

**DRAFT**  
**REQUEST FOR PROPOSALS**  
**FOR**  
**RENEWABLE DISPATCHABLE GENERATION**  
**AND**  
**ENERGY STORAGE**

June 27, 2025

*Appendix Q: Model Project Labor Agreement*



**Hawaiian  
Electric**

## MULTI-CRAFT MODEL PROJECT LABOR AGREEMENT

### ARTICLE I

#### PURPOSE

This Multi-Craft Project Labor Agreement (“Agreement”) is entered into this \_\_\_\_ day of \_\_\_\_\_, 202\_\_ by and among [Project Contractor], its successors or assigns (“Project Contractor”), the Bricklayers & Allied Craftworkers, Local Union 1, the Operating Engineers, Local Union 3, District Council 50 (Local Union 1791, Local Union 1889, Local Union 1926, and Local Union 1944), the Elevator Constructors, Local Union 126, the Heat & Frost Insulators & Allied Workers, Local Union 132, the United Union of Roofers, Waterproofers & Allied Workers, Local Union 221, the International Association of Sheetmetal, Air, Rail & Transportation Workers, Local Union 293, the Laborers International Union of North America, Local Union 368, the Iron Workers, Local Union 625, the International Brotherhood of Boilermakers, Local Union 627, the Operative Plasterers and Cement Masons, Local Union 630, the Plumbers and Fitters, Local Union 675, the Hawaii Teamsters & Allied Workers, Local Union 996, the International Brotherhood of Electrical Workers, Local Union 1186, and the International Brotherhood of Electrical Workers, Local Union 1260 (collectively, the "Union or Unions") with respect to the construction of the [name of Project] (“Project”). The Unions are signatories to this Agreement, acting on behalf of their respective Unions, through their duly authorized officers, executed this Agreement. The Project Contractor and the Unions are referred to collectively as the “Parties” and separately without distinction as a “Party”.

The term "Contractor" shall include all construction contractors and subcontractors of whatever tier engaged in construction work within the scope of this Agreement, including the Project Contractor when it performs construction work within the scope of this Agreement. Where specific reference to [name of Project Contractor] alone is intended, the term “Project Contractor” is used.

The Parties to this Agreement acknowledge that the construction of the [Project] is important to the development of \_\_\_\_\_ [description of Project and the specific needs it will serve]. The Parties recognize the need for the safe and timely completion of the Project without interruption or delay. This Agreement is intended to enhance this cooperative effort through the establishment of a framework for labor-management cooperation and stability and to avoid workplace tension when union and non-union employees work side-by-side.

The Contractor(s) and the Unions agree that the timely construction of this Project will require substantial numbers of employees from construction and supporting crafts possessing skills and qualifications that are vital to its completion. They will work together to furnish skilled, efficient craftworkers for the construction of the Project.

Further, the parties desire to mutually establish and stabilize wages, hours and working conditions for the craftworkers on this construction project, to encourage close cooperation between the Contractor(s) and the Unions to the end that a satisfactory, continuous and harmonious relationship will exist between the parties to this Agreement.

Therefore, in recognition of the special needs of this Project and to maintain a spirit of harmony, labor-management peace, and stability during the term of this Agreement, the parties agree to abide by the terms and conditions in this Agreement, and to establish effective and binding methods for the settlement of all misunderstandings, disputes or grievances which may arise. Further, the Contractor(s) and all contractors of whatever tier, agree not to engage in any lockout, and the Unions agree not to engage in any strike, slow-down, or interruption or other disruption of or interference with the work covered by this Agreement.

## ARTICLE II SCOPE OF AGREEMENT

Section 1. This Project Agreement shall apply to and include the recognized and accepted construction work that is included in the Master Agreements of each Union signatory to this Agreement under the direction of and performed by the Contractor(s), of whatever tier, which may include the Project Contractor, who have contracts awarded for such work on the Project. Such work shall include site preparation work and dedicated off-site work.

The Project is defined as: (list all aspects of the construction work involved.) It is agreed that the Project Contractor shall require all Contractors of whatever tier who have been awarded contracts for work covered by this Agreement, to accept and be bound by the terms and conditions of this Project Agreement by executing the Letter of Assent in the form of Attachment 1 prior to commencing work. The Project Contractor shall assure compliance with this Agreement by the Contractors. It is further agreed that, where there is a conflict, the terms and conditions of this Project Agreement shall supersede and override terms and conditions of any and all other national, area, or local collective bargaining agreements, except for all work performed under the NTD Articles of Agreement, the National Stack/Chimney Agreement, the National Cooling Tower Agreement, the National Agreement of the International Union of Elevator Constructors; and all instrument calibration work and loop checking shall be performed under the terms of the UA/IBEW Joint National Agreement for Instrument and Control Systems Technicians; with the exception of Articles V, VI, and VII of this Project Agreement, which shall apply to such work. It is understood that this is a self-contained, stand-alone Agreement and that by virtue of having become bound to this Project Agreement, neither the Project Contractor nor the Contractors will be obligated to sign any other local, area, or national agreement.

Section 2. Nothing contained herein shall be construed to prohibit, restrict or interfere with the performance of any other operation, work, or function which may occur at the Project site or be associated with the development of the Project.

Section 3. This Agreement shall only be binding on the signatory parties hereto and shall not apply to their parents, affiliates or subsidiaries.

Section 4. The Owner (as defined in Section 6 below) and/or the Project Contractor have the absolute right to select any qualified bidder for the award of contracts on this Project without reference to the existence or non-existence of any agreements between such bidder and any party to this Agreement; provided, however, only that such bidder is willing, ready and able to

become a party to and comply with this Project Agreement, should it be designated the successful bidder.

Section 5. Items specifically excluded from the scope of this Agreement include but are not limited to (a) work that is not covered or included in the Master Agreement(s) of any union party to this Agreement performed by the Project Contractor's own employees, (b) work that performed by bona fide Company employees, including work that is incidental, supplemental, or ancillary to the primary work performed by Company employees, and work covered by agreements between IBEW 1260 and IBEW 1186, and (c) work that is not historically or customarily performed by the Unions.

Section 6. The provisions of this Project Agreement shall not apply to **Insert name of Owner** ("Owner"), and nothing contained herein shall be construed to prohibit or restrict the Owner or its employees from performing work not covered by this Project Agreement on the Project site. As areas and systems of the Project are inspected and construction tested by the Project Contractor or Contractors and accepted by the Owner, the Project Agreement will not have further force or effect on such items or areas, except when the Project Contractor or Contractors are directed by the Owner to engage in repairs, modifications, check-out, and warranty functions required by its contract with the Owner during the term of this Agreement.

Section 7. It is understood that the Owner, at its sole option, may terminate, delay and/or suspend any or all portions of the Project at any time.

Section 8. It is understood that the liability of any employer and the liability of the separate unions under this Agreement shall be several and not joint. The Unions agree that this Agreement does not have the effect of creating any joint employer status between or among the Owner, Contractor(s) or any employer.

### ARTICLE III UNION RECOGNITION

Section 1. The Contractors recognize the signatory Unions as the sole and exclusive bargaining representatives of all craft employees within their respective jurisdictions working on the Project within the scope of this Agreement.

Section 2. There shall be no discrimination against any employee or applicant for employment because of his or her membership or non-membership in the Union or based upon race, creed, color, sex, age or national origin of such employee or applicant, or any other factor prohibited by state or federal law.

Section 3. All employees shall, as a condition of continued employment, pay Union dues, assessments and administrative fees, or an equivalent amount regardless of whether an employee is a member of a union. The Contractor(s) agree to deduct such dues, assessments and administrative fees, or equivalent amount, as designated by the appropriate Union, provided the employee has executed a written assignment. The Contractor(s) will remit to the Union once a month, the dues and fees deducted on or before the fifteenth (15th) day of each month

following the month in which the deduction was made. The Contractor(s) further agrees that the rights of all employees shall be adhered to.

Section 4. To the extent this Agreement addresses a subject, it represents the Parties' complete agreement on that subject. To the extent this Agreement does not address a subject, the terms and conditions of the Master Agreement(s) of each respective trade or craft signatory to this Agreement shall apply to that subject.

Section 5. All apprentices performing work according to this Agreement shall be indentured in a state-approved apprentice program for the applicable craft or trade.

#### ARTICLE IV

#### MANAGEMENT'S RIGHTS

Section 1. The Project Contractor and Contractors of whatever tier retain full and exclusive authority for the management of their operations. Except as otherwise limited by the terms of this Agreement, the Contractors shall direct their working forces at their prerogative, including, but not limited to hiring, promotion, transfer, lay-off or discharge for just cause. No rules, customs, or practices shall be permitted or observed which limit or restrict production, or limit or restrict the working efforts of employees. The Contractors shall utilize the most efficient method or techniques of construction, tools, or other labor-saving devices. There shall be no limitations upon the choice of materials or design, nor shall there be any limit on production by workers or restrictions on the full use of tools or equipment. There shall be no restriction, other than may be required by safety regulations or state law, on the number of employees assigned to any crew or to any service.

Section 2. The Contractor(s) agree to notify the Unions of all opportunities for employment on the Project. The Contractor may use their own core employees, defined as general foremen who have worked with the company for at least six months within the last two years, with three employees hired by referral from the Union's hiring hall before each additional core employee, up to a maximum limit of three core employees. Contractor(s) shall have the right to determine the competency of all employees, the number of employees required, the duties of such employees within their craft jurisdictions, and select employees to be laid off. The Contractor shall be the sole judge of the employee's qualification for the work to be performed and shall have the right to reject any applicant referred by a Union for any reason provided that the Contractor shall not discriminate against such applicant by reason of age, race, color, religion, sex, national origin, or by reason of membership or non-membership in any labor organization or any other reason prohibited by state law.

Section 3. Whenever a Contractor requires employees to perform work that may be covered by this Agreement, the Contractor may request that the Union refer up to five specific employees to work for the Contractor upon the following procedure. The Union shall refer the first specific employee requested by the Contractor to work for the Contractor before the Union refers any other employees under its referral procedure. The Union shall then refer the next four specific employees requested by the Contractor on a one to one basis (i.e., first one

employee under its referral procedure and then another specific employee requested by the Contractor, and so forth).

Section 4. In the event that referral facilities and processes maintained by the Unions are unable to fill the requisition of employees requested by the Contractor within a forty eight (48) hour period from the time such request is received by the Union, the Contractor shall be free to obtain such employees from any source but remain obligated to meet all provisions herein.

ARTICLE V:  
WORK STOPPAGES AND LOCKOUTS

Section 1. During the term of this Agreement, there shall be no strikes, picketing, work stoppages, slow downs or other disruptive activity for any reason by the Union, its applicable local union or by any employee, and there shall be no lockout by the Contractor. Failure of any Union, local union or employee to cross any picket line established at the Project site is a violation of this Article.

Section 2. The Union and its applicable local union shall not sanction, aid or abet, encourage or continue any work stoppage, strike, picketing or other disruptive activity at the Contractor's project site and shall undertake all reasonable means to prevent or to terminate any such activity. No employee shall engage in activities which violate this Article. Any employee who participates in or encourages any activities which interfere with the normal operation of the Project shall be subject to disciplinary action, including discharge, and if justifiably discharged for the above reasons, shall not be eligible for rehire on the Project for a period of not less than ninety (90) days.

Section 3. Neither the Union nor its applicable Local Union shall be liable for acts of employees for whom it has no responsibility. The International Union General President or Presidents will immediately instruct, order and use the best efforts of his office to cause the local union or Unions to cease any violations of this Article. An International Union complying with this obligation shall not be liable for unauthorized acts of its local union. The principal officer or officers of a local union will immediately instruct, order and use the best efforts of his office to cause the employees the local union represents to cease any violations of this Article. A Local Union complying with this obligation shall not be liable for unauthorized acts of employees it represents. The failure of the Contractor to exercise its right in any instance shall not be deemed a waiver of its right in any other instance.

ARTICLE VI:  
DISPUTES AND GRIEVANCES

Section 1. This Agreement is intended to provide close cooperation between management and labor. Each of the Unions will assign a representative to this Project for the purpose of completing the construction of the Project safely, economically, efficiently, continuously, and without interruptions, delays, or work stoppages.

Section 2. The Contractors, Unions, and the employees, collectively and individually, realize the importance to all parties to maintain continuous and uninterrupted performance of the work of the Project, and agree to resolve disputes in accordance with the grievance- arbitration provisions set forth in this Article.

Section 3. Any question or dispute arising out of and during the term of this Project Agreement (other than trade jurisdictional disputes) shall be considered a grievance and subject to resolution under the following procedures:

Step 1. (a) When any employee subject to the provisions of this Agreement feels he or she is aggrieved by a violation of this Agreement, he or she, through his or her local union business representative or job steward, shall, within ten (10) working days after the occurrence of the violation, give notice to the work-site representative of the involved Contractor stating the provision(s) alleged to have been violated. The business representative of the local union or the job steward and the work-site representative of the involved Contractor and the Project Contractor shall meet and endeavor to adjust the matter within three (3) working days after timely notice has been given. The representative of the Contractor shall keep the meeting minutes and shall respond to the Union representative in writing (copying the Project Contractor) at the conclusion of the meeting but not later than twenty-four (24) hours thereafter. If they fail to resolve the matter within the prescribed period, the grieving party may, within forty- eight (48) hours thereafter, pursue Step 2 of the Grievance Procedure, provided the grievance is reduced to writing, setting forth the relevant information concerning the alleged grievance, including a short description thereof, the date on which the grievance occurred, and the provision(s) of the Agreement alleged to have been violated.

(b) Should the Local Union(s) or the Project Contractor or any Contractor have a dispute with the other party and, if after conferring, a settlement is not reached within three (3) working days, the dispute may be reduced to writing and proceed to Step 2 in the same manner as outlined herein for the adjustment of an employee complaint.

Step 2. The Union Representative and the involved Contractor shall meet within seven (7) working days of the referral of a dispute to this second step to arrive at a satisfactory settlement thereof. Meeting minutes shall be kept by the Contractor. If the parties fail to reach an agreement, the dispute may be appealed in writing in accordance with the provisions of Step 3 within seven (7) calendar days thereafter.

Step 3. (a) If the grievance has been submitted but not adjusted under Step 2, either party may request in writing, within seven (7) calendar days thereafter, that the grievance be submitted to an Arbitrator mutually agreed upon by them. The Contractor and the involved Union shall attempt mutually to select an arbitrator, but if they are unable to do so, they shall request Dispute Prevention & Resolution, Inc. to provide them with a list of arbitrators from which the Arbitrator shall be selected. The rules of Dispute Prevention & Resolution, Inc. shall govern the conduct of the arbitration hearing. The decision of the arbitrator shall be final and binding on all parties. The fee and expenses of such arbitration shall be borne equally by the Contractor and the involved local union(s).

(b) Failure of the grieving party to adhere to the time limits established herein shall render

the grievance null and void. The time limits established herein may be extended only by written consent of the parties involved at the particular step where the extension is agreed upon. The arbitrator shall have the authority to make decisions only on issues presented to him or her, and he or she shall not have the authority to change, amend, add to or detract from any of the provisions of this Agreement.

Section 4. The Project Contractor and Owner shall be notified of all actions at Steps 2 and 3 and shall, upon their request, be permitted to participate in all proceedings at these steps.

## ARTICLE VII JURISDICTIONAL DISPUTES

Section 1. The assignment of work will be solely the responsibility of the Contractor performing the work involved; and such work assignments will be in accordance with the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry (the "Plan") or any successor Plan.

Section 2. Should a jurisdictional dispute arise, there shall first be an attempt to resolve the dispute at the Project level by the Contractor and the Unions involved in the dispute. If the dispute is not resolved within seven (7) days, it will be referred for settlement to the International Presidents of the Unions involved. If after a period of fifteen (15) working days it is not resolved by the International Presidents, a complaint may be filed according to the Plan for the Settlement of Jurisdictional Disputes.

Section 3. Notwithstanding Section 2 of this Article V, all unresolved jurisdictional disputes on this Project, between or among building trades unions and employers shall be settled and adjusted according to the present Plan established by North America's Building Trades Unions or any other plan or method of procedure that may be adopted in the future by North America's Building Trades Unions. Decisions rendered shall be final, binding and conclusive on the employers and unions.

Section 4. All jurisdictional disputes shall be resolved without the occurrence of any strike, work stoppage, or slow-down of any nature, and the Contractor's assignment shall be adhered to until the dispute is resolved. Individuals violating this section shall be subject to immediate discharge.

Section 5. Each Contractor will conduct a pre-job conference with all Parties signatory to this Agreement according to Article XIV herein to discuss among other issues, the list of contractors and subcontractors to be used and their respective assigned scope of work. The Project Contractor and the Owner will be advised in advance of all such conferences and may participate if they wish.

## ARTICLE VIII SUBCONTRACTING

The Project Contractor agrees that neither it nor any of its contractors or subcontractors will subcontract any work to be done on the Project except to a person, firm or corporation who is or agrees to become party to this Agreement. Any contractor or subcontractor working on the Project shall, as a condition to working on said Project, become signatory to and perform all work under the terms of this Agreement.

## ARTICLE IX

### WAGES, HOURS, OVERTIME, SCHEDULING, HOLIDAYS, AND BENEFITS

The wages, hours, shifts, schedules, overtime, holidays, benefits, and other terms and conditions of employment shall be governed by the applicable craft's Master Agreement.

## ARTICLE X

### HELMETS TO HARDHATS

Section 1. The employers and the Unions recognize a desire to facilitate the entry into the building and construction trades of veterans who are interested in careers in the building and construction industry. The Employers and Unions agree to utilize the services of the Center for Military Recruitment, Assessment and Veterans Employment (hereinafter "Center") and the Center's "Helmets to Hardhats" program to serve as a resource for preliminary orientation, assessment of construction aptitude, referral to apprenticeship programs or hiring halls, counseling and mentoring, support network, employment opportunities and other needs as identified by the parties.

Section 2. The Unions and Employers agree to coordinate with the Center to create and maintain an integrated database of veterans interested in working on this Project and of apprenticeship and employment opportunities for this Project. To the extent permitted by law, the Unions will give credit to such veterans for Bonafide, provable past experience.

## ARTICLE XI

### SAFETY AND HEALTH

Section 1. It is the responsibility of each Contractor to ensure safe working conditions and employee compliance with any safety rules contained herein or established by the Contractor in accordance with the State of Hawaii, Hawaii Revised Statutes 396-18 and Hawaii Administrative Rules Title 12, Subtitle 8, Part 3. It is understood that the employees have an individual obligation to use diligent care to perform their work in a safe manner and to protect themselves and the property of the Contractor and the Project owner.

Section 2. Employees shall be bound by the safety, security and visitor rules established by the Contractor. These rules will be published and posted in conspicuous places throughout the work site. An employee's failure to satisfy the obligations under this Section will subject him/her

to progressive discipline up to and including, possible discharge.

Section 3. The Parties to this Agreement acknowledge the prohibition of the use, sale, transfer, purchase and/or possession of a controlled substance, alcohol and/or firearms while on Project premises. Additionally, all Parties to this Agreement agree to a "drug free" work place policy, which prohibits those working on this Project from having a level of alcohol which could indicate impairment, and/or any level of controlled substances (i.e., illegal drugs) in their system. No employee shall be permitted to work on the Project under the influence of intoxicants or drugs and shall be removed from the Project if found under the influence of intoxicants or drugs.

Section 4. To that end, the Parties agree that all employees performing work under this Agreement shall be obligated and bound to their employer's drug and alcohol prevention policies and programs, whether those policies and procedures are contained in separate collective bargaining agreement between the Union and Contractor or policies and procedures of a contractor that has no separate collective bargaining agreement with the union.

## ARTICLE XII

### UNION REPRESENTATION

Section 1. Each Union shall have the right to designate a working craft employee as steward for each Contractor employing such craft on the Project. Such designated steward shall be a qualified workman assigned to a crew and shall perform the work of the craft. The steward shall not perform supervisory duties. Under no circumstances shall there be non-working stewards. Stewards shall be permitted a reasonable amount of time during work hours to perform applicable Union duties related to the work being performed by the craft employees of his Contractor and not to the work being performed by the other Contractors or their employees.

Section 2. Authorized representatives of the Union(s) shall have access to the Project, provided that such representatives fully comply with the posted visitor, security, and safety rules and the environmental compliance requirements of the Project, provided they do not unnecessarily interfere with the employees or cause them to neglect their work. The Contractor recognizes the right of the access set forth in this Section and such access will not unreasonably be withheld from an authorized representative of the Union.

## ARTICLE XIII

### JOINT ADMINISTRATIVE COMMITTEE

Section 1. The parties to this Agreement shall establish a four (4) person Joint Administrative Committee ("JAC"). This JAC shall be comprised of a management party made up of two (2) representatives selected by the Project Contractor; and a labor party made up of two (2) representatives from the Unions of which at least one representative shall be a member in good

standing, officer or administrator of the Hawaii Building and Construction Trades Council. Each representative shall designate an alternate who shall serve in his or her absence for any purpose contemplated by this Agreement.

Section 2. The JAC shall not be involved in or rule upon any individual grievances. Outside of the context of an individual grievance, the JAC will resolve any interpretations or clarifications of this Agreement that may be required by the Unions and/or the Contractor by majority vote with such resolutions to be binding on all signatories of this Agreement as provided herein. Any question regarding the meaning, interpretation, or application of the provisions of this Agreement, shall be referred directly to the JAC for resolution prior to such question being referred to arbitration in the event the JAC is unable to resolve the question. Such resolutions or clarifications shall be reduced to writing, jointly signed by the JAC and distributed to the signatory parties to this Agreement. Labor and management shall each have one equal vote at JAC meetings regardless of the number of attendees. Labor and management shall jointly chair the JAC.

#### ARTICLE XIV

##### PRE-JOB CONFERENCE

The Project Contractor shall conduct a pre-job conference with representatives of the Unions signatory to this Agreement prior to the start of any construction work on the Project, but no later than thirty (30) calendar days after the execution of the Project Contractor's contract with the Owner to perform construction work on the Project, provided that the Project Contractor shall provide to the Unions no later than seven (7) days prior to the scheduled day of the conference, notice of the pre-job conference and a list of all Contractors performing construction work on the Project including the scope of work to be performed by each Contractor. It is agreed that the purpose of the pre-job conference shall include, but not be limited to, discussion of the scope and assignment of work to be performed by Contractors on the Project.

#### ARTICLE XV

##### DURATION

It is agreed that the duration of this Agreement shall be from the commencement of construction, as evidenced by a notice to proceed and will continue for the duration of the Project until final completion and the Project reaches commercial operations, regardless of whether corresponding collective bargaining agreements expire. All wages and benefits and terms and conditions of employment shall continue for the duration of this Project regardless of whether corresponding collective bargaining agreements expire. In the event any collective bargaining agreements expire without timely agreement by the parties, wages will thereafter be increased in accord with the applicable prevailing wages as provided for in Hawaii Revised Statutes Chapter 104.

ARTICLE XVI

MODIFICATIONS TO THIS AGREEMENT

If the Project Contractor, Contractor(s) or the Unions feel that any provisions of this Agreement are not meeting the needs of the Project, they may agree to specific modifications to such provisions as provided herein, provided that all affected parties much agree in writing to those modifications.

Any modification to this Agreement shall be executed in writing and signed by the contractual representative of each Party. Any modification that creates an additional or reduced commitment for either Party must be incorporated by amendment and signed by the contractual representative of all Parties signatory to this Agreement.

ARTICLE XVII

EXECUTION IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which when executed shall be deemed to be an original but all of which taken together shall constitute one and the same. The Parties shall be entitled to sign and transmit an electronic signature, which shall be considered an original signature for all purposes and shall have the same force and effect as an original signature.

ARTICLE XVIII

SAVINGS CLAUSE

This document contains the entire agreement of the Parties and neither Party has made any representations to the other which are not contained herein. This Agreement is intended to fully conform to all statutes, regulations, and Executive Orders of the State of Hawaii. Should any provision herein contained be rendered or declared invalid by reason of any existing legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof, and they shall remain in full force and effect. The parties shall immediately meet to renegotiate the portion or portions thereof rendered invalid. This Agreement shall be governed by the laws of the State of Hawaii.

*[Signature Page Follows]*

**[INSERT NAME OF PROJECT CONTRACTOR]**

By: \_\_\_\_\_ Date: \_\_\_\_\_

Name:

Its:

INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS, LOCAL UNION  
1260

By: \_\_\_\_\_ Date: \_\_\_\_\_

Name: Leroy Chincio, Jr.

Its: Business Manager, Financial Secretary

BRICKLAYERS & ALLIED CRAFTWORKERS, LOCAL UNION 1

By: \_\_\_\_\_ Date: \_\_\_\_\_

Name: Jeff Ornellas

Its: Business Manager

OPERATING ENGINEERS, LOCAL UNION 3

By: \_\_\_\_\_ Date: \_\_\_\_\_

Name: Ana Tuiasosopo

Its: District Representative

DISTRICT COUNCIL 50 (LOCAL UNION 1791, LOCAL UNION 1889, LOCAL  
UNION 1926, and LOCAL UNION 1944)

By: \_\_\_\_\_ Date: \_\_\_\_\_

Name: Ryden Valmoja

Its: Business Manager

ELEVATOR CONSTRUCTORS, LOCAL UNION 126

By: \_\_\_\_\_ Date: \_\_\_\_\_

Name: Marc Yamane

Its: Business Manager

HEAT & FROST INSULATORS & ALLIED WORKERS, LOCAL UNION 132

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: Douglas Fulp  
Its: Business Manager

UNITED UNION of ROOFERS, WATERPROOFERS & ALLIED WORKERS, LOCAL UNION 221

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: Vaughn Chong  
Its: Business Manager

INTERNATIONAL ASSOCIATION of SHEET METAL, AIR, RAIL & TRANSPORTATION WORKERS, LOCAL UNION 293

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: Art Tolentino  
Its: Business Manager

LABORERS INTERNATIONAL UNION of NORTH AMERICA, LOCAL UNION 368

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: Peter Ganaban  
Its: Business Manager

IRON WORKERS, LOCAL UNION 625

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: Joseph O'Donnell  
Its: Business Manager

INTERNATIONAL BROTHERHOOD of BOILERMAKERS, LOCAL UNION 627

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: Jacob Evenson  
Its: Business Manager

OPERATIVE PLASTERS and CEMENT MASONS, LOCAL UNION 630

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: Peter Iriarte  
Its: Business Manager

PLUMBERS and FITTERS, LOCAL UNION 675

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: Valentino Ceria  
Its: Business Manager

HAWAII TEAMSTERS & ALLIED WORKERS, LOCAL UNION 996

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: Kevin Holu  
Its: President

INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS, LOCAL UNION  
1186

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: Damien Kim  
Its: Business Manager, Financial Secretary

Attachment 1  
LETTER OF ASSENT  
Multi-Craft Project Labor Agreement

Re: [Project Name]  
[Project Reference No.]  
[Project Description]

Dear Sir/Madam;

This is to certify that the undersigned is a licensed Contractor Company in good standing in the state of Hawaii, is contracted to perform construction work on the above referenced project, has examined a copy of the Multi-Craft Project Labor Agreement ("PLA") dated [Month, Day, Year], between [Project Contractor] and the signatory Unions, and is duly authorized to sign on behalf of and binding the Company to the terms and conditions of the PLA as a condition of performing such construction work. The undersigned Contractor hereby agrees to comply with all the terms and conditions of the PLA as such PLA may, from time to time, be amended or interpreted according to its terms.

It is understood that the signing of this Letter of Assent shall be as binding on the undersigned Contractor as though the undersigned Contractor had signed the above-referenced PLA. The Contractor agrees that it and all its subcontractors of whatever tier, shall execute a Letter of Assent and agree to be bound by the PLA for all construction work performed on the Project, or work recognized and included in the Master Agreements of the Unions signatory to the PLA.

This Letter of Assent shall become effective and binding upon the undersigned Contractor immediately upon execution and shall remain in full force and effect until the completion of the Project.

[Contractor Company Name]  
[Contractor Company Address]  
[Email/ Phone Contact]

By: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name: \_\_\_\_\_

Its: \_\_\_\_\_