

**AGREEMENT TO MODIFY AND EXTEND THE IRON WORKERS
LOCAL UNION NO. 16 AND
IRONWORKERS GLAZIERS EMPLOYERS ASSOCIATION
COLLECTIVE BARGAINING AGREEMENT**

Iron Workers Local Union No. 5 ("Local 5"), as successor to Iron Workers Local Union No. 16 ("Local 16"), and the Ironworkers Glaziers Employers Association agree to an extension and modification of the Iron Workers Local Union No. 16 and the Ironworkers Glaziers Employers Association collective bargaining agreement ("Agreement"), with a current term of April 1, 2014 through March 31, 2017, under the following terms and conditions:

1. The term of the Agreement is extended to May 31, 2019. Unless otherwise stated herein, all terms and conditions set forth in the Agreement shall continue in full force and effect until May 31, 2019. ✓
2. Effective June 1, 2017, the hourly wage and fringe benefit package shall be increased by \$1.25 per hour. The allocation of this increase between wages and benefits to be determined by Local 5. Section 41 of the Agreement will be adjusted and modified accordingly. ✓
3. Effective June 1, 2018, the hourly wage and fringe benefit package shall be increased by \$1.35 per hour. The allocation of this increase between wages and benefits to be determined by Local 5. Section 41 of the Agreement will be adjusted and modified accordingly. ✓
4. The Ironworkers Glaziers Employers Association, and all Employers it represents, recognize Local 5 as the successor to Local 16 and as the bargaining representative of the employees covered by the Agreement. Any section or place in the Agreement where a reference is made to "Local 16," "Local Union," "Union" or "Local" shall be read and understood to mean "Local 5." ✓
5. Sections 93 and 94 of the Agreement will be modified to require a four-month notice prior to the May 31, 2019 expiration date for either party desiring to terminate, modify or otherwise make changes to the Agreement, unless the parties mutually agree to make changes prior to this date. In addition, neither party is compelled to commence bargaining prior to this date. ✓
6. No other changes shall be made to the Agreement.

APPLICATION FOR APPROVAL OF A PROPOSED SUSPENSION OF BENEFITS UNDER
IRONWORKERS LOCAL UNION 16 PENSION FUND
EIN/PN: 52-6148924 / 001

Exhibit 7.07 (Checklist Item #38)
Excerpts from Collective Bargaining Agreement

By signing below, the parties signify their agreement to this extension and
modifications to the Agreement as set forth herein.

**FOR IRON WORKERS
LOCAL UNION NO. 5:**

**FOR THE IRONWORKERS
GLAZIERS EMPLOYERS
ASSOCIATION:**


Business Manager, Local 5


President, IGLEA

Date: 3-28-2017

Date: 3/30/17

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PREAMBLE

This Agreement is entered into by collective bargaining to prevent strikes and lockouts and to facilitate peaceful adjustment of grievances and disputes between employer and Union in this trade and to prevent waste, unnecessary and avoidable delays, and expenses, and, so far as possible, to provide for Labor's continuous employment, such employment to be in accordance with the conditions herein set forth and at wages herein agreed upon; also, that stable conditions may prevail in the building industry and building costs may be as low as possible, consistent with fair wages and conditions, and further, the establishment of the necessary procedures by which these ends may be accomplished.

UNION SECURITY

All employees who are members of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers on the effective date of this Agreement shall be required to remain members of the Association in good standing as a condition of employment during the terms of this Agreement. All employees may be required to become members of the Association and remain in good standing as a condition of employment from and after the thirty-first day following the date of their employment, or the effective date of this Agreement, whichever is later. (This clause shall be effective only in those states permitting Union Security).

The Company agrees that any amendments of the Labor Management Relations Act of 1947, or any State Statutes, which will permit closed shop or union shop, the same shall become automatically a part of this Agreement. In the event of any legislation passed by the Federal Government or the State Government, which in any way modifies or changes the present law with respect to any type of Union Security, or the duration of the period in which any employee may be required to join the Union, then, in that event, the terms provided for by such legislation shall automatically become a part of this Agreement, and shall be binding upon the parties.

1. CRAFT JURISDICTION

A. It is agreed that the jurisdiction of work covered by This Agreement is that provided for on the charter grant issued by the American Federation of Labor to the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, it being understood that the claims are subject to trade agreements and final decision of the AFL-CIO.

B. Jurisdictional disputes will be reviewed by the local representatives of the Iron Workers and the other craft or crafts involved in said dispute. In the event the local representatives are unable to agree to work assignment, the dispute shall immediately be submitted to the International representatives of the Ironworkers and the International representatives of the other craft or crafts involved in the dispute.

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C. In the event that the International representatives are unable to agree, the dispute shall immediately be submitted to the American Federation of Arbitration Board. Agreement by the local representatives and/or the International representatives as to work assignment shall be binding on all crafts involved and the employer. The decision of the American Federation of Arbitration shall be binding on all parties. The parties shall be bound by the work assignments made by the Employer until the arbitrator's decision has been rendered.

2. LETTER OF ASSIGNMENT

A. Iron Workers Local #16 craft jurisdictional claims shall include, but shall not be limited to, those set forth in the International Constitution Article IV; therefore, the Employer will furnish Iron Workers Local #16 a signed letter of craft jurisdictional assignment or a letter of evidence that work has been assigned or completed by members of Iron Workers Local #16 and the rate of wages and fringe benefits within seven (7) days of written or oral request by authorized representative of Iron Workers Local #16.

B. In order to maintain union wages on jobs in accordance with prevailing rates, each contractor must furnish monthly to the union on forms (Wage Rate Sheets) supplied by the union, each job said contractor has within the jurisdictional boundary lines of Local Union #16.

3. JURISDICTION OF WORK

A. This Organization claims for its members the fabrication, production, erection and construction of all iron, steel ornamental, lead, bronze, brass, copper, aluminum, all ferrous and nonferrous metals; precast, prestressed and poststressed concrete structures, agitators, air ducts, anchors, application of all sealants such as Thiokol, Neoprene and similar types used to seal metal to metal surfaces; aprons, aqueducts, awnings, barjoist, blast furnaces, book stacks, boilers (sectional water tube, and tubular), boxes, brackets, bridges, bucks, bulkheads, bunkers, cableways, caissons, canopies, caps, cast tiling, chutes, clips, cofferdams, concentrators, conveyors, coolers, coping, corbels, corrugated sheets, when attached to steel frames; cranes (the erection, installation, handling, operating and maintenance on all forms of construction work), crushers, cupolas, curtains, dams, decking (metal); roof decking (such as "Cofar" and similar type materials, as well as "Trusdeck", Mahon "M" deck and other dual purpose type roof deck), derricks, docks, domes, dredges, drums, duct, and trench frames and plates, dumb waiter enclosures, dumpers, elevators, elevator cards, elevator enclosures, enamel tanks, enamel vats, escalators, expanded metals, facias, false work, fans, fencing, fire escapes, finds, flag poles, floor construction and flooring, flumes, frames, frames in support of boilers, fronts, fur rooms, gates, grating, grillage and foundation work, grillwork, guards, hangers, hanging ceilings, hoppers, hot rooms, inclines, iron doors, jail and cell work, joists (pre-cast, pre-stressed and post-stressed), kalomeined-doors, kiln, lintels, lockers, locks, louvers, machinery

39. HOLIDAYS

A. The following holidays shall be observed; New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day and Christmas Day. Any holiday which occurs on a Sunday will be observed on the following Monday. A holiday which occurs on Saturday shall be observed on the preceding Friday.

B. When mutually agreed upon by the contractor and the employees, the contractor, if not prohibited by the general contractor, shall schedule the day before and the day after for a minimum of eight (8) hours of work.

40. WAGES, FRINGE BENEFITS, PAYROLL DEDUCTIONS AND TRUST FUNDS

A. The amount paid in Fringe Benefits and the amount withheld for payroll deductions shall be paid at straight time rate for each hour for which each employee is paid.

B. The Employer, when signing this Agreement, shall become bound to all Trust Fund Agreements and provisions contained herein, the terms of which are incorporated herein, including interest and liquidated damages for failure to pay said Fringe Benefits when due. Failure of the Employer to pay the Fringe Benefits when due will be a breach of this Agreement, and the Union shall have the right to picket or strike until the Fringe Benefits have been paid.

C. The Employer agrees to make all Fringe Benefits and Payroll Deductions, which must be postmarked no later than the 15th day of the month following the month the employees are employed. When failing to pay these amounts on time, the Employer agrees to pay, as referenced in paragraph B above, a rate of 10% Liquidated damages and 12% Interest per annum calculated on the total monthly contributions. This provision will be strictly enforced. Fringe benefit payments will be extended from due in 15 days, to due in 45 days for local contractors only.

D. Any contractor making contributions required by this Agreement for Fringe Benefits and Payroll Deductions may be required, if so directed by the Local Union, to post a Cash Bond or Escrow Funds (in a joint account with the Union) in the amount of \$25,000.00. The Fringe Benefit Trustees and or the Local Union may use the Cash Bonds or Escrow Funds if the Employer fails to meet his or her obligation to pay the Fringe Benefits and Payroll Deductions in a timely manner. If the amount of the Cash Bond or Escrow Funds on deposit has been exhausted, the contractor, upon notification from the Local Union, will immediately deposit further sums or bonds for the same total amounts. At the termination of said Agreement for which any bonds or funds on deposit are not used shall be returned to the contractor or his equal successor:

This payment of a Security Bond or cash will not relieve the Employer of filing regular monthly reporting forms and payment as required.

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In lieu of posting a cash bond or maintaining an escrow fund, the Union may allow a Contractor to make weekly payments to the Fringe Benefit Funds for contributions due under this Agreement.

E. The contractor agrees upon entering into this agreement to be responsible, to reimburse The Trust Fund as well as Iron Workers Local Union #16 for any Attorney's fees and all other costs incurred in the collection of delinquent Wages, Fringe Benefits and Payroll Deductions which are due on behalf of the employees, the Fringe Benefit Fund or the Local Union.

F. The signatory Employer herein agrees that Local Union #16, the Fringe Benefit Funds or their designated agent may audit the books or financial accounts of the Employer if the Employer becomes delinquent in its payment of Wages, Fringe Benefits or Payroll Deductions.

G. Local Union #16 will have the option to remove members Or refuse to refer any members to any contractor who is delinquent in the paying of Wages, Fringe Benefits or Payroll Deductions to the employees, the Local Union or the Fringe Benefit Office.

41. RATES FOR WAGES, FRINGE BENEFITS AND PAYROLL DEDUCTIONS

*****All wage rates, fringe benefits and payroll deductions are subject to change upon yearly contract negotiations. All changes will be sent in writing to all employers.*****

A. WAGE RATES AND FRINGES

1. Effective the FIRST FULL PAY PERIOD AFTER after April 1, 2015 through March 31, 2016 the following hourly wage rates and fringe benefits will apply to the following classifications.

\$ 30.98 - GENERAL FOREMAN FOR IRONWORKERS, RODMEN, GLAZIERS AND ORNAMENTAL
\$ 29.98 - FOREMAN FOR IRONWORKERS, RODMEN, GLAZIERS, AND ORNAMENTAL
\$ 27.98 - JOURNEYMAN IRONWORKERS, RODMEN, GLAZIERS, AND ORNAMENTAL
\$ 31.23 - GENERAL FOREMAN FOR SHEETERS
\$ 30.23 - FOREMAN FOR SHEETERS
\$ 28.23 - JOURNEYMAN FOR SHEETERS
\$ 30.73 - GENERAL FOREMAN FOR FENCE ERECTORS
\$ 29.73 - FOREMAN FOR FENCE ERECTORS
\$ 27.73 - JOURNEYMAN FENCE ERECTORS

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FRINGE BENEFITS

\$ 9.70	PENSION
\$ 2.10	ANNUITY
\$ 6.28	HEALTH & WELFARE
\$ 0.62	APPRENTICESHIP & TRAINING
\$ 0.06	INDUSTRY ADVANCEMENT FUND
\$ 0.13	I.M.P.A.C.T.
<hr/>	
\$18.89	TOTAL FRINGES

B. PAYROLL DEDUCTIONS

***4 % - OF GROSS WAGES FOR CHECK-OFF

\$ 0.50 - IRONWORKERS TARGET PROGRAM - ON ALL HOURS PAID

i.e - TIME AND A HALF = \$.75 DOUBLE TIME = \$1.00

\$ 0.09 - IRONWORKERS ORGANIZING PROGRAM

\$ 0.01 - B.U.I.L.D. (VOLUNTARY)

\$ 0.05 - I.P.A.L. (VOLUNTARY)

\$ 1.00 - VACATION FUND - ON ALL HOURS PAID

i.e. - TIME AND A HALF - \$1.50 DOUBLE TIME = \$2.00

\$ 0.13 - I.M.P.A.C.T.

1. CHECK-OFF OR WORK ASSESSMENT

Effective April 1, 2015 through March 31, 2016 the contractor agrees to deduct four percent (4%) from each employee's weekly gross wages for working and special assessments known as check-off.

2. B.U.I.L.D. FUND (BUILDING UNIONS INDIVIDUAL LABOR DONATION)

Each employee may voluntarily designate said Employer to deduct from said employee's hourly rate a negotiated amount per hour. This deduction made out to B.U.I.L.D. will be forwarded to GEMGroup, Oxford Building, Suite 624, 8600 LaSalle Road, Towson, MD 21286. Please send in care of Marsha Fonte.

This voluntary deduction will be effective for the length of this contract and may be stopped or started by each employee at his or her discretion.

3. I.P.A.L (IRONWORKERS POLITICAL ACTION LEAGUE)

Each employee may voluntarily designate said Employer to deduct from employee's hourly rate a negotiated amount per hour. This deduction should be made out to I.P.A.L. will be forwarded to GEMGroup, Oxford Building, Suite 624, 8600 LaSalle Rd., Towson, MD 21286. Please send in care of Marsha Fonte.

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This voluntary deduction will be effective for the length of this contract and may be stopped or started by each employee at his or her discretion.

4. VACATION

The sum of \$ 1.00 - ON ALL HOURS PAID (*i.e.* - *TIME AND A HALF* - *\$1.50 DOUBLE TIME = \$2.00*) will be deducted from each employee's hourly wage rate. This deduction will be made out to Vacation and will be forwarded to GEMGroup, Oxford Building, Suite 624, 8600 LaSalle Road., Towson, MD 21286. Please send in care of Marsha Fonte.

5. ORGANIZING

A negotiated amount per hour will be deducted from each employee's hourly wage rate. This deduction will be made out to Organizing and will be forwarded to GEMGroup, Oxford Building, Suite 624, 8600 LaSalle Road., Towson, MD 21286. Please send in care of Marsha Fonte.

6. IMPACT

A negotiated amount per hour will be deducted from each employee's hourly wage rate. This deduction will be made out to IMPACT and will be forwarded to GEMGroup, Oxford Building, Suite 624, 8600 LaSalle Road., Towson, MD 21286. Please send in care of Marsha Fonte.

7. TARGET- (MARKET RECOVERY PROGRAM)

There shall be a special assessment on each Union member in the amount of fifty (\$.50) cents c) per hour for the first forty (40) hours worked seventy-five (\$.75) cents on all time and a half hours and one dollar (1.00) on all double time hours, and that said assessment shall become due and effective on April 1, 1992 or earlier if the agreement is modified to provide for an earlier increase in wages.

C. Local Union #16 shall have the right to allocate all Wages and Fringes in any manner directed by the Membership. "Definition" - If at the time period an increase in Wages are due into the Wage Package and those monies allocated for Wages are needed in the Fringe Package, then those monies can be put in Fringe Benefits.

B. The Local Union will notify the Employer prior to the designated increase as to where the increase will be applied.

C. The Employer agrees that employees covered by this Agreement transferred from job to job during working hours will receive time and transportation for such transfer. If the Employer cannot supply such transportation to employees, the Employer will pay forty (\$.40) cents

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the Ironworkers Vacation Fund Local Union #16, no later than the 15th day of each month following the month in which employees are on employers payroll, together with a statement setting forth the same, social security number, hours paid. Employers shall be furnished with appropriate authorization by each employee authorizing said deduction.

Employees shall be allowed to take their vacations at their own discretion and shall not be terminated as long as the job is still in progress, provided the employee gives two (2) weeks notification to the Employer.

51. ORGANIZING FUND

The employer will deduct from each employee's wages a negotiated amount per hour for each hour in which the employees are paid wages to the Organizing Fund.

The employer will send by check, the amount withheld from employee's for the Organizing Fund to GEMGroup, which must be postmarked no later the 15th day of each month following the month in which employee's are on Employers payroll, together with a statement setting forth, the name, social security number, amount withheld and hours paid of each employee from which this deduction has been withheld.

52. I.M.P.A.C.T.

In addition to the per hour wage rate, The Employer shall make a contribution to the Ironworker-Management Progressive Action Cooperative Fund ("IMPACT"), a jointly trusted cooperative trust with federal tax exemption status under Section 501(a) of the Internal Revenue code as an exempt organization under Section 501(a)(5) of the Internal Revenue Code. The general purpose of the Trust includes the improvement and development of the Ironworker Industry through Education, Training, Communication, Cooperation and governmental lobbying and legislative initiatives. The reporting payment, frequency of payment and administration of such contributions shall be governed by the terms of the IMPACT Trust agreement, policies and resolutions.

The contribution to IMPACT shall be thirteen (\$.13) cents per hour worked. The Employer will pay one half of the contribution rate and the Local 16 union members (I.E. employees) will pay the other half totaling twenty six (\$.26) cents per hour worked.

The twenty six (\$.26) cents per hour contribution shall be in lieu of any and all contractual requirements for contributions to the National Ironworkers and Employers Apprenticeship Training and Journeyman Upgrading Fund and the Institute of the Ironworking Industry. In addition the Union and Employer agree that by making contributions to IMPACT each of them shall become bound to IMPACT's Drug and Alcohol Screening Policy and Procedure or equivalent program and any amendments or modifications thereto.

C. It is also agreed that the shop steward will be granted the last hour (1) hour of the shift one day a week to leave the job site with pay, in order to submit his reports to the Business Manager and the Local Union. The shop steward will only be granted the hour (1) hour when there are eight (8) or more men on the payroll. This section pertains to the weekly shop steward meetings and in no way relates to other business that falls within the duties of the shop steward.

D. The steward shall not be discriminated against for his activities in behalf of the union, or interfered with, and shall conduct himself in the performance of his duties as it relates to the Employer and Union accordingly.

E. If a steward is discharged for his union activities and it is clearly proved that he was discriminated against by his Employer and his Representative, then the steward shall be returned to the job and reimbursed for all lost time. There shall be a steward on each job at all times.

F. There shall be a safety meeting once a week conducted by the employer.

G. All jobs must be reported to the hall by the stewards anytime before the beginning of the job.

H. No steward has any authority, real or apparent, to act for, or in behalf of, the Union in any manner contrary to, or in violation of, any applicable section or provision of the Labor Management Relations Act of 1947, as amended, or any State Labor Statute.

I. When more than one shift is employed, there shall be a steward for each shift.

J. There will not be any non-working steward.

K. It is also agreed that the shop steward will work all overtime on the job in which he is employed, provided he can perform the work in question.

79. APPRENTICESHIP AND TRAINING

A. The Joint Apprenticeship and Training Committee shall be composed of three (3) members representing the Iron Workers and Glaziers Employers Association and three (3) members representing Local #16, maintaining and equal representation of the Employer and the Local Union. Members of the Committee shall be selected by groups they represent.

B. The funds for the financing of the Apprenticeship and Journeyman Upgrading Program shall be paid by the employer in accordance with the Collective Bargaining Agreement between the employer and the Union. The funds shall be collected by Iron Workers Local #16 Education Program

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Trust Fund, which shall keep adequate and true accounts and records of all receipts and expenditures. The Iron Workers Local #16 Educational Program Trust Fund, whenever requested by the Joint Apprenticeship and Training Committee members, shall provide such sums of money as may be necessary for the financing of the Apprenticeship and Journeyman Upgrading Program.

C. The funds shall be placed in a depository or depositories as may be selected by the Trustees of the Iron Workers Local #16 Educational Program Trust Fund. Funds so deposited shall not be withdrawn without the approval, or at the request of, the Joint Apprenticeship and Training Committee.

D. The Apprenticeship Standards and Trust Document for Iron Workers Local #16 Apprenticeship Program shall remain in conformance with this Collective Bargaining Agreement and the regulations and requirements of the Maryland Apprenticeship and Training Council and the United States Department of Labor, Bureau of Apprenticeship and Training.

E. These standards are to cover the recruitment, selection, referral, training and other conditions that may be associated therewith consistent with established training policies of the Iron Workers International Association.

F. In the Event that any new classifications are to be included into or made part of Iron Workers Local #16, which may cause additional training programs to be created, an advisory committee may be established in accordance with the Educational Program Trust Fund Agreement to advise on the operation of the newly created Program.

80. TERM OF APPRENTICESHIP

A. The term of Apprenticeship shall not be less than 6800 hours of on the job training in an approved schedule of work experience and 816 related outline instruction hours over a period of not less than four (4) years as covered by the Maryland Apprenticeship and Training standards.

B. For the purpose of advancement the four years shall be divided into 204 hours of related outline instruction per year consisting of the International Association of Ironworkers Required Core Curriculum.

C. Attendance Guidelines:

- It will be mandatory that all apprentices shall be allowed to leave the job with adequate time given to travel to the apprenticeship school by the 5:30pm class start time. The apprentices will receive their regular scheduled pay for the day, up to 8 hours, excluding overtime. At what time specifically an apprentice should leave the job will be at the discretion of the foreman on site.

- If the ratio on the job is "one JIW to one Apprentice" there will be an exception made for those apprentices to be absent from class as long as their foreman personally notifies the Apprenticeship Office. The apprentice will be required to make up the class per the Instructor and the Apprenticeship Coordinators requirements.
- If the job is pre-scheduled that the apprentice is to work the second shift. The apprentice will be required to make up the class per the Instructor and the Apprenticeship Coordinators requirements.

81. APPRENTICE WAGES

A. Apprentices

Apprentice will have contributions made on their behalf to the following Funds: Health & Welfare, Annuity, Pension, Apprenticeship Training, Industry Advancement, the Organizing Fund, and IMPACT.

All Apprentices will have check-off deductions withheld.

Apprentices at rates 50%-55% will have no contributions to annuity.

B. Wage Rates

Apprentice Rate Based on Journeyman's Rate of \$27.98 per effective April 1, 2015 through March 31, 2016.

APPRENTICE RATE	FRINGE BENEFITS	50%-55%	65%-70%	75%-80%	90%
50% 0000Hrs \$13.99	Pension	9.70	9.70	9.70	9.70
55% 1000Hrs \$15.39	Health	6.28	6.28	6.28	6.28
65% 1800Hrs \$18.19	Annuity	.00	1.05	1.47	1.89
70% 2600Hrs \$19.59	App/Training	0.62	0.62	0.62	0.62
75% 3200Hrs \$20.98	Ind. Advancement	0.06	0.06	0.06	0.06
80% 4200Hrs \$22.38	I.M.P.A.C.T.	0.13	0.13	0.13	0.13
90% 5000Hrs \$25.18					
TOTALS		16.79	17.84	18.26	18.68

PAYROLL DEDUCTIONS - APPLIES TO APPRENTICES AND PREAPPRENTICE RATES

***4 % OF GROSS FOR CHECK-OFF	TARGET PROGRAM
\$ 0.09 - IRONWORKERS ORGANIZING PROGRAM	50% - 55% \$0.25
\$ 0.01 - B.U.I.L.D. (VOLUNTARY)	65% - 70% \$0.35
\$ 0.05 - I.P.A.L. (VOLUNTARY)	75% - 80% \$0.45
	90% \$0.50
\$ 1.00 - VACATION FUND - ALL HOURS PAID	ALL HOURS PAID
\$ 0.13 - I.M.P.A.C.T	

82. REPORTS

In accordance with this Collective Bargaining Agreement it shall be the responsibility of the employer's agent or foreman to file a written evaluation report monthly on each Apprentice with the Apprenticeship Program Coordinator. This report form shall be supplied by the Apprentice Office.

83. AFFIRMATIVE ACTION PROGRAM
(Scope and Purpose)

This plan sets forth policies and procedures to promote equality of opportunity in apprenticeship with Iron Workers Local Union #16 Joint Apprenticeship and Training Committee. These policies and procedures apply to the recruitment and selection of Apprentices, and to all conditions of employment and training during Apprenticeship. Iron Workers Local #16 Joint Apprenticeship and Training Committee will take affirmative action to operate the Apprenticeship Program as required by law under Title 29 of the Code of Federal Regulations, Part 30, and the Maryland Plan for Equal Opportunity.

84. EQUAL OPPORTUNITY PLEDGE

Iron Workers Local #16 Joint Apprenticeship and Training Committee will recruit, select, refer for employment and train Apprentices during their Apprenticeship without discrimination because of race, color, religion, national origin or sex. Iron Workers Local #16 will take affirmative action to provide equal opportunity in Apprenticeship and will operate the Apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30.

85. MANAGEMENT RESPONSIBILITIES

All management functions and responsibilities not expressly modified or restricted by a specific provision of the Agreement are retained and vested exclusively in the Employer. More specifically the Employer reserves the right to reprimand or discharge for the following reasons.

1. Chronic Absenteeism
2. Drugs
3. Alcohol
4. Refusing to follow directions
5. Gambling
6. Failure to stay at assigned job, except for personal emergencies
7. Quitting work and/or leaving before quitting time
8. Loitering, loafing, or sleeping on the job.
9. Theft of company property or other employees property
10. Bringing weapons on the job

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IN WITNESS WHEREOF, this Agreement has been executed by the Parties
hereto, as of the date and year above written, in the City of Baltimore, State
of Maryland.


EFFECTIVE DATE: APRIL 1, 2014 THROUGH MARCH 31, 2017

FOR LOCAL UNION:

FOR THE IRONWORKERS GLAZIERS
EMPLOYERS ASSOCIATION


Thomas Brune
Business Manager

Ronald Mantegna
President


Vice President