNITED ASSOCIATION
of Journeymen and Apprentices of the Plumbing and
Pipe Fitting Industry of the United States and Canada

UNITED ASSOCIATION BUILDING
901 MASSACHUSETTS AVENUE, N.W., WASHINGTON 1, D. C.

Office of the General President—PETER T. SCHOEMANN

There is no substitute for U. A. skilled craftsmen



Peter T. Schoemann
General President
John J. McCartin
Assistant General President
William T. Dodd
Executive Vice President
William C. O'Neill
General Secretary-Treasurer
Martin J. Ward
Assistant General Secretary-Treasurer

National 8-5523

April 5, 1961

Mr. Joseph G. Hand, Chairman
Labor Committee
National Constructors Association
1012 14th Street, N. W.
Washington 5, D. C.

Dear Mr. Hand:

I wish to acknowledge receipt of your letter of
March 31, 1961 in regard to the National Disputes Adjustment
Plan.

Our Assistant General President John J. McCartin
will serve as our representative.

With kind personal regards, I am

Sincerely yours,

Peter T. Schoemann

General President, U. A.

gce

AFFILIATED WITH THE VARIOUS DEPART

COMPOSED OF JOURNEYMEN AND APPRENTICES WHO HAVE

Sheet Metal Workers' International Association

1000 Connecticut Avenue



Phone: Sterling 3-0880

EDWARD F. CARLOUGH, General President
Washington 6, D. C.

November 7, 1961

Mr. C. J. Haggerty, President
Building and Construction Trades Department
815 Sixteenth Street, N. W.
Washington 6, D. C.

Dear Sir and Brother:

This is to advise that I intend to serve as the representative
under the National Disputes Adjustment Plan for the Sheet Metal Workers'
International Association. In the event I am unable to attend any meeting,
I shall designate at that time a representative from this Association
as my alternate. In accordance with this, I will serve as the principal
contact in connection with the settlement of any dispute involving this
Association and any member, or members, of the National Constructors
Association. I or my named alternate will be responsible for seeing that
such disputes are settled promptly, fairly and without work stoppages, if
possible.

It is my opinion that this plan will improve one hundred fold
labor-management relations in the construction industry. As a result
of this plan, the members of the National Constructors Association should
obtain more work for themselves and be providing more employment for the
members of our organizations.

Fraternally yours,

Edward Carlough
Edward Carlough
General President

EFC:lg

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NATIONAL CONSTRUCTORS ASSOCIATION

MEMBERS

Bechtel Corporation
220 Bush Street, San Francisco, California

Blaw-Knox Company
Chemical Plants Division
300 Sixth Avenue, Pittsburgh 22, Pennsylvania

C F Braun & Co
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Chemical Construction Corporation
320 Park Avenue, New York 22, New York

Day & Zimmermann, Inc.
1700 Sansom Street, Philadelphia, Pennsylvania

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Dravo Building, Pittsburgh 22, Pennsylvania

Ebasco Services, Inc.
2 Rector Street, New York 6, New York

The H. K. Ferguson Company
Ferguson Building, Cleveland, Ohio

The Fluor Corporation Ltd.
2500 S. Atlantic Blvd., Los Angeles, California

Ford, Bacon & Davis Construction Corporation
P.O. Box 1762, Monroe, Louisiana

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115 Broadway, New York, New York

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Company
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The M. W. Kellogg Company
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Koppers Company Inc.
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Koppers Building, Pittsburgh 19, Pennsylvania

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930 Fort Duquesne Blvd., Pittsburgh,
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Sanderson & Porter
72 Wall Street, New York, New York

Stone & Webster Engineering Corporation
49 Federal Street, Boston, Massachusetts

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4809 Tod Avenue, East Chicago, Indiana

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