

AMENDMENT #1 TO THE COMMUNITY WORKFORCE AGREEMENT (“CWA”) for the STATE ROUTE 520 MONTLAKE TO LAKE WASHINGTON INTERCHANGE AND BRIDGE REPLACEMENT PROJECT – CONTRACT 9015

The Washington State Department of Transportation, Seattle/King County Building and Construction Trades Council, and the Northwest National Construction Alliance II agree to the following revisions to the April 2018 CWA for the State Route 520 Montlake to Lake Washington Interchange and Bridge Replacement Project (Contract 9015):

1) **Article 9.1** – Amended to the following:

It is agreed that affirmative action shall be taken to afford equal employment opportunity to all qualified persons without regard to race, creed, color, sex, age, marital status, religion, sexual orientation, ancestry, veteran status, disability or national origin. This shall be applicable to all matters relating to hiring, training, promotion, transfer or termination of employees. Furthermore, the parties agree to cooperate to the fullest extent to achieve the intent and purpose of the applicable regulations of Title VII, the Civil Rights Act of 1964, and Executive Order No. 11246, or such laws or Executive Orders as may supersede them. Subject to the terms and conditions herein, to the extent the Contractor and its Sub-contractors, despite reasonable efforts, are unable to meet the objectives and requirements set forth in this Article through use of craft employees represented by any Union signatory, the Contractor and its Sub-contractors shall be allowed to recruit from any other source.

No employee covered by this CWA shall be required to join any Union as a condition of being employed on the Project. All employees shall, however, be required to comply with any lawful Union security provision in the applicable CBA, for the period during which they are performing Covered Work, except as modified by this CWA. The Contractor agrees to deduct Union dues or representation fees, whichever is applicable, from the pay of any employee who executes a voluntary authorization for such deductions and to remit the dues to the Union or Council.

2) **Article 9.5** – Deleted

3) **Article 9.6, 9.7 and 9.8** – Become 9.5, 9.6, and 9.7 respectively

4) **Article 9.8(g)** – Deleted

5) **Article 9.8(h)** – Becomes new 9.7(g) and is amended to the following:

The Contractor and Sub-contractor will contribute to the appropriate joint labor/management employee craft benefit trust fund(s) as set forth in the applicable collective bargaining unit agreement.

6) **Article 9.10** – Becomes 9.8

7) These changes are effective immediately and will remain in effect for the duration of the contract. All other provisions of the CWA remain fully effective and unchanged.

FOR THE PARTIES:


Washington State Department of Transportation:



Robert E. Christopher III

Director of Construction Division, State Construction Engineer

Signature Date: March 29, 2019



Omar Jepperson

Deputy Administrator, SR 520 Bridge Replacement Program

Signature Date: April 3, 2019

Seattle Building & Construction Trades Council:



Monty Andersen

Executive Secretary

Signature Date: 4-16-19

Northwest National Construction Alliance II:



Dan Hutchins

Contract Administrator

Signature Date: JUSTS BACK 4/3/19